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The Fourth Work-Life Balance
Employer Survey (2013)

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RESEARCH

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Executive Summary

Introduction

This report presents the findings from the Fourth Work-Life Balance Employer Survey (WLB4). The survey was carried out by IFF Research working with the Institute of Employment Studies (IES) on behalf of the Department for Business, Innovation and Skills (BIS).

The Work-Life Balance research series began with a baseline survey in 2000 as part of the UK government's Work-Life Balance campaign. Further employer surveys were conducted in 2003 and 2007.

The main aims of the 2013 survey were to provide:

- updated, reliable data on awareness, provision, take-up and demand in relation to work-life balance arrangements and on employers' perceptions of positive benefits and detrimental impacts arising from the provision of these arrangements
- robust evidence for evaluation of the Government's initiatives on the work-life balance framework since the previous survey, particularly those covered by the Work and Families Act 2006. These include the extension of the right to request flexible working to parents of children under the age of 17 (2009), to co-resident carers (2007) and the introduction of Additional Paternity Leave implemented from April 2011
- a robust baseline from which to monitor and evaluate anticipated legislative initiatives in this area, including the planned extension to the right to request flexible working, a new system of shared parental leave and changes to maternity and paternity leave and unpaid parental leave

In order to ensure comparability with the previous WLB Employer surveys, the survey covered only workplaces in Great Britain that have five or more employees. Sites with fewer than five employees were not included in the scope of the study.

Flexible Working Practices

Between WLB2 and WLB3 availability and take up of flexible working grew. However, over the last six years, since WLB3, there have *not* been great increases in either take-up or availability of flexible working. This in part reflects that flexible working is better established, with nearly all workplaces (97 per cent) having at least one form of flexible working available.

¹ Additional Paternity Leave and Pay (APL&P) enables eligible fathers to take up to 26 weeks' additional paternity leave (currently fathers are entitled to two weeks' statutory paternity leave).

Statistical analysis (using CHAID technique) shows that: the number of flexible working arrangements available primarily depends on the size of the establishment; public and third sector organisations tend to offer a larger number of flexible working arrangements than private sector companies, irrespective of the size of the establishment; and the proportion of female employees is significantly related to the number of flexible working practices in small private sector companies, but has no impact on other types of organisation.

Although take-up and availability of flexible working has not changed significantly overall since WLB3, there have been some interesting changes in the types of flexibility that employees use. While job sharing has decreased reducing hours for a limited period and the use of flexitime have increased. The use of flexitime has grown considerably in the public sector (48 per cent of workplaces have at least one person working in this way compared with 31 per cent in WLB3) but has remained static in the private sector. However use of reduced hours working for a limited period has grown in both sectors.

All employers were asked whether they had received requests over the last 12 months for any of the types of flexible working covered by the survey. The proportion of employers who had received requests (40 per cent) was at a very similar level to WLB3. Employers were most likely to have experienced requests for working reduced hours for a limited period. Most employers who had received requests were able to accept all of those received, with only nine per cent of those receiving requests having turned any down.

In 2009 the Right to Request flexible working was extended to cover those with children under the age of 17. Employers were asked about their awareness of this extension. Overall 51 per cent of workplaces were aware of these changes (these establishments represent 73 per cent of the workforce employed in workplaces of five or more employees).

Maternity Leave

The proportion of workplaces that have experienced at least one employee taking maternity leave has increased since 2007 (from 32 per cent to 39 per cent).

Overall 13 per cent of workplaces paid occupational maternity pay. This has remained at a similar level since WLB3 in 2007 (14 per cent). This figure was higher among establishments who had experienced at least one employee taking maternity leave in the last two years (22 per cent). Reflecting the fact that larger employers are more likely to offer occupational maternity pay, those employers that offer occupational maternity pay cover 36 per cent of the workforce. As context it is worth noting that the Maternity and Paternity Rights and Women Returners Survey 2009/10 found that occupational maternity pay was received by 32 per cent of mothers who had been in work at some point in the 12 months prior to having their baby (although this will also have included mothers working in workplaces with fewer than five employees).²

² https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/214367/rrep777.pdf

Where occupational maternity pay was offered it was usually available to all mothers, but in just over a quarter of workplaces with an occupational maternity pay scheme (29 per cent) it was available only to some groups of the workforce (most commonly those with longer service records).

On average, those employers who offered an occupational maternity pay scheme offered it for 21 weeks. In around four-fifths of establishments offering occupational maternity pay, it was paid at the equivalent of full wages for all (40 per cent) or some (41 per cent) of the period. Only seven per cent of establishments had a scheme that offered only part pay for the full period. (13 per cent with an occupational maternity pay scheme were unsure if or for how long full pay was offered.)

At an overall level, occupational maternity pay schemes consisted of an average of 15 weeks full pay and six weeks part pay. This equates to mothers receiving an average of 91 per cent of their salary across the occupational maternity pay period.

There was an increase in the availability of schemes to help mothers return to work since WLB3 in 2007: the proportion providing retraining had increased from 47 per cent in 2007 to 65 per cent, and the proportion offering keep-in-touch schemes from 44 per cent to 63 per cent.

Just over half of employers who had at least one employee take maternity leave in the previous two years had experienced mothers wanting to move from working full-time to part-time on their return. Almost all of these employers indicated that this was accommodated in all or nearly all cases, and that the woman or women were able to keep their existing job. If the existing job could not be kept then most employers indicated that women moving to a part-time role upon returning from maternity leave were able to keep their existing level of seniority in all (65 per cent) or some cases (20 per cent).

Ten per cent of employers with female employees returning from maternity leave in the previous two years had experienced difficulties in keeping open jobs for women on maternity leave³.

Paternal Leave

Nearly two-fifths (37 per cent) of workplaces had experienced at least one of their male employees having had a baby within the last two years. Nearly all of these (representing 36 per cent of all workplaces) had experienced a male employee taking time off around the birth of a child. This has increased significantly since 2007 – WLB3 found that only 29 per cent of workplaces had experienced men taking time off around the birth of a child.

A quarter of all workplaces (27 per cent) offered extra paternity leave (beyond the statutory two weeks). This covered both paid and unpaid leave. This represents a considerable

³ Due to changes in question wording, direct comparisons with WLB3 cannot be made. The 2007 survey asked whether problems had 'ever' been experienced by employers whereas the 2013 question limited the period asked about to the last two years. For reference, 20 per cent of employers stated they had ever experienced difficulties holding a job open for women on maternity leave.

increase in the prevalence of offering occupational paternity leave since WLB3 (in WLB3 18 per cent of employers with male employees having had a baby offered occupational paternity leave). The average length of occupational paternity leave provided was 4.8 weeks, though the most common response was two weeks.

Despite the increase in likelihood to offer occupational paternity leave, the likelihood to offer occupational paternity pay (17 per cent) remained similar to WLB3 (19 per cent). On average employers offered 2.9 weeks at full pay and 0.5 weeks at part pay.

Employers were asked whether any male employees had taken advantage of the relatively new entitlement to Additional Paternity Leave. Overall one per cent of employers had some employees who had taken Additional Paternity Leave over the last two years. In most cases where APL had been taken, fewer than the maximum 26 weeks had been used.

Four-fifths of establishments (81 per cent) allowed male employees time off work to attend antenatal appointments. Most of those who made this allowance allowed for at least three appointments.

Parental and other leave

Seven in ten employers (71 per cent) reported that adoptive primary carers and their partners received the same maternity and paternity benefits that they provided for birth parents (four per cent said they did not have the same entitlement, the remainder were unsure).

A minority of establishments (33 per cent) were aware of the change in legislation which came into force in March 2013 increasing the amount of unpaid parental leave that parents can take from 13 weeks to 18, though awareness increased to a majority of those establishments with 50 or more employees. Those workplaces aware of the change accounted for 57 per cent of the total workforce.

Sixty-eight per cent of workplaces indicated that all parents in the workplace had the right to request unpaid parental leave while in around one in seven establishments (15 per cent) stated that the right was restricted to those parents with the legislative right to request it).

Take-up of parental leave was less common than either maternity or paternity leave and has remained unchanged since 2007. Overall, 14 per cent of workplaces had experienced a member of the workforce taking unpaid parental leave in the previous 12 months.

Employers were generally amenable to allowing employees to take special leave at short notice to care for a family member, or someone who depends on them for their care (just over three-quarters of employers said such requests would be agreed to in all or nearly all cases), and in most cases the classification of such leave (e.g. as annual leave or time to be made up at a later date) was left to the employee's discretion.

Implementing flexible working and leave arrangements

Just over half of employers had a written policy that covered flexible working; these establishments cover three-quarters of GB employees (in workplaces with at least five employees). Larger, public sector establishments, as well as those with a union presence, were more likely to have a policy in place. Having a policy did not necessarily mean employers having a written procedure, and fewer organisations had written procedural guidelines on submitting and assessing a request for flexible working. Indeed nearly three-quarters of employers had no set procedure, with each case treated differently depending on the circumstances.

Employers were relatively evenly divided in who makes the decision about flexible working requests. In around a third of establishments it was the line manager or supervisor and in another third a person with HR responsibility, with the final third suggesting it depends on the situation.

The majority of organisations, particularly small organisations, had not trained any of their managers in dealing with individuals who work flexibly. Overall 55 per cent of workplaces had not provided any training on how to manage individuals making use of flexible working arrangements.

Attitudes towards work-life balance and flexible working

Findings indicated that employers' attitudes remain positive towards work-life balance and flexible working. Compared with the findings of WLB3, there had been an increase in positive views concerning the impact of flexible working on the workforce and human resource management issues (such as employee motivation and commitment, employee relations, absence reduction, labour turnover, recruitment and productivity), suggesting that there may be growing acceptance of flexible working among both employers and the workforce as a whole.

As was the case in the previous three WLB employer surveys, there was a strong link between positive views of flexible working and the number of flexible working policies offered by the employer. It is difficult to know whether this is due to employers appreciating the positive impact of flexible working practices having had greater direct experience of them, or due to employers with positive attitudes towards flexible working practices being more likely to offer them.

When asked whether, on balance, flexible working arrangements had a positive or negative impact on their business, over half (56 per cent) of employers said that the impact was very or fairly positive, compared with just nine per cent reporting that they had a negative impact.

Default Retirement Age

The national Default Retirement Age (DRA) of 65 had been phased out so that as of October 2011, employers were no longer allowed to issue forced retirement notices on their employees when they reach 65.

Around one in six employers had noticed a change in the age profile of their workforce since the removal of DRA with the majority of these noting that there has been an increase in the proportion of employees aged 60 or over. However, only just under half of those observing a change (47 per cent) said that the change in age profile of their workforce was at least partly due to the removal of DRA.

Overall, eight per cent of all employers felt that the removal of DRA had led to a change in the age profile of their workforce:

Working Hours

The survey explored issues relating to the patterns that employees work, in particular the use of zero hour contracts, long hours working and on-call working.

Zero hours contracts were being used in 17 per cent of establishments and were more evident in the third sector and in hotels and restaurants, education, health and social work and manufacturing industry sectors.

One in ten businesses reported that they had non-managerial employees who had worked more than 48 hours per week over a continuous four-month period or longer over the past 12 months. Half of these employers had not had any non-managerial employees sign an opt-out of the Working Time Regulations with regards to the 48-hour working week. However, given that there are some exemptions from the requirements, it is impossible to deduce the extent of non-compliance.

Just over a fifth of businesses had employees who were contractually required to engage in on-call working, with this type of working more prevalent in the public sector than the private sector or the third sector. A total of 45 per cent of employers using on-call working included on-call hours when calculating an employee's working time for the week.

About this survey

The survey achieved a total of 2,011 interviews. Interviews were conducted with the senior contact at each establishment with responsibility for human resource and personnel issues or for general management issues.

Interviews lasted approximately 39 minutes and were conducted using Computer Aided Telephone Interviewing (CATI).

Establishments in Great Britain with five or more employees were randomly selected for the survey from the Inter-Departmental Business Register (IDBR), a business register held by the Office for National Statistics (ONS) which contains information on all businesses in the UK which are VAT registered or operating a PAYE scheme. The IDBR was used as the sampling frame for WLB3, and is used for many Government statistical surveys of businesses.

Data were weighted at the analysis stage to ensure the survey findings were representative of all workplaces with five or more employees in Great Britain, and of all employees in these establishments.

Chapter 1: Introduction

Background

This report presents the findings from the Fourth Work-Life Balance Employer Survey (referred to as WLB4 throughout the report). The survey was carried out by IFF Research working with the Institute of Employment Studies (IES) on behalf of the Department for Business, Innovation and Skills (BIS). BIS is the government department responsible for economic growth. The department invests in skills and education to promote trade, boost innovation and help people to start and grow businesses. BIS also acts to protect consumers and reduce the impact of regulation as well as making the labour market more flexible, efficient and fair through the employment law framework.

The Work-Life Balance research series began in 2000 as part of the UK government's Work-Life Balance campaign. WLB1⁴ was commissioned by the then Department for Education and Employment (DfEE) to assess the provision of flexible working practices in the Great Britain and to explore perceptions towards them amongst employers and employees. Following this, WLB2⁵ was undertaken in 2002/3, prior to the implementation of the Employment Act 2002, and was designed to set benchmark measures for the prevalence of flexible working arrangements which would become statutory in the future.

The third Work-Life Balance survey of employers, WLB3⁶, was conducted in 2007 in order to coincide with changes in employment legislation under the Work and Families Act 2006⁷. Under the Act, several changes to maternity and adoption leave and pay were introduced, coming into effect in October 2006 and applying to employees from April 2007. In addition, the Act introduced the right to request flexible working, which was extended to carers and adults from April 2007, and a number of additional changes to legislation aimed at improving work-life balance.

The current survey, the Fourth Work-Life Balance survey of employers, was carried out between May and September 2013. It covered the period following the Work and Families Act 2006, over which time there have been additional and significant changes in the

⁴ See the First Work-Life Balance Baseline Study, Hogarth, T. et al (2001) (<http://webarchive.nationalarchives.gov.uk/20130401151715/https://www.education.gov.uk/publications/eorderingdownload/rr249.pdf>)

⁵ See Woodland, S. et al (2003) for the Second Work-Life Balance Survey: Results from the Employer Survey, (https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/193603/bis-03-1252-the-second-work-life-balance-study-results-from-the-employer-survey.pdf)

⁶ See Hayward, B. et al (2007) for the Third Work-Life Balance Employer Survey: Main findings (<http://www.berr.gov.uk/files/file42645.pdf>)

⁷ Information on the Work and Families Act 2006 can be found at http://webarchive.nationalarchives.gov.uk/20100202100434/http://www.opsi.gov.uk/acts/acts2006/pdf/ukpga_20060018_en.pdf

regulatory landscape including the extension of the right to request flexible working to parents of older children (2009) and Additional Paternity Leave Regulations (2010)⁸. In addition to rights such as statutory holiday entitlement and rights to paternity, maternity and parental leave, this legislation has meant employees with children under the age of 17 (18 and under if disabled) and co-resident carers have a right to request flexible working.

Other recent changes include the introduction in 2011 of additional paternity leave and pay, which enables fathers to take up to 26 weeks of additional paternity leave.

In addition, as outlined in “The Coalition: Our Programme for Government”⁹, there have been Coalition Government commitments on:

- flexible parental leave: Incorporating the reclassification of maternity leave as parental leave to be available to either parent on an equal basis. Other key elements include the extension of the right to unpaid parental leave beyond the first year of a child’s life and allowing employees to take parental leave in multiple periods or on a part-time basis; and
- the extension to all employees of the right to request flexible working: Consideration is also being given to providing support to individuals who have a temporary need for flexibility

A corresponding survey of employees, The Fourth Work-Life Balance Employee Survey¹⁰, was carried out in early 2011. It explored the demand for, availability of and take-up of work-life balance practices, reasons for non-take-up, views on the benefits and detrimental effects of flexible working and the impact of work-life balance practices, and employee entitlements and the take-up of paid annual leave, emergency and parental leave. The current survey aimed to cover similar ground from the employer perspective.

⁸ See http://www.legislation.gov.uk/ukxi/2010/1055/pdfs/ukxiem_20101055_en.pdf for further information.

⁹ See The Coalition: Our Programme for Government
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/78977/coalition_programme_for_government.pdf

¹⁰ See The Fourth Work-Life Balance Employee Survey, Tipping, S et al (2012)
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32153/12-p151-fourth-work-life-balance-employee-survey.pdf

Aims and Objectives of the Survey

The main aims of the survey were to provide:

- updated, reliable data on awareness, provision, take-up and demand in relation to work-life balance arrangements and on employers' perceptions of the positive benefits and detrimental impacts arising from the provision of these arrangements
- robust evidence for evaluation of the Government's initiatives on the work-life balance framework since the previous survey in 2007 (WLB3 Employers), particularly those covered by the Work and Families Act 2006. These include the extension of the 'right to request flexible working' to parents of children under the age of 17 (2009), to co-resident carers (2007) and the introduction of Additional Paternity Leave implemented for parents of babies due on or after April 2011¹¹
- a robust baseline from which to monitor and evaluate anticipated legislative initiatives in this area, including the planned extension to the right to request flexible working, a new system of shared parental leave and changes to maternity and paternity leave and unpaid parental leave. The data from the research will also provide evidence for on-going impact assessments in this policy area

More specifically, the survey objectives were to:

- examine working hours of managerial and non-managerial employees, and assess practices in relation to the Working Time Directive
- assess employers' awareness of the current statutory leave entitlements, including annual leave, maternity, paternity and additional paternity leave, parental leave, and time off for dependants
- establish employers' provision of work-life balance practices, including provision beyond the statutory requirement, and reasons for non-provision
- establish the extent to which access to work-life balance practices is restricted, i.e. what (if any) are the criteria for eligibility to access these arrangements
- assess take-up of work-life balance practices, including how employers handle requests and how take-up is monitored; and
- ascertain employers' views on the impact of work-life balance practices

¹¹ Additional Paternity Leave and Pay (APL&P) enables eligible fathers to take up to 26 weeks' additional paternity leave (currently fathers are entitled to 2 weeks' statutory paternity leave).

Report Structure and Interpretation

Following the methodology (detailed in chapter 2), the report is structured into nine main chapters. Each relates to a specific area of legislation or working practice theme.

Comparisons with WLB3 results are only reported in the text if they are statistically significant, unless otherwise stated. Significance is measured at the 95 per cent confidence level.

Based on the overall sample size, the sampling error (at the 95 per cent confidence level) on a survey result of 50 per cent is +/- 2.2 percentage points, and on a survey result of 25 per cent or 75 per cent is +/- 1.9 percentage points. The sampling error increases when looking at sub-groups within the overall sample. More information on this is provided in Table B1.1 in Appendix B.

Throughout the report results have not been shown on tables and charts if the unweighted base size is less than 50. Where this is the case, a double asterisk (**) has been used in place of the data.

For reasons of conciseness, not all significant relationships are highlighted in the report.

Where an asterisk (*) has been used in the tables, it symbolises a percentage value greater than zero but less than 0.5 per cent. A zero percentage value is denoted by ‘-’ in the tables.

Differences by size of establishments are frequently commented on in the report. Establishments with 5-49 employees are described as small, those with 50-249 employees as medium-sized, and those with 250 or more employees as large employers.

Chapter 2: Methodology

The Fourth Work-Life Balance Employer Survey (WLB4) involved 2,011 telephone interviews conducted in 2013 with establishments in Great Britain with at least five employees on the payroll. The interviews were conducted with the most senior contact at the site with responsibility for human resource and personnel issues or for general management issues. This chapter summarises key aspects of the methodology. Full details of the methodology can be found in the separate WLB4 Technical Report.

Sample design and selection

The sample for WLB4 was drawn from the Inter-Departmental Business Register (IDBR) which is maintained by the Office for National Statistics (ONS). This was the same sampling frame used for the previous two work-life balance employer surveys, but differs from that used in the First Work-life Balance Employer Survey (WLB1) which used BT's Business Database. The reasons for the change from WLB1 to WLB2 were cited as being IDBR's comprehensiveness, in particular its greater coverage of small independent workplaces, and it having detailed and reliable information which can be used for sample stratification¹².

The IDBR was chosen for WLB4 reasons of consistency and because it is regarded as the most comprehensive sample source of businesses in Great Britain. Replicating the sampling design used in the previous two work-life balance surveys of employers, the sampling unit used for WLB4 was the IDBR's 'local unit'¹³, which in most instances corresponds with the definition of an establishment (or workplace) used in the survey. In order to maintain comparability with the previous Work-Life Balance Employer Surveys, the sample was restricted to local units with a minimum of five employees across all Standard Industrial Classification (SIC) major groups apart from groups P and Q (Private Households with Employed Persons and Extra-territorial Bodies respectively).

A target of 2,000 interviews with employers was agreed at the specification stage. The sample size was larger than for WLB3 (when 1,500 interviews were targeted) with the intention of providing larger base sizes for sub-group analysis.

The business population is heavily skewed towards smaller establishments - and, to a lesser extent, towards certain sectors - hence a purely random sample would lead to a large proportion of all interviews being achieved in the smaller size-bands thereby reducing the scope for reliable analysis of large establishments and smaller sectors. On this basis, a stratified sampling approach was employed with larger workplaces and those operating within smaller sectors given a greater chance of being selected. Within each size by sector cell of the sampling grid (see Table 2.1) workplaces were selected at random.

¹² Woodland, S. et al. (2004) *The second Work-Life Balance Study: results from the employer survey: Technical Report*, London: National Centre for Social Research. <http://www.esds.ac.uk/doc/5080/mrdoc/pdf/5080userguide.pdf>

¹³ Defined by IDBR as "An individual site (for example a factory or shop) in an enterprise".

The technical report provides further details on how the targets for each sector/size cell were set.

Table 2.1 Sample drawn for WLB4

Sector 2007 SIC	Size of establishment							Total
	5-9	10-24	25-49	50-99	100-249	250-499	500+	
A&B: Agriculture, fishery and mining	140	72	62	51	35	50	16	426
C: Manufacturing	113	53	62	49	41	135	59	512
D & E: Utilities	181	113	197	37	117	88	38	771
F: Construction	197	59	33	51	46	89	26	501
G: Trade	236	155	166	84	73	147	63	924
I: Hotels and Restaurants	312	127	128	87	71	140	43	908
H&J: Transport and Communication	86	79	66	68	45	141	279	764
K: Finance	148	44	64	93	93	51	87	580
L, M & N: Real estate and business	222	103	87	147	94	336	139	1,128
O: Public admin and defence	102	51	22	30	28	57	18	308
P: Education	270	40	39	73	78	58	32	590
Q: Health and social work	99	58	44	64	62	60	96	483
R&S: Other, community	190	52	54	48	38	170	86	638
TOTAL	2,296	1,006	1,024	882	821	1,522	982	8,533

Because the IDBR as a sample source has very few telephone numbers, once the sample was drawn it was necessary to undertake a telephone matching exercise to secure workplace telephone numbers.

Fieldwork

Contact procedures

There were two main stages involved in contacting establishments to take part in the survey:

Stage one: a pre-screening exercise was undertaken between 5th and 30th May 2013 on all sampled establishments where a telephone number was found. The purpose of this initial call was to check eligibility for the study (that it was a business at that address and that there were at least five employees on the payroll), to identify the most appropriate person to interview about the establishment (“the most senior person at the site with responsibility for human resource and personnel issues, or for general management issues”), and to send them an advance letter informing them about the research and encouraging their participation. A copy of the advance letter can be found in Appendix F.

Stage two: the final stage was to contact the identified respondent, to re-check their eligibility (that they were the person best placed to answer the survey questions, and corporately that the site still employed five or more employees) and to conduct the interview. Fieldwork took place from 16th May to 4th September 2013.

The questionnaire used for the survey can be found in the technical report. Prior to the main stage of fieldwork the questionnaire underwent cognitive testing and then piloting. Details of these stages can be found in the technical report.

Response

A breakdown of sample outcomes is provided in Table 2.2. In total, 8,533 records were drawn from the IDBR. Of these 5,811 were in scope for fieldwork. Overall, 2,013 interviews were completed. Two completed interviews were removed during the data preparation stage. This represents a response rate of 35 per cent compared with 39 per cent for the 2007 WLB3 survey.

Table 2.2 Summary of fieldwork response

	Number of cases	(%)	(%)
Total sample from IDBR	8,533		
Not issued to Telephone Unit (unknown eligibility)			
No telephone number after look-up	417	4.9	
Out of scope			
Unobtainable	1,544	18.1	
Less than five employees	644	7.5	
Duplicate records	59	0.7	
Site / organisation closed down	58	0.7	
In-scope of fieldwork	5,811	68.1	100.0
Non-contact			
No contact after 20+ calls	376		6.5
Other non-contact - unresolved cases before the end of fieldwork	486		8.4
Unknown at number	8		0.1
Company moved	6		0.1
Refusal			
Personal refusal	1,182		20.3
Deferral - may complete at later date	400		6.9
Against company policy	338		5.8
Head Office refusal for all sites on sample	112		1.9
Refusal - recently taken part in a survey	52		0.9
Proxy / switchboard refusal	33		0.6
Opted out	15		0.3
Other non-productive			
Partial interview, not usable	378		6.5
Named contact not available during survey period (no referral available)	230		4.0
Nobody at site with HR responsibilities	179		3.1
Gatekeeper doesn't know most appropriate person	3		0.1
Interviews			
Total full interviews	2,013		35
(two removed at editing stage)			

The technical report provides further information on the survey response rates.

Table 2.3 shows the number of useable interviews achieved in each cell of the sampling grid.

Table 2.3 Interviews achieved by SIC 2007 major groupings and establishment size

	Size of establishment						Total	
	5-9	10-24	25-49	50-99	100-249	250-499		500+
A&B: Agriculture, fishery and mining	23	11	10	14	12	6	6	82
C: Manufacturing	14	13	16	5	12	24	17	101
D & E: Utilities	14	26	32	23	20	14	20	149
F: Construction	21	15	12	21	14	10	10	103
G: Trade	39	48	41	19	20	28	11	206
I: Hotels and Restaurants	31	44	35	29	29	25	15	208
H&J: Transport and Communication	12	25	27	20	10	24	33	151
K: Finance	24	13	14	11	17	9	15	103
L, M & N: Real estate and business	46	50	38	36	42	53	36	301
O: Public admin and defence	9	16	15	10	13	14	20	97
P: Education	39	42	24	24	18	22	24	193
Q: Health and social work	16	28	28	24	21	10	36	163
R&S: Other, community	25	20	21	14	16	34	24	154
Total	313	351	313	250	244	273	267	2,011

The weighted profile of the sample population of employers in terms of key labour market characteristics such as size of establishment, industrial sector and union presence can be found in Appendix B.

Respondent job role

Interviews were conducted with “the most senior person at the site with responsibility for human resource and personnel issues, or for general management issues”. Analysis shows that there were differences across establishment size in terms of the job title of respondent, as outlined in Table 2.4. As might be expected, in small establishments, the survey was more likely to be undertaken with general managers or directors and business owners whereas in large establishments, human resource and personnel managers were more likely to participate. This reflects the fact that larger employers are more likely to

have dedicated human resource employees or departments overseeing large numbers of employees. Job titles of respondents in medium establishments were more evenly spread.

Table 2.4 Respondent job title by establishment size

Establishment size	Small (5-49)	Medium (50-249)	Large (250+)
	%	%	%
HR Manager / Officer	3	33	61
Personnel Manager / Officer	*	3	11
Training manager / Officer	*	1	1
Financial Accounts Manager / Officer	3	3	1
General Manager	14	8	1
Owner / Proprietor	9	1	*
MD / Chief Executive	8	4	*
Director	13	9	9
Other Manager	39	31	13
Other	11	9	4
<i>Unweighted base</i>	997	494	540
<i>Weighted base</i>	728,000	75,000	12,000

* denotes a figure greater than zero but less than 0.5 per cent

Weighting

The sample of establishments for WLB4 was chosen with unequal probabilities and the response rate differed between different cells of the sector by size sampling grid. Therefore, weighting was required to ensure that the survey results were representative of all employers in Great Britain with five or more employees. Weighting was carried out separately on a unit basis and an employment basis.

The unit weight

The unit weight has been used for all establishment-based data, for example the proportion of establishments with particular practices available. The unit weighting process matched that used for the sampling with individual weights calculated for each cell of the 13 sector by seven size band grid (see Table 2.1). The unit weight grossed up the number of achieved interviews in each cell to the IDBR population figures. The effect of this weighting process was to bring the weighted total up to the full population of 814,098 establishments in Great Britain with five or more employees.

The employment weight

For employee-based analysis (such as the number of employees working in establishments that have a particular practice available) a different weight was derived. The rationale for this weight was simply that applying the unit weight to the number of employees within each establishment does not guarantee an accurate employment profile.

The employee weighting was done on the same seven size band size by 13 sector basis as the unit weighting. Within each cell a figure (multiplier) was calculated to bring the unweighted employment in that cell up to the total employment within that cell based on ONS data. This multiplier was then applied to the employment figure for each establishment within that cell (hence different sized establishments within a sector/size band cell have different weighted employment totals). The effect of the weighting process was to bring the weighted total number of employees up to the full population of 24,382,869 employees in establishments in Great Britain with five or more employees.

Tables in the main body of the report are based on weighted data: tables show the unweighted bases (i.e. the number of respondents on which results in the table are based). Tables in the annex also show weighted bases rounded to the nearest 1,000: these give an indication of the overall size of the population to which the data applies..

Full information on the sampling, weighting, questionnaire design, and survey methodology is provided in the separate Technical Report (supply link when available).

Chapter 3: Flexible Working Practices

Introduction

This chapter focuses on the availability of flexible working practices and the reasons why some establishments choose not to offer them. Comparisons are made with WLB3 to identify any changes in provision and take-up since 2007. The chapter also looks at eligibility for each type of flexible working practice and whether there are any restrictions in their provision within establishments. Finally, the chapter presents an analysis of the level of requests for flexible working, with a particular focus on the reasons why any requests have been rejected by employers. The chapter also considers gender differences in take-up of flexible working and in levels of requests and rejection of those requests.

Flexible working can take many forms. For the purpose of this survey, it was decided to focus on those practices covered in WLB3 with additions (term time working and annualised hours) which have become more prevalent and better understood since WLB3 was carried out in 2007¹⁴. The following flexible working practices were therefore covered in this survey and used to define 'flexible working':

- Part-time working
- Reduced hours (for a limited period)
- Job share
- Flexitime
- Compressed week
- Term-time only working
- Annualised hours
- Working from home regularly.

The first seven work patterns refer to a person's working time or pattern, with working from home relating to a person's working place.

¹⁴ WLB2 included annualised hours and term-time working but these were excluded in WLB3 due to considerations of questionnaire length, and these two practices being relatively uncommon. In addition, piloting of the questionnaire at that time found that annualised hours were often not understood. Piloting for WLB4 found annualised hours to be understood and term-time working to be relatively common so they were re-included as important forms of flexible working.

Availability and take up of flexible working arrangements

Employers were asked whether any employees at their workplace were using any of the eight flexible working practices listed above or had done so in the past 12 months. If an arrangement had not been used by any employee in the last 12 months, employers were asked whether this arrangement was available to employees should they wish to request it. These questions were also asked in WLB2 and WLB3. This is the ‘availability’ measure and provides a good means of assessing changes in employer attitudes towards flexible working over time.

Also used in this chapter is the term ‘take-up’ which refers to a flexible working practice which is provided by a workplace and has been used by at least one employee in the 12 month period prior to taking part in the survey. Of the two measures, take-up is the more reliable, since it shows that a working practice is actually rather than just theoretically available. Nonetheless, measures of availability are useful insofar as they provide an indicator of whether employers are being more open to concepts of flexible working and whether this varies according to the type of arrangement.

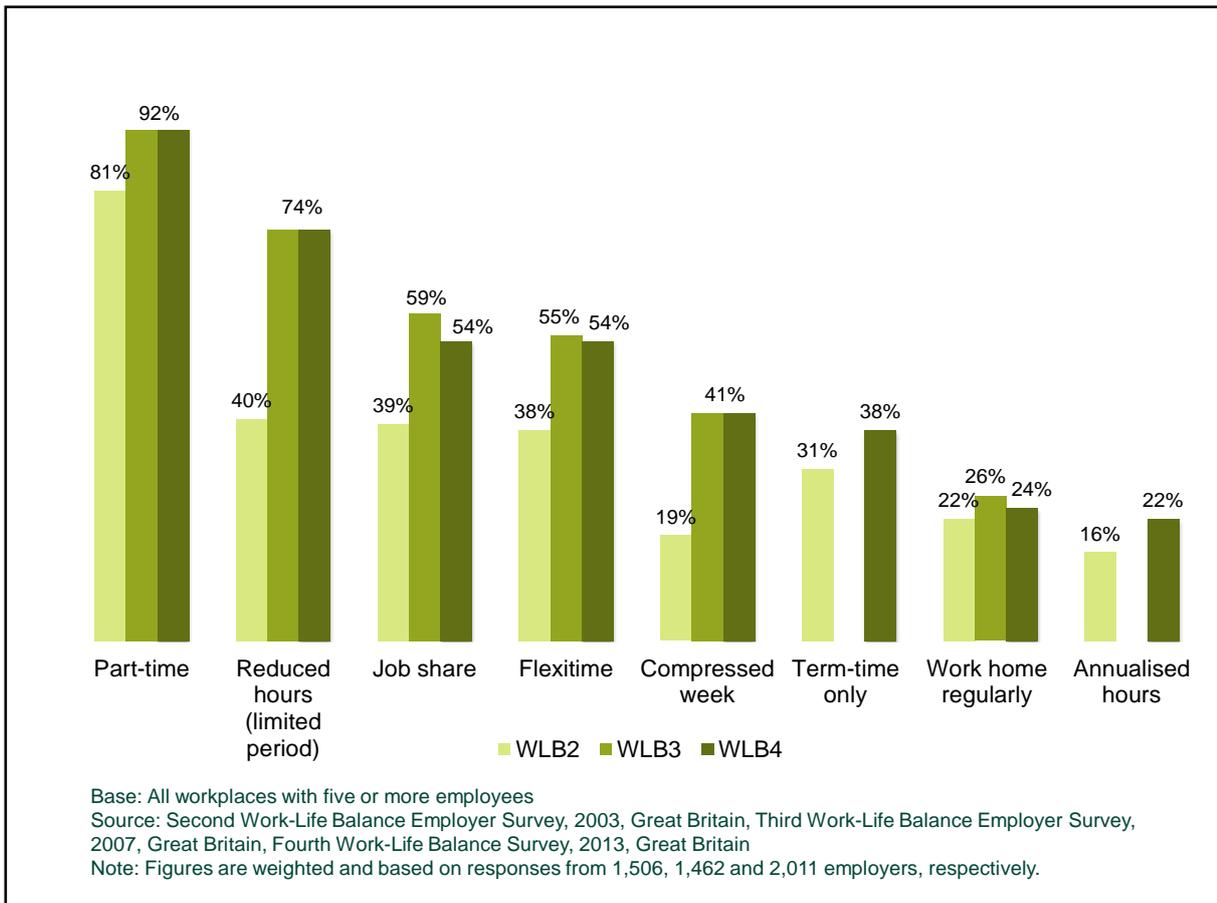
For WLB4 additional attention was given to part-time working, the most prevalent form of flexible working in both WLB2 and WLB3, exploring employee take-up by gender.

Availability of flexible working practices

The availability of flexible working practices has remained very consistent with WLB3. Almost all employers (97 per cent) had at least one form of flexibility available including part-time working, and 88 per cent had at least one form available excluding part-time working.

Figure 3.1 shows the proportion of establishments with each flexible working practice available, with comparisons for WLB2 and WLB3 where available.

Figure 3.1: Availability of flexible working practices in establishments



There has been a statistically significant decline in the availability of job sharing since WLB3 in 2007.

No form of flexible working, where a trend can be measured, had increased significantly in availability since WLB3. The large increases between WLB2 and WLB3 probably reflected the impact of the Right to Request legislation introduced in April 2003 and there appears to have been a subsequent plateauing out of the availability of flexible working practices in the last six years since WLB3.

Across all forms of flexible working practices, availability was higher as establishment size increased, when there was a union presence at the workplace (other than for working from home on a regular basis), and among the public and third sectors (it was also higher specifically in the public administration and defence and the education sectors). These findings, and the availability of flexible working practices across other workplace characteristics, are outlined in the Flexwork Availability table in Annex C. Availability of flexible working practices was also higher in establishments with a higher proportion of women in the workforce. In establishments where there were no women, 30 per cent had no flexible working arrangements available but in those where a majority of the workforce was female only one per cent had no flexible working practices available to employees.

Conversely the availability of flexible working practices was lower in small, private sector or male-dominated establishments.

Comparisons of employer data with the perceptions of employees is possible given that the Fourth Work-Life Balance Employee Survey asked employees about the availability and take-up of the eight flexible working practices in their place of work. The majority of employees (92 per cent) were aware that at least one flexible working practice was available in their place of work. Sixty-eight per cent who said that at least one flexible working arrangement was available were working flexibly, equivalent to 60 per cent of all employees. The proportion taking up flexible working had increased since 2007 when, according to the Third Work-Life Balance Employee Survey, 62 per cent of employees who had flexible working available to them had taken it up.

Table 3.1 shows the proportion of the workforce covered by each flexible working practice based on WLB4 employer data¹⁵ and the comparative figure as derived from the Employee Survey.

Table 3.1 The perceived availability of flexible working practices from the employer and employee perspective

	Workforce covered by each practice as stated by employers	Employee perceived availability
	%	%
Work part-time	97	80
Work reduced hours for a limited period	88	56
Work flexitime	64	48
Job share	72	43
Work a compressed week	58	39
Work term-time only	52	34
Work from home on a regular basis	43	30
Work annualised hours	36	17
<i>Base (unweighted)</i>	<i>2,011</i>	<i>2,767</i>

Source: first column, WLB4 Employer survey; second column, Fourth Work-Life Balance Employee survey

Comparing the findings across the two surveys shows that across all working practices, availability as indicated by employers was higher than is perceived to be the case by employees. This indicates employees may not always be aware when flexible working is available within their workplace.

¹⁵ The employer data is weighted by the employment weight to indicate the percentage of the workforce within establishments with five or more staff covered by the various flexible working practices

Current take-up of part-time working

Around three-quarters (76 per cent) of establishments (covering 89 per cent of the workforce within establishments with five or more employees) had part-time employees, and 80 per cent of establishments (covering 91 per cent of the workforce within establishments with five or more employees) either had current part-time employees or had employees who had worked part-time in the past 12 months.

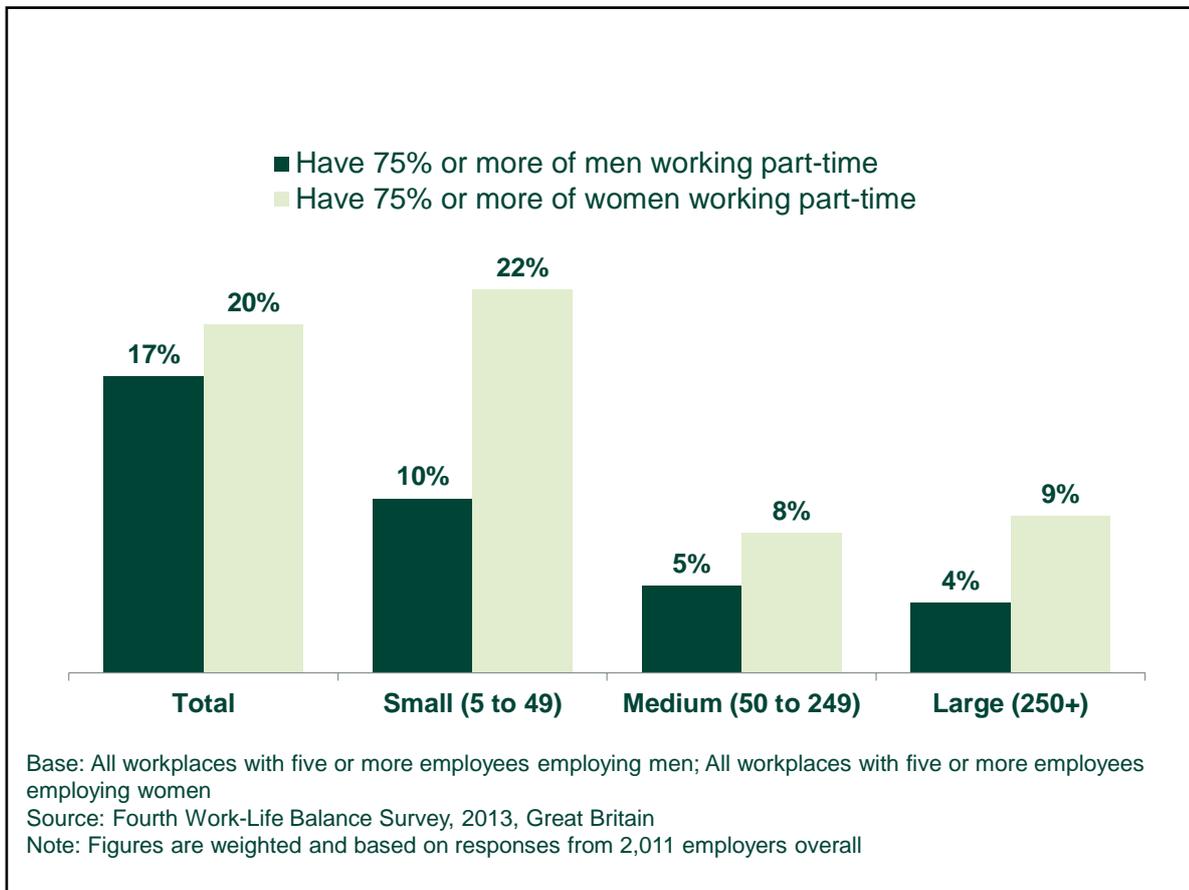
The proportion of employers with any employees working part-time has remained relatively consistent since WLB1 in 2000, although it rose significantly between WLB2 and WLB3. Employer use of part-time working (i.e. having any employees working on a part-time basis in the preceding 12 months) in previous WLB employer surveys was found to be:

- 79 per cent in WLB3 (a significant rise from WLB2)
- 74 per cent in WLB2
- 76 per cent in WLB1

Small establishments were the least likely to have current part-time employees (74 per cent compared with 92 per cent of medium and 97 per cent of large establishments).

Where small establishments had part-time workers they formed a greater proportion of their workforce as Figure 3.2 illustrates.

Figure 3.2: Proportion of workplaces with 75% or more of staff working part-time, by gender



There were also differences across sectors. Part-time working was used by some employees in around 60 per cent of establishments in the utilities, construction and agriculture and mining sectors, but around 90 per cent of establishments in the health and social work, public administration and defence, hotels and restaurants, and education sectors.

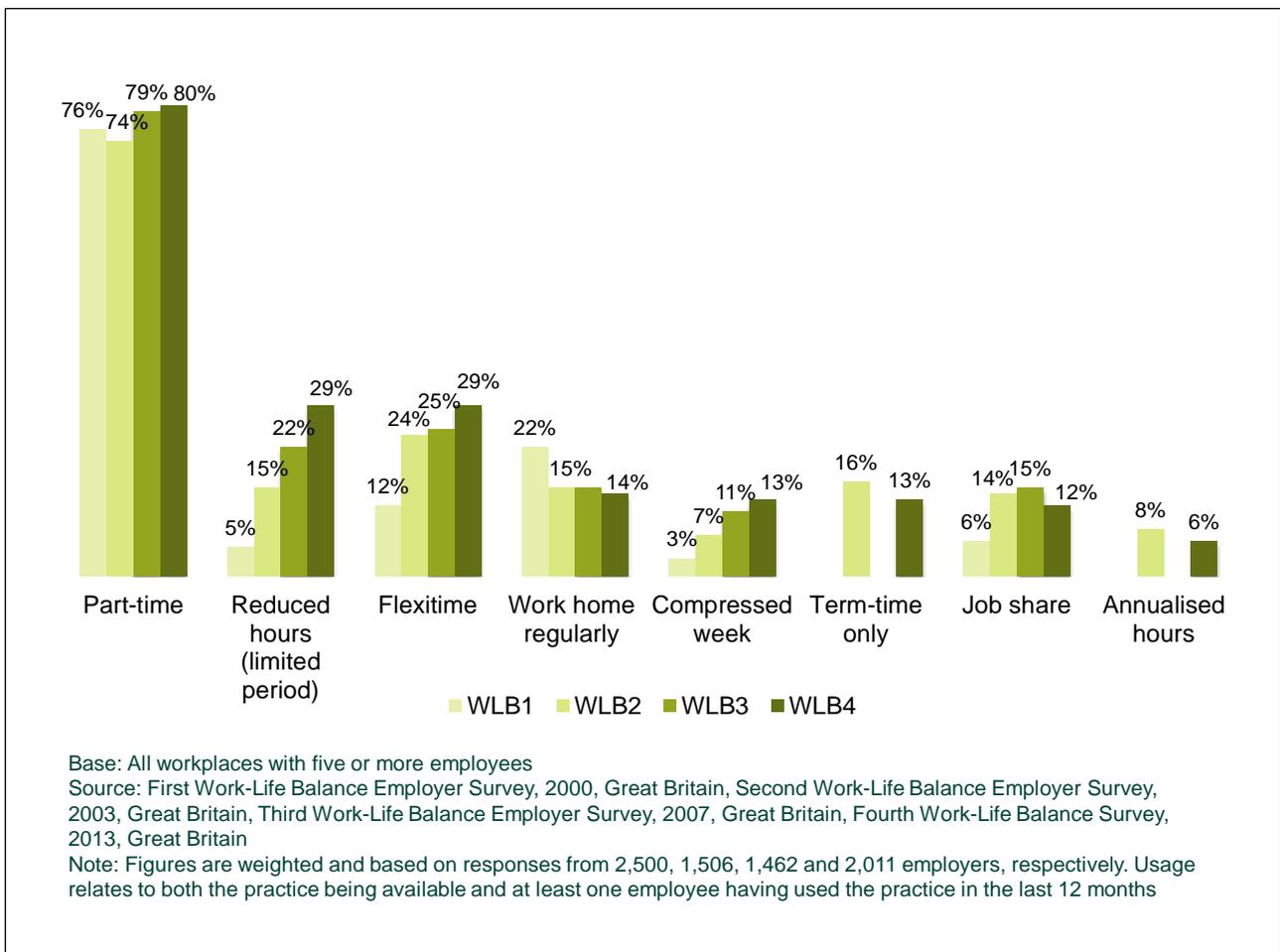
There were more likely to be part-time workers among employers with higher proportions of female employees; 87 per cent of establishments where at least half the workforce were female had part-time employees over the previous 12 months. This was significantly higher than establishments where female employees made up 25-49 per cent of the workforce (74 per cent had part-time employees) and establishments where less than a quarter of the workforce were female (54 per cent had part-time employees over the previous 12 months).

Public sector establishments had higher proportions of women, on average, than those in the private sector (57 per cent of public sector employers had a workforce where at least three-quarters of their employees were female, compared with 26 per cent of private sector employers). The difference in the gender structure may be related to public sector establishments having a higher proportion of part-time workers than private sector establishments (91 per cent and 73 per cent respectively).

Current take up of all forms of flexible working

As shown in Figure 3.3, the proportion of employers that had employees working flexibly (current or in the last 12 months) had remained relatively stable since WLB3. The proportion of employers with employees who had taken up permanent reductions in hours (part-time working and job sharing) had dropped back a little while those with employees who had reduced hours temporarily (flexitime and reduced hours for a limited period) had increased. Employers with employees who worked flexitime had increased since WLB3 and continued an upward trend since the WLB1 report in 2000.

Figure 3.3: Take-up of flexible working in the last 12 months 2000-2007¹⁶



The authors of WLB3 noted in 2007 that part-time working was well established with perhaps less potential for growth. Since WLB3 other forms of flexibility have also become more mature and therefore may also have less potential for growth. The Workplace Employment Relations Study (WERS) which covers the same population of sites with five

¹⁶ Respondents were not asked about all flexible working practices in all four of the WLB employer surveys.

or more employees also recorded a drop in the availability of job-sharing between the 2004 and 2011 survey¹⁷.

The authors of WLB3 suggested that “the lack of growth in home working is perhaps surprising in the broader context of the growth in flexible working practices”. Home working has shown another slight decline since WLB3, despite the growing body of evidence about the environmental impacts of commuting and organisations’ continuing desires to control their estate costs^{18, 19}.

Each type of flexible working was more likely to be taken up (meaning at least one member of the workforce had worked in that way over the previous 12 months) in establishments that were large, had union presence, or operated in the public and third sectors (particularly the public administration and defence, and the education sectors).

As in WLB3 the difference between the public and private sectors in the take-up of flexible working was marked. The percentage of employers where flexitime had been taken up had grown considerably in the public sector (48 per cent of public sector establishments had at least one person working in this way in the last 12 months compared with 31 per cent in WLB3) but had remained static in the private sector. However, reduced hours for a limited period had grown in both sectors (48 per cent of establishments with at least one person working in this way in the last 12 months in the public sector compared with 34 per cent in WLB3, and 25 per cent in the private sector compared with 20 per cent in WLB3).

CHAID analysis on the relationship between establishment characteristics and the availability of flexible working

As already shown there are a number of different employer characteristics that appear to be related to the likelihood of making flexible working available. CHAID analysis was used to try to rank the characteristics that are significantly associated with differences in availability of flexible working arrangements. A series of variables were fed into the model (establishment size, the sector, industry and government region, whether there is a union, and the share of female employees). As shown in the model in Appendix A, the number of flexible working arrangements available primarily depends on the size of the establishment. Public and third sector organisations tend to offer a larger number of flexible working arrangements than private sector companies, irrespective of the size of the establishment. The proportion of female employees is significantly related to the number of flexible working practices in small private sector companies, but has no impact on other types of organisation.

¹⁷ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/210103/13-1010-WERS-first-findings-report-third-edition-may-2013.pdf

¹⁸ See James, P. Homeworking and carbon reduction the evidence. Published by the Smith Institute Can Homeworking Save the Planet 2008

¹⁹ Banister, D, Newson, C and Ledbury, M The Costs of Transport on the Environment – the role of teleworking in reducing carbon emissions (2007).

Additional CHAID analysis shows that the factors influencing the availability of flexible working differ depending on the type of arrangement. The availability of job sharing, flexitime, a compressed week, annualised hours, term-time only working, or working from home are strongly associated with the size of the establishment and sector. The possibility to work reduced hours for a limited period is influenced by the establishment size, the share of female employees and union presence. The availability of part-time work primarily depends on the proportion of female employees employed by the establishment.

Circumstances associated with availability of flexible working practices

Establishments that had at least one flexible working practice available were asked whether such practices were made available when there were specific posts suitable for working in a particular flexible way, when employees make a request, or both.

Table 3.2: Circumstances when flexible working was made available

	Part-time working	Other flexible working
	%	%
When a specific post arises	44	24
When employees request it	28	51
Both when specific posts arise and employees request it equally	26	22
<i>Base (unweighted)</i>	<i>1,915</i>	<i>1,892</i>

Base: All workplace with 5 or more employees where part-time working (first column) and other flexible working practices (second column) are available

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Note: Figures are weighted and based on responses from 1,915 and 1,892 employers

Columns do not always sum to exactly 100% as 'unsure/don't know' responses are not shown.

There were notable differences between the circumstances when part-time working was made available compared with other forms of flexible working. Employers were more likely to attach part-time working to specific posts but more likely to make other non-part-time forms of flexibility available as and when requested by an individual, rather than linking the form of working to the post itself.

For both part-time working and for other forms of flexibility, the larger the establishment the more likely flexible working was to be considered in response to a specific request, rather than dependent on the post. For example, for the largest establishments with 250+ employees, other (non-part-time) forms of flexible working were dependent on the post in 11 per cent of establishments (compared with 25 per cent of small establishments and 21 per cent medium) and considered in response to a request in 63 per cent of establishments (compared with 50 per cent of small and 56 per cent of medium establishments).

Reasons why flexible working arrangements were not available

Only three per cent of workplaces did not have any form of flexible working available to employees. Respondents at these establishments were asked why this was the case. Again part-time working was separated out from other forms of flexibility.

Table 3.3 Reasons why flexible working practices not available (spontaneous)

	Why part-time working was not made available	Why other flexible working practices were not made available
	%	%
Not feasible / compatible with the nature of our work	78	65
Does not fit with the culture of the business	28	32
Difficult to operate (e.g. costs, workloads, pressures)	31	20
No demand from employees	7	16
<i>Base (unweighted)</i>	<i>83</i>	<i>119</i>

Base: All workplace with 5 or more employees where part-time working (first column) and other types of flexible working practices (second column) not available

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Note: Figures are weighted and based on responses from 83 and 119 employers

Multi-code question

As in previous WLB surveys the main reason for establishments not providing flexible working practices was that they were not seen as compatible with the nature of the work carried out by that establishment. This was particularly the case for part-time working.

Around three in ten employers did not provide part-time working at least in part because it was difficult to operate, and a fifth did not offer other forms of flexible working for the same reason²⁰

Eligibility for flexible working practices

Employers were asked whether anyone could request a flexible working arrangement or whether this was restricted to those who were covered by the Right to Request legislation. The majority of establishments (90 per cent) gave all their employees the right to request flexible working.

The survey also asked employers about eligibility to work flexibly. Where flexible working arrangements were available, employers were asked whether all employees were eligible to work in that way or whether there were restrictions. Table 3.4 details the pattern for each type of flexible working, ranked in descending order of them being available to all.

²⁰ In WLB3, 13 per cent of respondents reported that there was no flexible working (including part-time working) because it was difficult to operate. This finding is not directly comparable with the result from WLB4. For WLB3, employers were asked “What are the main reasons why flexible working practices such as job sharing, flexitime, and so on, are not available for employees to use at this establishment?” For WLB4 this was changed to two separate questions firstly “What are the main reasons why part-time working is not available for employees to use at this establishment?” and later in the questionnaire “What are the main reasons why these flexible working practices are not available for employees to use at this establishment?”

Table 3.4 Levels of universal eligibility for each flexible working practice

		All eligible	Some employees not eligible	Base (unweighted)
<i>Row percentages</i>				
Working reduced hours for a limited time	%	86	12	1,710
Work annualised hours	%	67	28	683
Job share	%	66	30	1,400
Work a compressed week	%	66	31	1,089
Work flexitime	%	65	31	1,262
Work part-time	%	63	34	1,915
Work school term time only	%	58	37	948
Work from home on a regular basis	%	36	62	818

Base: All workplace with 5 or more employees where each flexible working practices available

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Rows do not always sum to exactly 100% as 'unsure/don't know' responses are not shown.

As was the case in WLB2 and WLB3, eligibility was most often universal for working reduced hours for a limited period. Although working from home on a regular basis was the practice least likely to be available to all employees, where it is available, eligibility has increased. In WLB3 only 24 per cent of employers who made working from home on a regular basis available reported that all employees were eligible to work in this way. In the current survey this proportion had increased to 36 per cent.

Employers were also asked for the basis of the restrictions if some employees were not eligible to work the flexible pattern. Table 3.5 provides a summary of non-eligibility for each practice.

Table 3.5 Employee groups for whom working practices are restricted

<i>Row percentages</i>		Specific jobs / roles	Managerial employees	Non-managerial employees	<i>Base (unweighted)</i>
Working reduced hours for a limited time	%	49	42	2	236
Work annualised hours	%	63	32	5	266
Job share	%	57	46	2	467
Work a compressed week	%	62	33	3	434
Work flexitime	%	65	31	7	488
Work part-time	%	50	52	4	638
Work school term time only	%	54	38	4	410
Work from home on a regular basis	%	79	12	14	574

Base: All workplace with 5 or more employees where each flexible working practice restricted

Source: Work-Life Balance Employer Survey, 2013, Great Britain

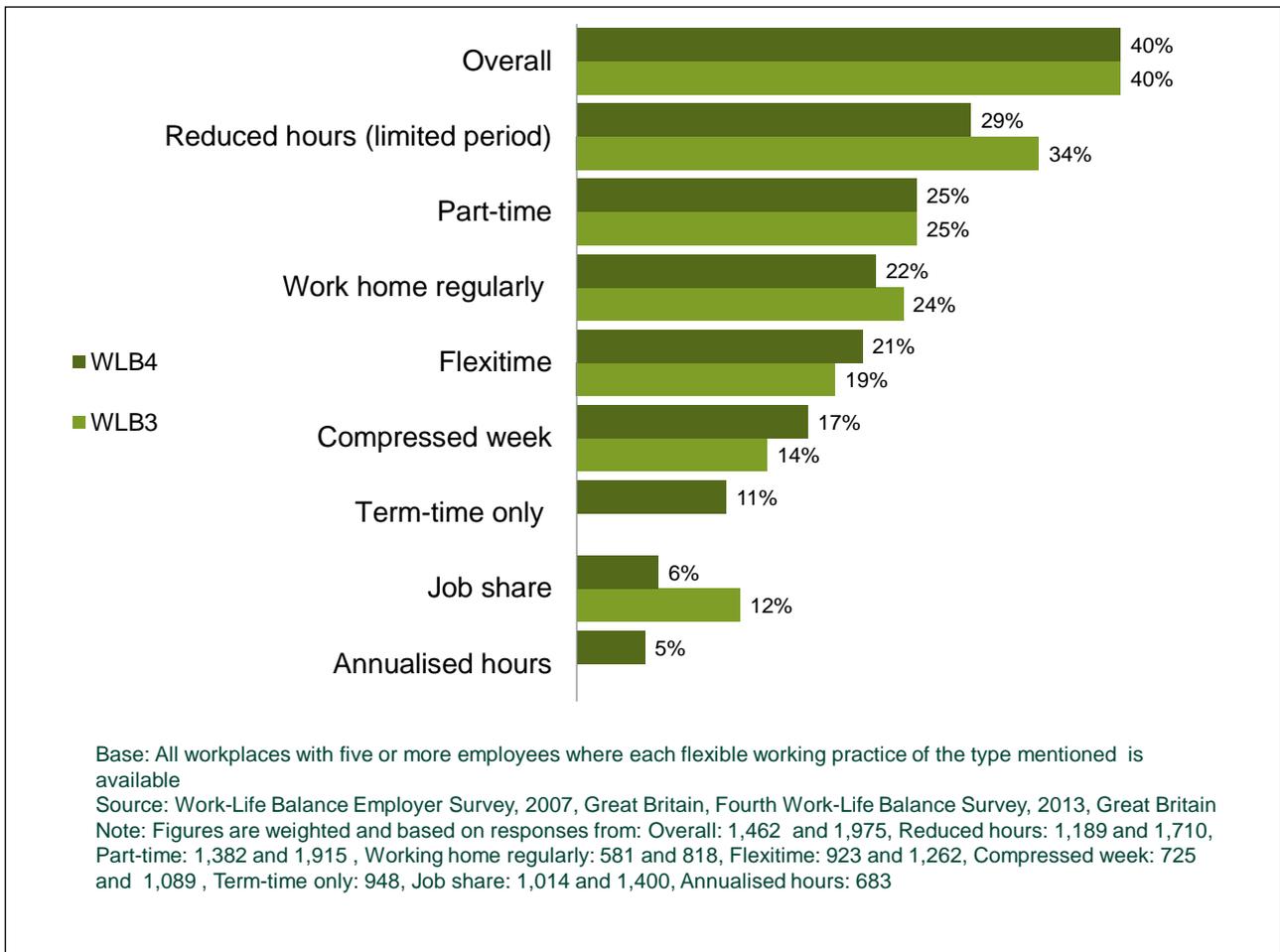
Rows do not always sum to exactly 100% as 'unsure/don't know' responses are not shown, multiple response are allowed, and not all response categories are shown.

Requests for flexible working

Establishments where each flexible working practice was available were asked if they had received new requests to work flexibly in the last 12 months.

As Figure 3.4 shows, of the eight flexible working practices, working reduced hours for a limited period was the most likely to have been requested where available (29 per cent), followed by part-time working (25 per cent), working from home (22 per cent) and flexitime (21 per cent).

Figure 3.4 Proportion of establishments offering flexible working who had received requests to work flexibly in the last 12 months, and the type of flexible working requested



The level of requests for each type of flexible working is broadly consistent with WLB3, except for job sharing and for reduced hours for a limited period, both of which have seen significant falls.

The four most commonly requested forms of flexible working are shown in Table 3.6 across size of establishment and broad sector. Table 20 of the Annex shows requests for the eight forms of flexible working across all workplace characteristics.

Table 3.6 The proportion of employers with each practice receiving new requests in the last 12 months for the most commonly requested forms of flexible working

<i>Row percentages</i>		Reduced hours	To work part-time	Flexitime	Compressed working week
Total	%	29	25	21	17
<i>Base (unweighted)</i>		<i>1,710</i>	<i>1,915</i>	<i>1,262</i>	<i>1,089</i>
Small (5-49)	%	24	21	19	15
<i>Base (unweighted)</i>		<i>760</i>	<i>907</i>	<i>568</i>	<i>415</i>
Medium (50-249)	%	55	56	37	27
<i>Base (unweighted)</i>		<i>435</i>	<i>473</i>	<i>305</i>	<i>277</i>
Large (250+)	%	77	76	49	45
<i>Base (unweighted)</i>		<i>515</i>	<i>535</i>	<i>389</i>	<i>397</i>
Private	%	26	21	20	13
<i>Base (unweighted)</i>		<i>1,184</i>	<i>1,347</i>	<i>835</i>	<i>686</i>
Third sector	%	44	39	24	18
<i>Base (unweighted)</i>		<i>185</i>	<i>208</i>	<i>146</i>	<i>133</i>
Public	%	31	43	24	39
<i>Base (unweighted)</i>		<i>332</i>	<i>350</i>	<i>272</i>	<i>263</i>

Base: All workplaces with five or more employees where each flexible working practice of the type mentioned is available

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Overall, 40 per cent of employers offering any flexible working practices had received at least one request to work flexibly in the last 12 months, the same proportion as reported in WLB3, though the list of practices covered in the two surveys was slightly different.

Larger employers were the most likely to have received any requests (88 per cent of large businesses and 74 per cent of medium businesses reported receiving at least one request). As in WLB3, establishments offering any flexible working practices were more likely to have received requests if they:

- operated in the public and third sectors (59 per cent and 60 per cent respectively) than the private sector (35 per cent)
- were based in London (54 per cent)
- had union presence (52 per cent , compared with 35 per cent without)
- had a large number of flexible working practices available (62 per cent of establishments with 7-8 and 56 per cent with 5-6 flexible working practices available had received at least one request compared with nine per cent with 1-2 and 38 per cent with 3-4 flexible working practices).
- had a lower proportion of managers; establishments with the highest proportion of managers were the least likely to have received requests to work flexibly over the past 12 months (for example 30 per cent of establishments where managers comprised at least half the workforce had received a request in the last 12 months compared with 54 per cent of establishments where managers comprised less than ten per cent of the workforce).

Table 3.7 shows how workplaces of five or more employees are proportioned into categories in terms of whether they both offer the various flexible working practices or not and whether they have had any new requests for them or not.

Table 3.7 The proportion of employers who offer each practice and whether they have had new requests for them or not

<i>Column percentages</i>		Part-time	Job share	Flexitime	Compressed week	Reduced hours	Working from home	School term	Annualised hours
Practice available and have had new requests	%	23	3	11	7	21	5	4	1
Practice available but have not had new requests	%	68	51	43	34	53	19	34	21
Practice not available but have had a request	%	*	*	*	*	*	*	*	*
Practice not available and have not had new requests	%	8	32	32	40	21	46	41	48
Total	%	99	86	86	82	96	70	79	71
<i>Base (unweighted)</i>		<i>2,011</i>	<i>2,011</i>	<i>2,011</i>	<i>2,011</i>	<i>2,011</i>	<i>2,011</i>	<i>2,011</i>	<i>2,011</i>

Base: All workplaces with 5 or more employees and have both male and female employees

Note: columns do not always sum to 100 per cent as 'unsure/don't know' responses are not shown.

Respondents were also asked how many requests for flexible working they had received in the past 12 months. These estimates produced a figure of just over 1 million requests across all workplaces with five or more employees. It is worth noting that this does not necessarily equate to 1 million people making requests and a single employee could be responsible for more than one request. The number of requests made split by size of workplace as follows:

- 550 thousand requests from small-sized businesses (which were responsible for employing around 9 million people in total)
- 275 thousand requests from medium-sized businesses (which were responsible for employing around 7 million people in total)

- 227 thousand requests from large businesses (which were responsible for employing around 4 million people in total).

Requests to change from full-time to part-time working in the last two years

All employers were asked whether employees had been allowed to move from full-time to part-time working in the last two years, excluding those returning from maternity leave. Just over a quarter of all employers (28 per cent) had allowed employees to switch their working patterns in this way.²¹

Larger organisations were more likely to have allowed employees to change to part-time working in the last two years (79 per cent compared with 57 per cent of medium sized and 24 per cent of small establishments). Workplaces were also more likely to have allowed employees to move to part-time working if:

- they had a union presence
- they had a higher proportion of female workers
- they were in the public sector
- they had a greater number of flexible working practices available (12 per cent of those with 1-2 flexible working practices, compared with 40 per cent of those with 7-8 flexible working practices).

Those employers who, in the last two years, had allowed employees to move from full to part-time positions were asked whether employees who had switched to part-time working had been allowed to keep their existing job or keep their level of seniority. The vast majority (90 per cent) had allowed all employees switching to part-time working to keep their existing job. Nine per cent stated that these employees were only sometimes or never allowed to keep their existing job: these employers were asked whether it was the case that they were able to keep their existing level of seniority. Just over a third (36 per cent) of these employers had allowed all these employees to keep their level of seniority; 34 per cent had allowed it sometimes, and 14 per cent never, with the remainder unsure.

Accepting or rejecting requests

When a request for flexible working is made, employers have to make a decision on whether that request can be accommodated or not. All employers, regardless of flexible working practice availability, were asked about the factors that they take into account when considering a request for flexible working. The main factors considered were:

- the business case and operational impact (67 per cent of establishments)

²¹ Results are not directly comparable with WLB2 and WLB3 which covered the issue in broader conceptual terms asking whether employees would be allowed to change from full-time to part-time (rather than whether they actually had). In WLB3, 38 per cent of employers said it would be acceptable and a further 53 per cent conditional on a range of factors, with only six per cent saying a request was unlikely to be accepted.

- the reason for the request (52 per cent of establishments)
- the ability of alternative resource to provide cover (26 per cent of establishments); and
- the suitability of the role for flexible working (19 per cent of establishments).

Most employers (75 per cent) who had received requests to change working patterns in the last 12 months reported that the proportion they had been able to accept had stayed the same over the last 12 months, 19 per cent reported an increase and three per cent a decrease. These are similar proportions to those reported by employers in WLB3 (see Annex C Table 34).

For WLB4, there were few differences by workplace characteristics as to whether rates of acceptance had increased, decreased or stayed the same over the previous 12 months. . However, agriculture, fishery and mining (20 per cent) and manufacturing (29 per cent) employers were significantly more likely than all other industry sectors to say the proportion of requests they had been able to accept had **decreased** in the last 12 months. Construction (35 per cent) and real estate and business (30 per cent) employers were more likely than other industry sectors to have been able to accept an **increased** proportion of requests.

As in WLB3, most establishments (91 per cent) had accepted all requests with only nine per cent turning any down and the majority of these only turning down one request.

Comparable data from the Fourth Work-life Balance Employee Survey show that the majority of employees who had requested a change to their working patterns had their request accepted (79 per cent, with 61 per cent having the request accepted without negotiation/compromise/appeal and 18 per cent having it accepted following negotiation/compromise/appeal).

As would be expected, larger establishments received more requests (31 per cent had received 11 or more requests compared with less than one per cent of small employers and six per cent medium sized employers receiving this number of requests). Accordingly, large establishments were more likely to have turned turn down at least one request. By industry sector, manufacturing organisations were the most likely to have turned down at least one request (27 per cent).

Considering rejections by type of flexible working, among those establishments who had turned down requests, more reported turning down requests to work part-time than any other type of flexible working (39 per cent of rejecting employers), followed by flexi-time (24 per cent), working a compressed week (19 per cent) and working reduced hours for a limited period (19 per cent).

The reasons given for rejecting requests to work flexibly are given in Table 3.8 below.

Table 3.8 Main reasons for rejecting requests (spontaneous)

	Small (5-49)	Medium (50-249)	Large (250+)	Total
	%	%	%	%
Disruption it would cause	**	52	69	58
Unable to recruit additional staff to cover	**	8	12	21
Unable to meet customer demand	**	29	14	20
Would damage quality or performance of business	**	19	24	19
Unable to reorganise work amongst existing staff	**	8	18	12
Cost to business	**	5	16	9
Planned structural changes to the business	**	5	2	6
<i>Base (unweighted)</i>	<i>31</i>	<i>62</i>	<i>163</i>	<i>256</i>

Base: All workplace with 5 or more employees where requests for flexible working had been turned down

Source: Work-Life Balance Employer Survey, 2013, Great Britain

'**' denotes a figure not shown because of a low base size (fewer than 50 respondents).

The potential for disruption was a more frequently cited issue in the private sector (62 per cent establishments) than the public sector and the third sector (54 per cent and 22 per cent respectively). The inability to reorganise work amongst existing staff was frequently cited by the third sector (39 per cent compared with ten per cent of private and seven per cent of public sector workplaces). Comparing responses by establishment size, larger establishments were more likely than medium to cite disruption (69 per cent , compared with 52 per cent), inability to reorganise work (18 per cent , compared with eight per cent) and the cost to business (16 per cent , compared with five per cent) as reasons for rejecting requests. Medium establishments on the other hand, more commonly cited an inability to meet customer demand (29 per cent against 14 per cent) and the resentment it would cause (six per cent , compared with zero per cent).

Gender differences

Employers reported gender differences in the proportions of employees:

- working part-time and in other flexible ways
- requesting flexible working
- whose requests for flexible working were turned down

Table 3.9 below shows the gender differences in the take-up of part-time working (note: data is only shown for establishments with a mixed gender workforce at the time of the survey).

Table 3.9: Percentage of female and male employees working part-time in establishments

	Female employees that work part-time	Male employees that work part-time
	%	%
75% or more	20	10
50 to 74%	19	11
25 to 49%	17	7
10 to 24%	11	8
5 to 9%	3	3
Less than 5%	1	3
None	28	57
<i>Base (unweighted)</i>	<i>1,875</i>	<i>1,875</i>

Base: All workplaces with 5 or more employees and have both male and female employees

Note: There were 136 establishments that reported having either an all-male or all-female workforce at the time of the survey. These have been excluded from the base of this table.

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Note: Figures are weighted and based on responses from 1,875 employers

Note: columns do not always sum to 100 per cent as 'unsure/don't know' responses are not shown.

Establishments with mixed gender workforces were twice as likely to have no part-time male employees as they were to have no part-time female employees (57 per cent compared with 28 per cent). Certain industries had a higher prevalence of zero part-time employment among their male employees:

- Construction (81 per cent of establishments in this sector with mixed gender workforces had no male employee working part-time)
- Agriculture, fishery and mining (79 per cent)
- Utilities (73 per cent)
- Finance (72 per cent)
- Real estate and business (71 per cent)
- Manufacturing (69 per cent).

In a fifth of establishments with mixed gender workplaces (20 per cent), at least three-quarters of the female workforce worked part-time. These were more likely to be small establishments (21 per cent), single site, independent establishments (22 per cent), third sector employers (27 per cent) and those with union presence (25 per cent). The trade (28 per cent), hotels and restaurants (31 per cent) and other community sectors (27 per cent), had the highest level of establishments where at least 75 per cent of their female employees were working part-time (again figures are based on those employers with mixed gender workforces).

As found in previous WLB surveys, the proportion of women in an establishment was related to the take-up of flexible working, as shown in Table 3.10. The relationship may in part be down to sector and size differences. For example, the two industry sectors with the highest proportion of female staff (health and social work and education) were both significantly more likely than average to have had staff working flexibly over the last 12 months.

Table 3.10 Incidence of take-up of flexible working by proportion of women in workforce

<i>Row percentages</i>	Proportion of workplaces with staff working flexibly in the last 12 months		<i>Base (unweighted)</i>
% of workforce that is female			
50% or more of the workforce	%	67%	1,141
25-49% of the workforce	%	64%	396
10-24% of the workforce	%	48%	262
Less than 10% of the workforce	%	44%	138
None	%	25%	39

Base: All workplace with 5 or more employees

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Employers were asked for the proportion of requests for flexible working that were made by men as traditionally, and as reported in the WLB3 employee survey, women had made more requests and had been more likely to have their requests accepted. Most establishments (65 per cent) had not received any requests for flexible working from men in the last 12 months, and this was particularly true in smaller organisations (69 per cent compared with 51 per cent in medium sized establishments and 26 per cent in large establishments). On average, employers who received requests from men reported that these requests represented a quarter (25 per cent) of all requests.

Just over half (56 per cent) of employers who had turned down requests for flexible working in the past 12 months stated that at least three-quarters of the flexible working requests rejected were made by men. As reported in the WLB3 employee survey, male employees are therefore less likely to make a request and more likely to be turned down when they do.²²

Reducing hours of work for retirement or disability

One potential benefit of flexible working arrangements is that they may be used by employees as a means to phase into retirement or to accommodate a disability or health condition. Unlike WLB3, this survey asked about actual experience rather than likelihood

²² The questions did not examine the reasons employers turned down requests by the gender of the employee, and it cannot be inferred that male employees were more likely to have requests turned down because they were male.

that a request for those reasons would be accommodated. One in ten employers (ten per cent) indicated that at least one of their employees was currently using flexible working as a means to phase into retirement. This was a much more common occurrence in large establishments (42 per cent, compared with 23 per cent of medium sized and eight per cent of small establishments).

Similar variations by establishment characteristics emerged here as elsewhere in the survey. A higher prevalence of employers with employees using flexible working as a means to phase into retirement was found in establishments with a union presence, in the public sector or those who had a large number of flexible working practices available.

When asked whether flexible working practices were being used as a means to accommodate a disability or health condition, ten per cent of all employers said this was the case. Again this was more common in large establishments (64 per cent). The same patterns emerged as those listed for using flexible working to phase into retirement.

It is interesting to note that in WLB3, four-fifths (79 per cent) of employers reported that they would be likely or very likely to use flexible working to phase employees into retirement. However, six years on, it was mainly only larger establishments and those in the public sector that were doing this and on a relatively small scale.

Employer awareness and changes to the right to request flexible working

In 2009 the Right to Request flexible working was extended to cover those with children under the age of 17. The survey asked respondents whether they were aware of the extension of the Right to Request. Fifty-one per cent of employers said that they were, covering 73 per cent of the GB workforce within establishments with five or more staff.

Smaller establishments had the lowest level of awareness (49 per cent, rising to 72 per cent of medium and 92 per cent of the largest establishments). Awareness also varied by industry with awareness lowest in the following industries:

- Trade (41 per cent)
- Agriculture, fishery and mining, manufacturing, other and community (each 44 per cent)
- Hotels and restaurants (46 per cent):
- Construction (48 per cent):

Awareness was lower in the private sector (48 per cent) than in the public sector (59 per cent) or the third sector (75 per cent). Awareness decreased with the number of working practices available in an organisation, and was also lower in establishments without union presence.

These findings have relevance for targeting the promotion of the further extension of the Right to Request flexible working, opening it up to all employees in 2014.

Tribunals and disputes

Employers were asked whether any employees had made a claim at an employment tribunal over the right to request flexible working in the last 12 months or had mentioned they were considering making such a claim. Less than one per cent of employers had experienced an employee make a claim or had an employee mention they were considering making a claim. In large organisations, where more employers had received any requests, two per cent reported employees had made, or were considering making, a claim. (As a note, the *number* of staff making or considering claims was not asked hence it is not possible to tell the proportion of all staff, or of those requesting flexible working, making or considering claims).

Summary

Between WLB2 and WLB3, the reported levels of take-up had grown as flexible working was becoming more established. In 2013 flexible working was more widely established and mature with at least one form of flexibility available in nearly all organisations. Since WLB3 in 2007 there have not been great increases in employers reporting either take-up or availability of flexible working, except for the take-up of working reduced hours for a limited period.

In this survey, flexible working was more likely to be available and taken up in larger organisations, in the public sector, in establishments where there was a higher proportion of female workers, and establishments where there was a union presence. These employers were also more likely to offer more forms of flexibility.

It is worth noting that the causality of the relationship between availability of flexible working and the proportion of female staff in the establishment is difficult to establish. It could be possible either that more prevalent flexible working stems from having a workforce with a higher proportion of women (and adaptations to their requests/needs) or that women are more likely to be attracted to workplaces that have established flexible working practices, or for the relationship to be a combination of these two factors.

Availability of flexible working in small, private sector or male-dominated establishments is lower than average. These organisations were also least likely to be aware of the extension of the Right to Request in 2009. Given that the Right to Request is soon to be extended to all employees, these findings indicate where publicity and resources should be focused to make employers aware of the upcoming change.

Chapter 4: Maternity leave

Introduction

This chapter explores current levels of maternity leave and employers' awareness and operation of maternity rights and benefits. It also examines the extent of maternity leave and pay employers provide and the degree to which this goes beyond the statutory minimum.

The Work and Families Act 2006 introduced a number of new regulations (effective from 1 April 2007) including extending maternity leave and pay and introducing 'keep in touch days' for mothers. The chapter explores awareness of and attitudes towards these regulations and, where relevant, highlights any changes from the WLB3 findings.

The chapter concludes with an exploration of the nature of any issues employers' experience with maternity rights and leave, the extent of these issues and levels of complaints or problems raised about the establishment's compliance with maternity rights.

Current level of maternity leave

Just under five per cent of all female employees²³ within workplaces of five employees or more had taken maternity leave in the past two years. This is at a similar level to WLB3 when six per cent had taken maternity leave. At an establishment level, 39 per cent of all establishments had at least one female employee who had taken maternity leave in the last two years, an increase from the 2007 WLB3 figure (32 per cent).

The public administration and defence, health and social work and education sectors had the highest prevalence of at least one employee taking maternity leave in the last two years (57, 62 and 68 per cent of establishments, respectively). All three industries had a higher than average proportion of female employees (61 per cent, 83 per cent and 77 per cent respectively).

Conversely the agriculture, fishery and mining (15 per cent), construction (17 per cent) and utilities (20 per cent) industry sectors were least likely to report any female employees taking maternity leave in the last two years. All three sectors had low proportions of female employees (33 per cent, 19 per cent and 21 per cent respectively).

²³ Employers were asked how many women in their establishments had taken maternity leave in the past 2 years. Figures were added together across establishments and divided by the total number of female employees.

Awareness of Statutory Maternity Pay (SMP) legislation and levels of payment

Awareness of qualifying criteria

Under current legislation, a woman with 26 weeks service in the 15th week before her baby is due qualifies for Statutory Maternity Pay, unless her earnings are very low. In order to explore employers' levels of understanding of the current SMP legislation, employers were asked the degree to which they were aware of this entitlement (regardless of whether the establishment had experienced any employees take maternity leave or not).

The majority of employers (90 per cent) had some awareness of this legislation, split between those who were aware of the exact detail (48 per cent) and those who were aware but unsure about some aspects (42 per cent). This represents a slight increase from WLB3 (46 per cent were aware of the exact detail and 39 per cent were aware but unsure of some aspects). Awareness levels were much higher among establishments where employees had taken maternity leave in the last two years (62 per cent of these employers were aware of the exact detail compared with 38 per cent among other employers).

The nine per cent of all establishments who were definitely not aware of the legislation (one per cent were unsure if they were aware or not) consisted largely of small and medium sized establishments (nine per cent of small businesses were definitely not aware, five per cent of medium sized businesses and less than one per cent of large businesses).

As Table 39 in the Annex shows, manufacturing, transport and communication, agriculture, fishery and mining, trade, utilities and construction employers were the least likely to be aware of the legislation. As outlined above, some of these industries had a very low incidence of employees taking maternity leave in the last two years. However, the trade sector had an incidence in line with the overall average (38 per cent).

Awareness of ability to recover SMP costs

Employers are able to recover at least some of the cost of paying SMP from HMRC and they were asked whether they were aware of this entitlement. There was no change in levels of awareness since WLB3: 72 per cent had at least some degree of awareness that they could reclaim costs (compared with 73 per cent in WLB3). Those aware split evenly into those who were aware of the exact detail (36 per cent) and those who were aware but not sure of the detail (36 per cent).

Almost a quarter of all employers, 23 per cent, were definitely not aware of this entitlement. Again, small and medium-size employers were more likely to be unaware (23 and 19 per cent respectively compared with a tenth of large establishments). The manufacturing, finance, and trade industry sectors had particularly low levels of awareness with 35 per cent, 33 per cent and 31 per cent respectively having no knowledge they could recover SMP costs. The public and private sectors had lower levels of knowledge than the third sector (see Table 40 in the Annex).

Employers who had experienced employees taking maternity leave in the previous two years were asked how many of those employees were paid Statutory Maternity Pay and,

in how many cases the costs of this SMP were recovered from HMRC. Only four per cent of employers indicated that none of their employees taking maternity leave were paid SMP while 92 per cent stated that at least some employees had received SMP (four per cent were unsure). In 85 per cent of establishments, all employees who had taken maternity leave had received SMP. This proportion was lower among large employers (75 per cent) and higher among public sector employers (93 per cent). Transport and communications (14 per cent) and manufacturing (11 per cent) employers were the most likely to state that none of their female employees taking maternity leave had been paid SMP.

Among employers who were able to state whether employees had been paid SMP, 94 per cent of female employees who had taken maternity leave had been paid Statutory Maternity Pay. Over half (57 per cent) of establishments who paid SMP indicated that they recovered the costs of maternity pay from HMRC. Only a small minority stated they had not (five per cent). As with WLB3, there was a high level of uncertainty among those responding to the survey as to whether this was the case with 38 per cent of establishments unsure if SMP had been recovered. It is likely that primary responsibility for this process often sits with finance or payroll staff rather than the human resource contacts consulted for the survey, and this might explain this level of uncertainty.

Looking just at those establishments who were able to say definitively whether or not SMP had been recovered indicates that 92 per cent of employers recovered the cost of SMP. Table 4.1 summarises the awareness of Statutory Maternity Pay legislation and HMRC regulations regarding reimbursement of Statutory Maternity Pay by industry sector. As the table shows, those sectors that had a high level of awareness of SMP legislation generally had a higher level of awareness of maternity pay reimbursement from HMRC. As might be expected, these were generally industry sectors that had a higher than average proportion of female employees. Conversely, those with lower proportions of female employees tended to have a lower awareness of legislation and reimbursement. Exceptions were the public administration and defence and construction industry sectors. For the former, despite having a high proportion of female employees, there was a lower than average awareness of both Statutory Maternity Pay legislation and the ability to reclaim maternity pay costs, whereas the construction industry had the lowest proportion of female employees yet an average level of awareness across these two measures.

Table 4.1: Awareness of Statutory Maternity Pay legislation by industry

<i>Row percentages</i>		Statutory Maternity Pay legislation: Aware of the exact detail	Reimbursement of Statutory Maternity Pay rights: Aware of exact detail	Proportion of staff in the sector that are female ²⁴	Base (unweighted)
Education	%	60	42	77	193
Health and social work	%	58	41	83	163
Hotels and restaurants	%	57	45	59	208
Real estate and business	%	56	44	53	301
Finance	%	48	34	56	103
Construction	%	46	40	19	103
Public admin and defence	%	45	29	61	97
Transport and communications	%	44	36	35	151
Other, community	%	40	38	63	154
Trade	%	40	26	53	206
Manufacturing	%	35	20	24	101
Utilities	%	34	24	21	149
Agriculture, fishery and mining	%	33	28	33	82
Total	%	48	36	54	2,011

Base: All workplaces with 5 or more employees

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Provision of maternity benefits beyond the statutory requirement

Provision of occupational maternity pay

In 2013 the statutory requirement for maternity pay entitled all women taking maternity leave to be paid at least 90 per cent of their weekly pay for six weeks and £136.78 or 90

²⁴ Note that the base for the proportion of female staff in each sector excludes those respondents that did not know the number of percentage of their establishment's workforce that are female. For the calculation of the mean percentage of female staff within sector, a percentage of female staff for each establishment was calculated. A mean of these percentages within sector was then calculated (as presented in Table 4.1).

per cent of their average weekly earnings (whichever was lower) for 33 weeks. Employers were asked if they offered any women taking maternity leave additional pay above this minimum, referred to as occupational maternity pay.

At an overall level, 13 per cent of employers paid occupational maternity pay (this is a very similar level to the 14 per cent who did so in WLB3²⁵). However, almost a fifth of employers (19 per cent) were unsure. Among those establishments who had experienced women taking maternity leave in the past two years, 22 per cent paid occupational maternity pay.

Establishments offering occupational maternity pay varied according to the following workplace characteristics:

- **Size:** Large establishments (60 per cent) were more than twice as likely as medium (28 per cent) and more than five times as likely as small establishments (11 per cent) to pay occupational maternity pay
- **Industry:** Higher levels of provision were found in the public administration and defence (28 per cent), finance (26 per cent), education (26 per cent) and health and social work (19 per cent) industries
- **Broad sector:** The public sector was most likely to offer occupational maternity pay (31 per cent), followed by the third sector (14 per cent) and the private sector (11 per cent)
- **Number of flexible working practices available:** The likelihood that occupational maternity pay was offered increases steadily with the number of flexible working practices available (from six per cent among establishments with no flexible working practices available to 26 per cent among establishments with 7-8 flexible practices available)
- **Union presence:** occupational maternity pay was paid in more establishments with union presence (28 per cent) than those without (nine per cent).

There are a number of employer characteristics that appear to be related to the likelihood of offering occupational maternity pay. CHAID analysis (see model in Appendix A) shows that differences in the proportion of establishments offering occupational maternity pay were most associated with establishment size. Within small establishments, occupational maternity pay is most associated with union presence (with those with a union presence being more likely to offer occupational maternity pay). Within medium establishments, offering occupational maternity pay is most associated with broad sector, with third and private sector establishments more likely to offer occupational maternity pay than those in the public sector.

²⁵ A figure of 16 per cent is cited in the WLB3 but this has been rebased excluding those employers that stated that the question was not relevant to them due to none of their employees having had a baby.

Overall 36 per cent of employees worked in an establishment that provided occupational maternity pay.

The Maternity and Paternity Rights and Women Returners Survey 2009/10 found that occupational maternity pay was received by 32 per cent of mothers who had been in work at some point in the 12 months prior to having their baby (although this will also have included mothers working in workplaces with fewer than five employees)²⁶.

Differences in the provision of occupational maternity pay within establishments

Those employers who offered occupational maternity pay were asked whether this was available universally or offered to some mothers only. Just under three-quarters (71 per cent) offered additional pay to all mothers compared with 29 per cent restricting eligibility. These levels are similar to WLB3 levels, when 75 per cent of establishments stated that their occupational maternity pay offer was available to all mothers.

Small establishments were more likely than large establishments to make the availability of occupational maternity pay open to all mothers (73 per cent compared with 59 per cent, respectively). At 76 per cent, the private sector was more likely than both the public (65 per cent) and third sectors (46 per cent) to offer occupational maternity pay to all mothers when it was available.

Length and rates of occupational maternity pay

Three-fifths of employers who paid occupational maternity pay (61 per cent) had a single offer. In other workplaces employers had offers that differed according to job role (11 per cent), seniority (six per cent), length of service (five per cent), salary (seven per cent) or other factors (three per cent). Eleven per cent were unaware or unsure of their occupational maternity pay offer.²⁷ It was not practical to ask those respondents with a multiple offer to discuss all schemes during the interview and hence they were asked to describe their standard offer or the one that applied to the largest proportion of the workforce.

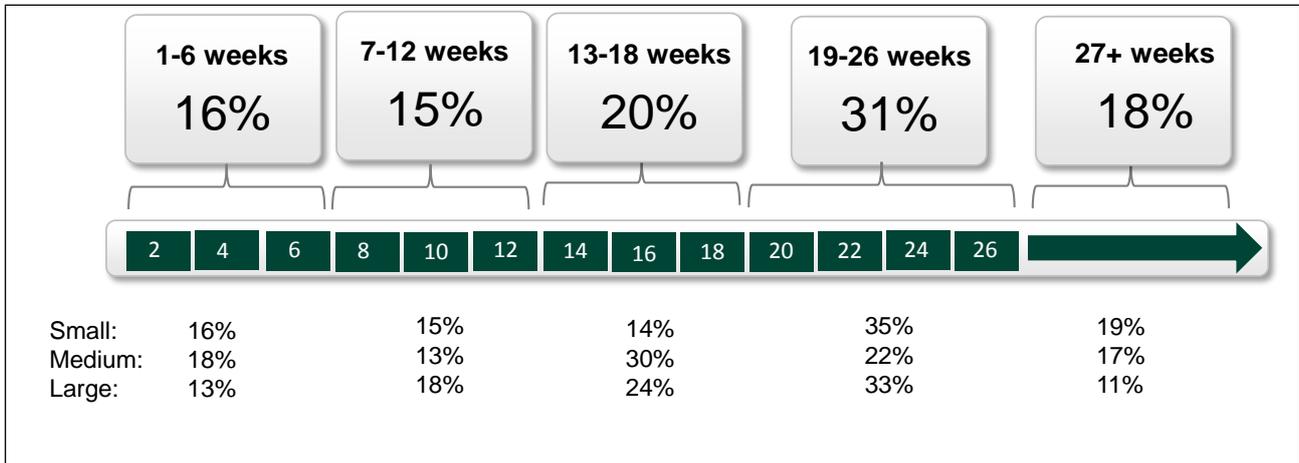
In the schemes for which details were provided (either the single pay offer or the one that applied to most staff), there was a wide range of time periods for which it was paid. It is also worth noting that a large proportion of respondents were unsure about the length of time for which occupational maternity pay was paid (41 per cent). This level of uncertainty was largely driven by small establishments among whom 50 per cent were unsure about the length of their occupational maternity pay offer (compared with 16 per cent of medium and 11 per cent of large establishments).

²⁶ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/214367/rrep777.pdf

²⁷ Percentages do not total 100 per cent as multiple response was allowed

Based just on establishments who were able to provide a response, Figure 4.1 below outlines the length of time establishments pay occupational maternity pay. Table 45 in Annex C provides a full break down by workplace characteristics.

Figure 4.1: Length of time for which occupational maternity pay is paid



Base: All workplace with 5 or more employees offering occupational maternity pay and able to provide a response (unweighted 465).

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Note: Figures are weighted and based on responses from 465 employers

Among establishments aware of the length of time that occupational maternity pay was paid, the mean average was 21 weeks. There were no statistically significant differences in the length of pay by size or sector.

Establishments who paid occupational maternity pay were asked whether occupational maternity pay was paid at the normal rate of pay for all, some or none of the time. 40 per cent of establishments stated that for the entire time they pay occupational maternity pay, it was provided at the full wage rate. This was more common in the private sector (47 per cent) than both the public (29 per cent) and third (23 per cent) sectors. A further 41 per cent of establishments paid full wages for part of the time female employees were on maternity leave and only seven per cent of establishments stated that none was provided at the full pay rate.

Table 4.3 details the length of time mothers were paid occupational maternity pay split by whether they were paid their full wages for all, some or none of this period. Interestingly there is no clear, linear pattern between the length of time that occupational maternity pay is paid and the likelihood of receiving full pay for the entire occupational maternity pay period. That said, those paying occupational maternity pay for the longest period (27 weeks or more) were the most likely to also pay the full rate for all of this time.

Table 4.3: Whether establishments pay full wages of the mother for all, some or none of the time they receive occupational maternity pay by length of time mothers are paid occupational maternity pay

	Length of time mothers received occupational maternity pay				Total
	1-12 weeks	13-26 weeks	27 weeks or more	Don't know	
	%	%	%	%	
All of the time	56	49	61	19	40
Some of the time	21	42	34	50	41
None of the time	17	9	5	2	7
Unsure	6	*	*	28	13
<i>Base (unweighted)</i>	<i>127</i>	<i>278</i>	<i>60</i>	<i>115</i>	<i>580</i>

Base: Workplaces that offer occupational maternity pay and able to describe a single offer

Source: Work-Life Balance Employer Survey, 2013, Great Britain

* denotes a figure greater than zero but less than 0.5 per cent

Table 4.4 below shows the average number of weeks that occupational maternity pay was paid at full pay and at part pay according to size of establishment, broad sector and length of occupational maternity pay. These data are only available for those employers who were able to provide full details of their standard scheme. This analysis shows that the average proportion of pay received was higher among smaller employers and those in the private sector but, to an extent, this reflects the fact that these employers were more likely to offer shorter schemes (which tend to attract a higher average proportion of salary). At an overall level, schemes paid an average of 15.3 weeks at full pay and then a further 6.1 weeks at part-pay meaning that across the full length of occupational maternity pay an average of 91 per cent of salary was paid.

Table 4.4: Average amount of time receive full and part-pay and average proportion of pay received across full occupational maternity pay period

<i>Row percentage</i>	Average number of weeks at full pay	Average number of weeks at part-pay	Average proportion of pay received across full period of occupational maternity pay ²⁸	<i>Base (unweighted)</i>
Total	15.3	6.1	91%	455
Length of Maternity leave				
1-12 weeks	5.3	1.7	96%	121
13-26 weeks	14.4	7.3	88%	258
27 weeks or more	32.9	9.3	89%	55
Establishment size				
Small (5-49)	17.5	5.2	93%	65
Medium (50-249)	12.3	7.1	88%	107
Large (250+)	10.8	8.0	86%	273
Sector				
Private	17.1	3.1	94%	232
Third	12.5	11.2	82%	68
Public	12.6	10.0	85%	142

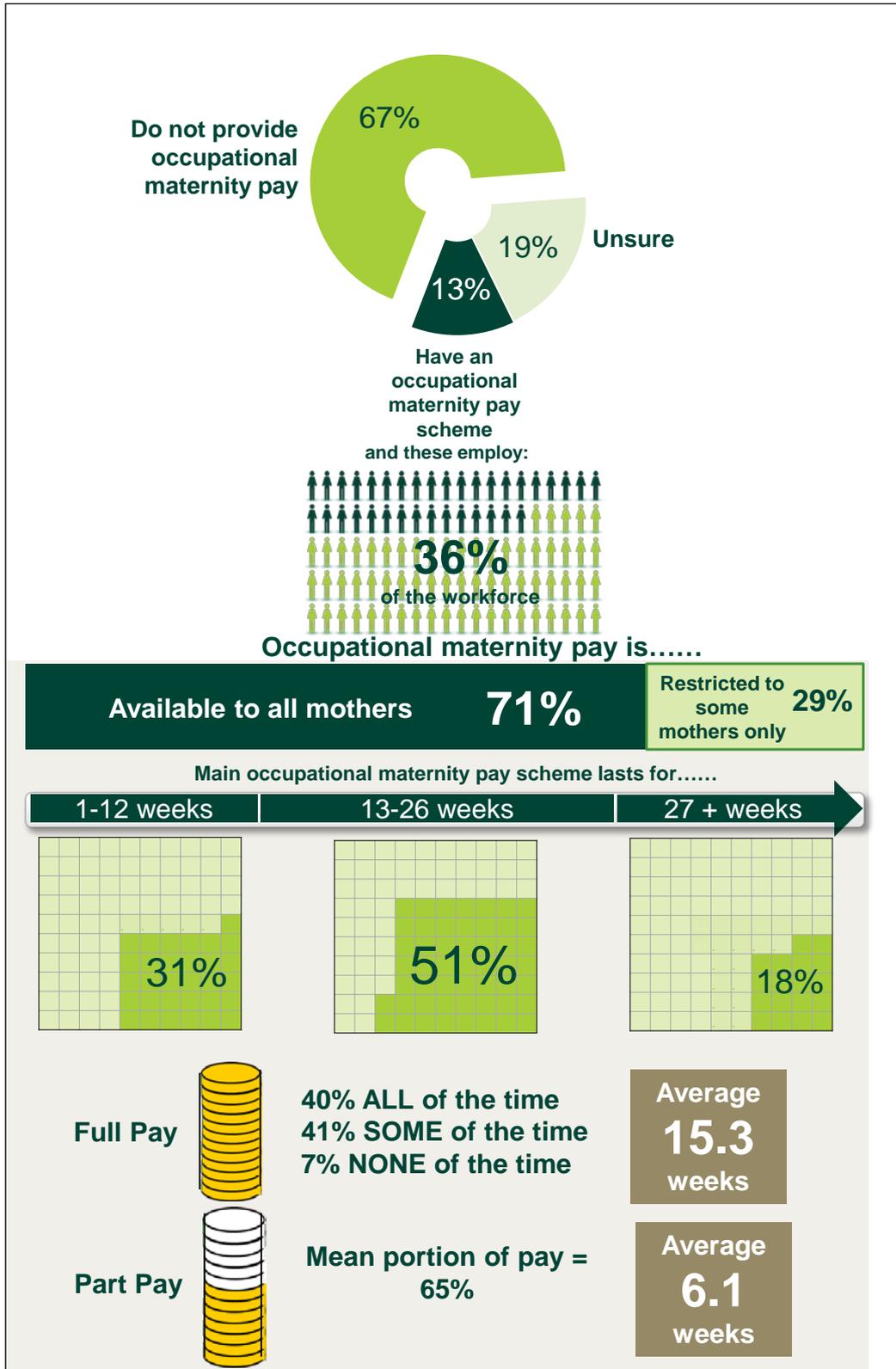
Base: Workplaces that offer occupational maternity pay, able to describe a single offer and able to provide details of numbers of weeks at full and part pay

Source: Work-Life Balance Employer Survey, 2013, Great Britain

²⁸ This takes into account both periods of full and part pay.

Figure 4.2 provides an overview of occupational maternity pay schemes combining data presented earlier in this chapter.

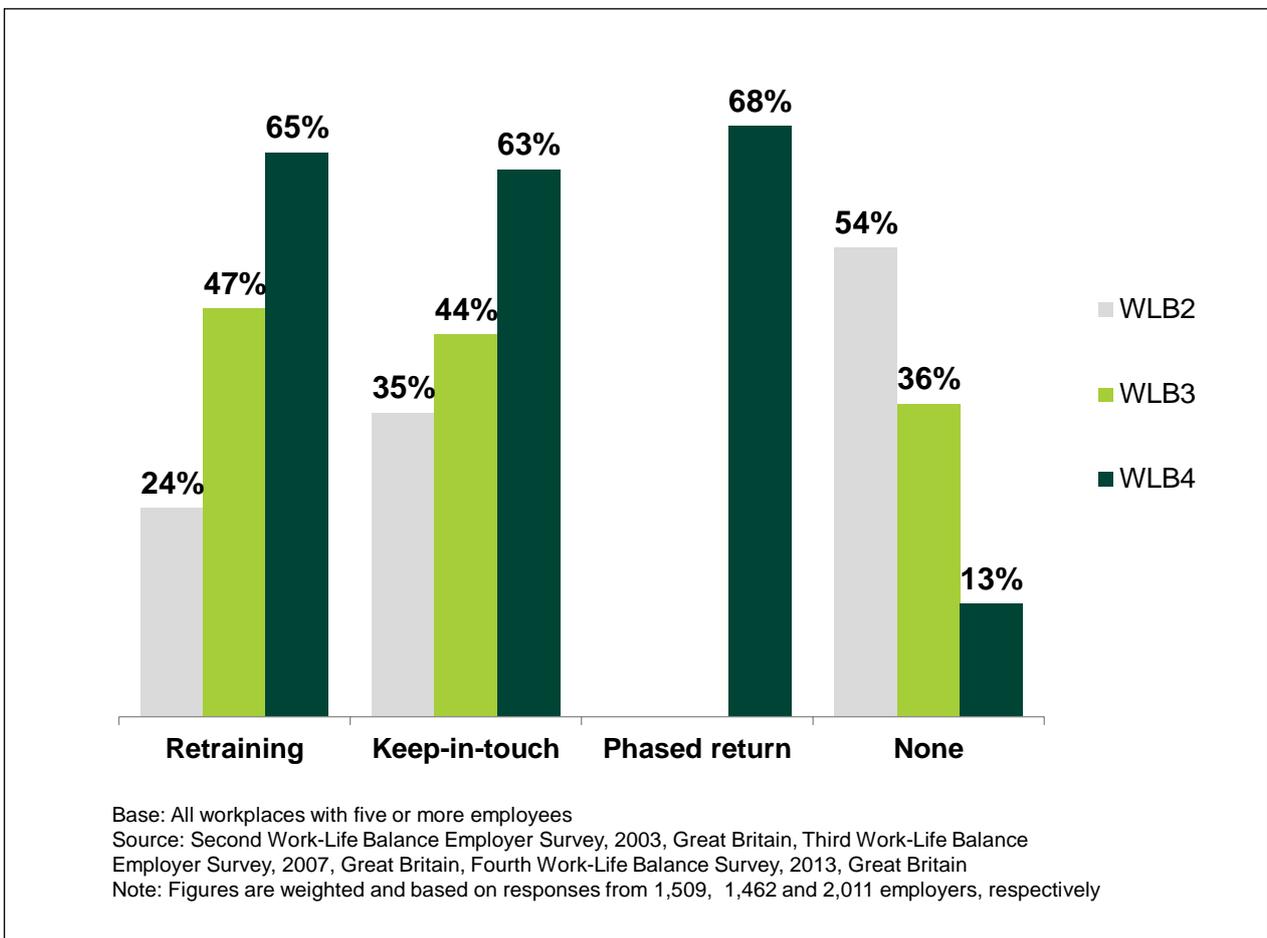
Figure 4.2: Summary of occupational maternity pay offers



Provision of return to work schemes

The majority of female employees who go on maternity leave look to return to work afterwards. The Maternity and Paternity Rights and Women Returners Survey 2009/10 found that 77 per cent of women who worked in the 12 months before giving birth returned to work 12-18 months later²⁹. In order to understand the processes that workplaces have in place to ease this return, all employers were asked whether their establishment operated various schemes to help women on maternity leave return to work. As in WLB2 and WLB3, employers were asked whether they offered a keep-in-touch scheme and retraining when mothers returned to work. Additionally, for WLB4, employers were asked if they operated a phased return process. Figure 4.3 below shows the proportions of employers offering each type of scheme.

Figure 4.3: Provision of return to work schemes³⁰



Over two-thirds of employers (68 per cent) offered a phased return. The proportion offering keep-in-touch schemes (63 per cent) and retraining on return (65 per cent) had increased

²⁹ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/214367/rrep777.pdf

³⁰ Respondents were first asked about Phased Return schemes in WLB4.

significantly since 2007 so that these practices were now relatively widespread (while in 2003 they were limited to a minority of workplaces). Employers with direct experience of having employees take maternity leave in the last two years were even more likely to offer these schemes (76 per cent offered a phased return, 76 per cent offered retraining and 80 per cent offered a keep-in-touch scheme).

At 80 per cent, more public sector establishments offered a retraining scheme than the private sector (64 per cent) and third sector (67 per cent). In terms of keeping-in-touch, the third sector (83 per cent) and the public sector (78 per cent) were more likely to operate such a scheme than the private sector (59 per cent). There were no differences between the broad sectors with regards to offering a phased return.

Similar to the WLB3 picture, prevalence of return to work schemes increases with size, with smaller establishments less likely to offer each of the three schemes, as shown in Table 4.3. The growth in provision of these schemes since WLB3 in 2007 is evident across all sizes of employers.

Table 4.5: Provision of return to work schemes by size of establishment

	Small (5-24)	Medium (25-249)	Large (250+)	All
	%	%	%	%
Retraining	64	76	83	65
Keep-in-touch	60	84	96	63
Phased Return	67	74	80	68
None	14	4	1	13
Don't know	6	2	*	5
<i>Base (unweighted)</i>	<i>977</i>	<i>494</i>	<i>540</i>	<i>2,011</i>

Base: All workplaces with five or more employees

Source: Work-Life Balance Employer Survey, 2013, Great Britain

* denotes a figure greater than zero but less than 0.5 per cent

As Table 4.7 in the Annex shows, establishments with a union presence had a notably higher level of provision for each scheme (80 per cent of establishments with a union presence offered a phased return compared with 65 per cent of those without). Similarly, 77 per cent offered each of retraining on returning and a keep-in-touch scheme (compared with 62 per cent and 58 per cent respectively of establishments without union recognition).

Operation of return to work schemes also increased steadily with the number of flexible working practices available. For example, 79 per cent of establishments that offered 7-8 of the flexible working practices covered in the survey operated both phased returns and retraining on returning to work, compared with 35 per cent and 52 per cent of those who offered none of the flexible working practices. In addition, 82 per cent of establishments

with 7-8 working practices available offered a keep-in-touch scheme in comparison to 46 per cent of those with no flexible working practices available.

As might be expected, those establishments with a higher proportion of female employees were also more likely to operate return to work schemes. Provision was significantly higher in establishments where 50 per cent or more of employees were female in comparison to those establishments who employed fewer (75 per cent and 59 per cent respectively for phased returns, 72 per cent and 57 per cent for retraining, and 71 per cent and 52 per cent for keep-in-touch schemes).

In total, 81 per cent of establishments offered at least one of the schemes, whilst just over one in eight (13 per cent) did not offer any. The following industries were more likely not to have any of the three schemes discussed, perhaps because they have low proportions of female employees³¹:

- Agriculture, fishery and mining: 32 per cent offered none (33 per cent of employees are female)
- Construction: 29 per cent (19 per cent of employees are female)
- Manufacturing: 27 per cent (24 per cent of employees are female)
- Utilities: 25 per cent (21 per cent of employees are female).

Challenges experienced by establishments due to maternity leave

To further explore employers' experiences of implementing maternity legislation in the workplace, employers were asked a number of questions relating to any difficulties they have experienced with maternity rights and benefits.

Extent of challenges and difficulties

Establishments where women had returned from maternity leave in the past two years were asked whether they had experienced any problems holding a job open for women on maternity leave during this period. One in ten (ten per cent) had found it difficult.³² Establishments were more likely to experience difficulties if they:

- were private or third sector establishments: 11 per cent of private and 12 per cent of third sector establishments faced issues, compared with three per cent of those in the public sector

³¹ See Table 4.1 for a full breakdown of proportions of female employees by sector, along with accompanying footnote explaining how these proportions have been calculated.

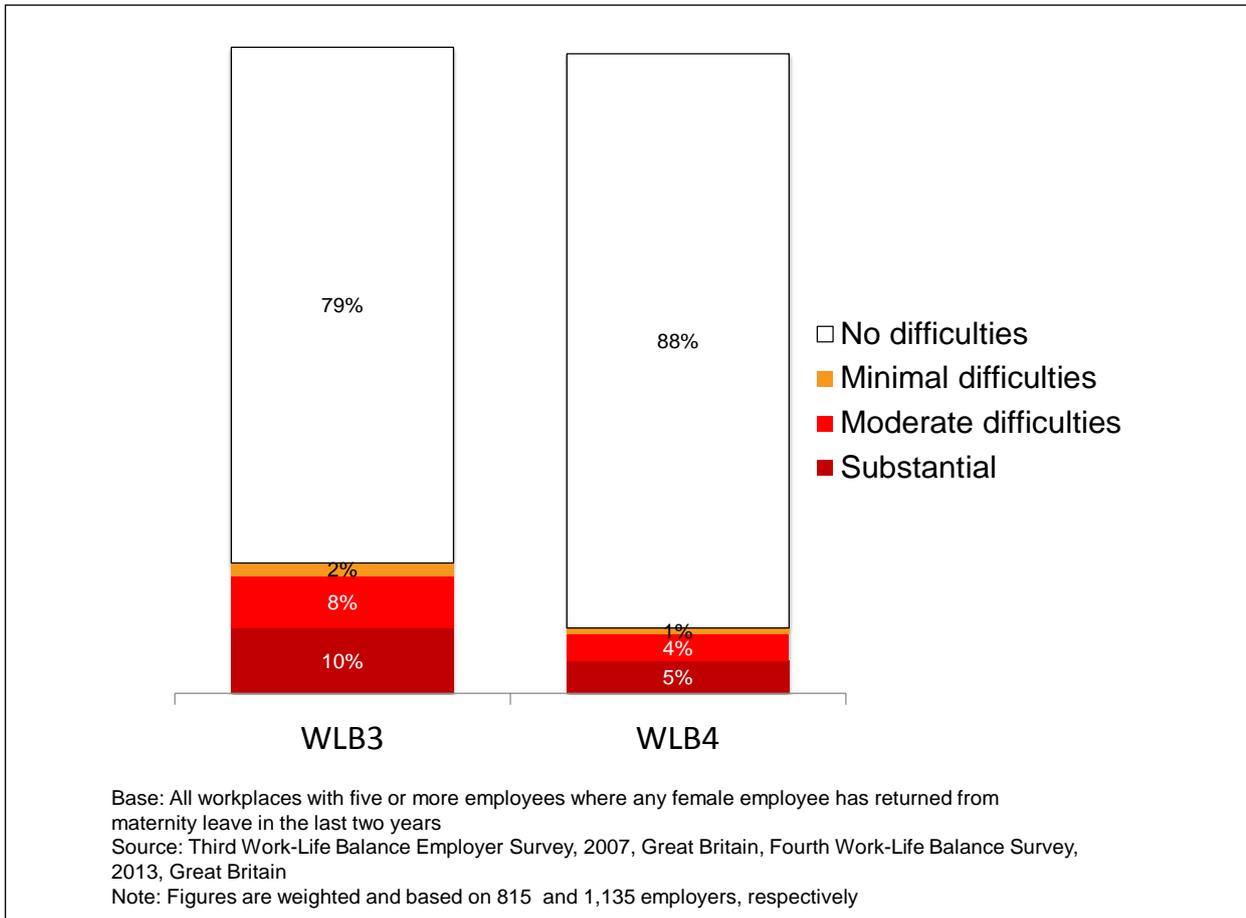
³² Data cannot be directly compared with WLB3 findings due to a change in question wording.

- were a single site organisation, rather than part of a larger organisation (14 per cent versus eight per cent)
- had no union presence (13 per cent compared with seven per cent among those not recognising unions)

The very smallest and very largest employers were the most likely to have experienced difficulties (18 per cent of those with 5-9 employees and 20 per cent of those with 500+ employees). Other than this there was very little difference between employers of different sizes in terms of the likelihood to have experienced difficulties.

Where difficulties were experienced, employers were asked the degree to which they were minimal, moderate or substantial. Just under half (45 per cent) of employers who reported having difficulties holding a job open said that these difficulties were substantial, and a similar proportion (41 per cent) experienced moderate difficulties. For 14 per cent the difficulties were minimal. Putting this in context, of all the establishments who had experienced at least one of their female employees return from maternity leave, four per cent experienced moderate and five per cent substantial difficulties holding a position open for female employees on maternity leave (Figure 4.4). This represents a slight decrease in the proportion of employers experiencing difficulties since WLB3.

Figure 4.4: Difficulties experienced by establishments holding jobs open for employees on maternity leave



Small and medium establishments were more likely to have experienced substantial difficulties: 48 per cent of small and 40 per cent of medium establishments who had experienced difficulties indicated that these were substantial (in comparison to 19 per cent of large workplaces), although caution should be taken interpreting these findings due to relatively small base sizes.

Employers who did not pay occupational maternity pay were more likely to have experienced difficulties than those who did (13 per cent compared with nine per cent), and where they did experience problems, they were also more likely to say that they were substantial or moderate. Among those who had occupational maternity pay schemes, those with shorter schemes were more likely to say they had experienced difficulties (19 per cent of those who paid occupational maternity pay for 1-12 weeks had experienced difficulties compared with none of those who paid occupational maternity pay for more than 26 weeks). These findings relate to those discussed on establishment size, as the larger the establishment the more likely they were to pay occupational maternity pay

Nature of difficulties

The most common reason for experiencing moderate or substantial difficulties was the issue of finding staff to cover the job temporarily, mentioned by 62 per cent. Just under a third (31 per cent) related their difficulties to the impact on business or commercial performance. The expense of hiring temporary staff and changes occurring within the business or between job roles was cited by six per cent of establishments, with five per cent experiencing uncertainty surrounding the notice period.

If in the previous two years employers had any female employee taking maternity leave, they were also asked whether they had experienced any difficulties with maternity rights and benefits within this period. As with the WLB3 findings, very few workplaces experienced difficulties (only one per cent).

Similarly, less than one per cent of workplaces had encountered employees that had:

- raised any complaints or problems about their firm's compliance with maternity rights
- made a claim at an employment tribunal over maternity rights
- mentioned they were considering making a claim over maternity rights but then not gone on to do so.

Returning to the same job

Current legislation stipulates that on returning to work following a period of maternity leave, mothers should be allowed to return to the same or similar job to the one they were employed in previously. If any female employee had taken maternity leave over the past two years, employers were asked whether this was the case or not.

Excluding those establishments where women had either not returned to work or not returned from maternity leave as yet, 79 per cent stated that **all** returning female

employees had come back to the same or similar job. This represents a drop from both WLB3 and WLB2 where the levels were 83 and 85 per cent respectively. A higher proportion of establishments in WLB4 stated that **most** of their employees had returned to the same or similar job (17 per cent compared with nine per cent for WLB3), and those who had no female employees had returned to the same or similar job remained low (two per cent in WLB4 compared with five per cent in WLB3).

The fact that not all women returned to the same job could be, at least in part, due to their desire to come back to a different job for example if they wanted to return on a part-time basis or a role which they deemed less stressful. Unfortunately the questionnaire did not explore whether it was the choice of the employee to return to a different job, or the employer not providing them with the same job.

A new question was introduced for WLB4 asking all employers who had any employees taking maternity leave in the past two years whether they had experienced any situations where a female employee who was previously working full-time hours wanted to return on a part-time basis. Those who had, were then asked a follow-up question as to whether these requests were accepted or not. Just over half (53 per cent) of such establishments had experienced requests from female employees to switch from full-time to part-time on returning from maternity leave and nearly all of these (94 per cent) accepted these requests in all or nearly all cases.

The Maternity and Paternity Rights and Women Returners Survey 2009/10 found that about two fifths (38 per cent) of mothers who had previously worked full-time and who went back to work returned to work part-time (emphasising that this is quite a common request)³³. For WLB4, 83 per cent of employers in establishments where not all women had returned to the same or similar job had requests from women to move from full to part-time. This compares to 55 per cent of establishments where **all** women returned to the same or similar job.

Establishments who had accepted requests for full-time female employees to return from maternity leave on a part-time basis were then asked whether, in these instances, they were able to keep their existing jobs. The vast majority of these employers (92 per cent) said they were always or almost always able to. The six per cent of establishments who stated that women returning part-time were only sometimes or never able to keep their existing job were asked if they were able to keep their existing level of seniority. Most (65 per cent) said that they were always or almost always allowed to do this, and a further 20 per cent that they were sometimes able to. Around one in eight of these establishments (13 per cent) said that women returning to work part-time from full-time after a period of maternity leave were not able to keep their existing level of seniority.

33

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/214367/rrep777.pdf

In summary, in establishments who had women returning from maternity leave wanting to move to a part-time position, less than one per cent did not allow them to either return to their existing job or keep their existing level of seniority.

Summary

The proportion of workplaces that have experienced a member of the workforce taking maternity leave has increased since WLB3 (from 32 per cent to 39 per cent).

Overall 13 per cent of workplaces paid occupational maternity pay. This has remained at a consistent level since WLB3 in 2007 (14 per cent). Among establishments who had experienced employees taking maternity leave in the last two years this figure was higher at 22 per cent. Reflecting the fact that larger employers were more likely to offer occupational maternity pay, those employers who offer occupational maternity pay cover 36 per cent of the workforce employed in establishments with five or more staff.

Where occupational maternity pay was offered it was usually available to all mothers but in just over a quarter of workplaces with an occupational maternity pay scheme (29 per cent) it was available only to some groups of employees (most commonly those with longer service records).

On average, employers who offered an occupational maternity pay scheme offered it for 21 weeks. In 40 per cent of establishments who offered occupational maternity pay, it was paid at the equivalent of full wages for the entire period. Most occupational maternity pay schemes offered full pay for at least part of the period; only seven per cent paid less than their normal rate of pay for the full period. At an overall level, occupational maternity pay schemes consisted of an average of 15 weeks full pay and six weeks part pay (so that mothers received an average of 91 per cent of their salary across the occupational maternity pay period).

There has been an increase in the availability of schemes to help mothers return to work since WLB3 in 2007. This is evident in the provision of retraining, keep-in-touch and phased return programmes. In 2013 only 13 per cent of employers did not offer any of the three schemes.

Just over half of employers who had experienced a member of the workforce take maternity leave had encountered mothers wanting to move from working full-time to part-time on their return. Almost all employers stated that this was accommodated in all or nearly all cases. In a small number of cases (13 per cent) employers who reported they had previously had employees move to a part-time role had not been able to keep their existing level of seniority when making this switch.

Chapter 5: Paternity Leave

Introduction

At the time the survey was conducted, partners were allowed two weeks of ordinary paternity leave around the time when their baby was born. The standard rate of pay, referred to as Ordinary Statutory Paternity Pay (OSPP), stood at £136.78 per week.

In April 2010 Additional Paternity Leave (APL) was introduced, allowing partners to benefit from up to six months' additional time off if the mother or primary adopter returned to work. The earliest that APL could be taken was 20 weeks after the child was born but the expectation was that leave would usually be taken during the second six months of the child's life, and for the mother to care for the child for the first six months.

Fathers who were eligible for additional paternity leave could also qualify for Additional Statutory Paternity Pay (ASPP). This occurs when the mother or primary adopter returned to work without having taken their full entitlement to Statutory Maternity Pay or statutory adoption pay. For an employee to be eligible for ASPP the mother or primary adopter must have had at least two weeks of her Statutory Maternity Pay period or adoption pay period unexpired. ASPP was payable at the standard rate of Ordinary Statutory Paternity Pay or 90% of the employee's average earnings if this was less than the standard rate.

Fathers had the right to return to the same job in which they were employed before they commenced the leave of 26 weeks or less. To be eligible for the right, employees had to be continuously employed for 26 or more weeks by the end of the 15th week before the child's expected week of birth.

This chapter explores the current level and provision of paternity leave in GB workplaces. It examines levels of paternity pay and the extent to which workplaces pay above the statutory minimum.

It also explores levels of employers' awareness of the change of legislation and the degree to which workplaces have experienced any issues implementing paternity benefits before discussing experiences of complaints raised by employees with regards to paternity leave rights.

To ensure comparability with previous years, as well as to avoid potential confusion during interview, all questions relating to paternity were asked with respect only to 'male employees' or 'fathers of recently born babies' (even though the policy may include partners of the same sex or adoptive parents). It should be noted that the vast majority of those eligible for paternity leave and pay are indeed male employees (and consequently the child's natural father or mother's current partner), and as such the results in this chapter would not be expected to differ if the questions were reworded. Chapter Six discusses provision of benefits for adoptive parents and same-sex partners.

Levels of paternity leave

In nearly two-fifths (37 per cent) of workplaces males employees had babies born within the last two years. In over half of these workplaces this was the case for only one male employee. In total, five per cent of male employees had babies born in the past two years (as far as their employers were aware)³⁴).

Among the 37 per cent of employers where males employees had babies born within the last two years, nearly all (90 per cent) indicated that all these male employees had taken time off around the birth of their child, with a further three per cent saying that at least some of them had. In total, approximately 95 per cent of fathers working in establishments employing five or more employees had taken time off around the birth of their child. The Maternity and Paternity Rights and Women Returners Survey 2009/10 had similar findings with 91 per cent of employed fathers taking time off following the birth of their baby (although this also included those working for workplaces with fewer than five employees)³⁵.

Overall, 36 per cent of all workplaces had experienced a male employee taking time off around the birth of a child in the previous two years. This has increased significantly since the 2007 WLB3 survey which found that only 29 per cent of workplaces had experienced men taking time off around the birth of a child.

Alternatives to Statutory Paternity Leave

All employers who had experienced fathers taking time off around the birth of a child in the last two years were asked whether any employees had used holiday or annual leave instead of taking paternity leave. Overall 22 per cent of these establishments stated that fathers had done this. (The comparable figure was 32 per cent in the WLB3 but this asked about whether this had *ever* happened rather than limiting responses to the last two years). Smaller workplaces were less likely to report fathers using holiday or annual leave (19 per cent compared with 31 per cent of medium and 28 per cent of large establishments).

Establishments with any male employees taking time off around the birth of their child in the last two years were also asked whether any fathers had chosen to extend their paternity leave by using their holiday or annual leave allowance: 43 per cent of these establishments had experienced fathers topping up their paternity leave over the past two years, rising to 77 per cent in large workplaces.³⁶

Private sector establishments were more likely to report male employees taking annual leave rather than paternity leave than public and third sector establishments. Conversely, male employees using annual leave allowance to extend statutory paternity leave was more common for third and public sector establishments than the private sector.

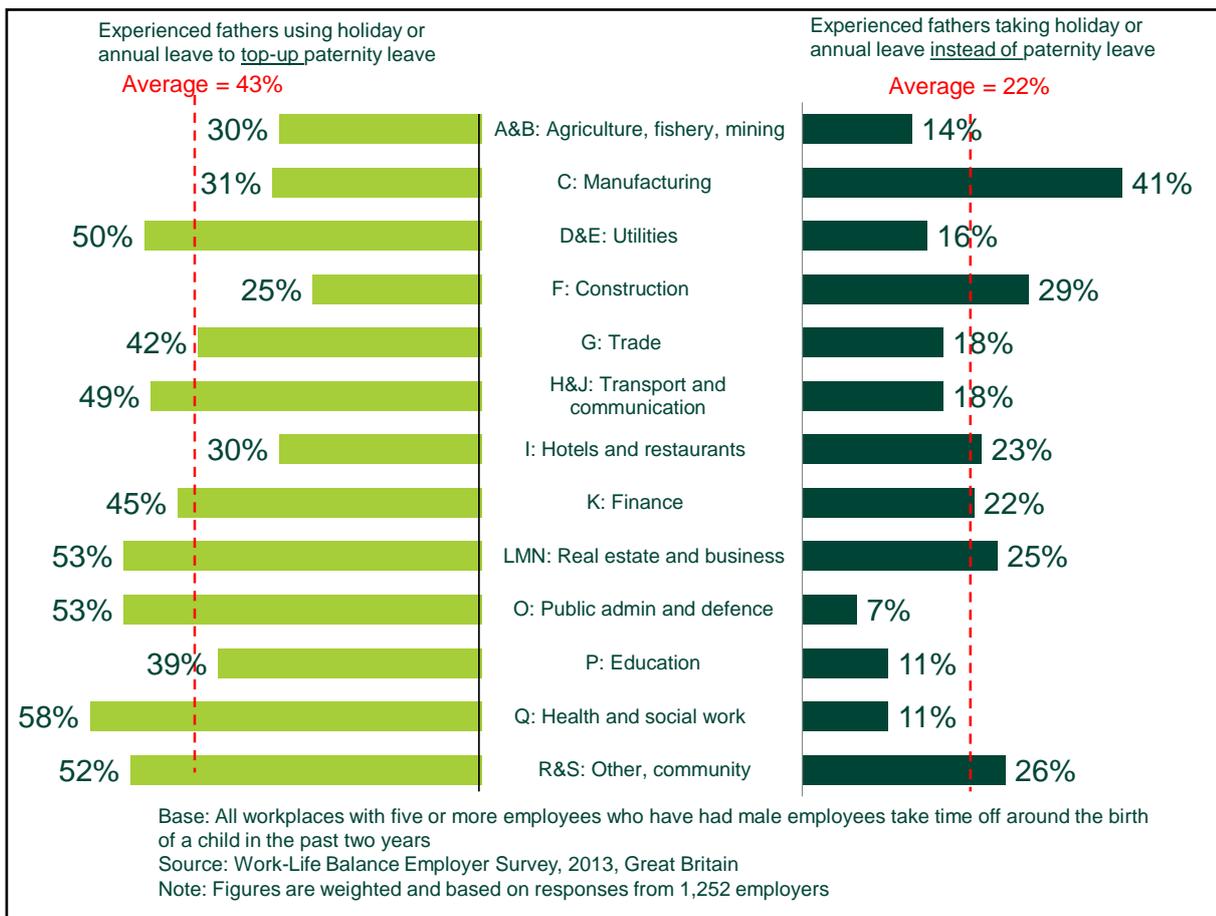
³⁴ Employers were asked how many men in their establishment had babies born in the past 2 years. This was added together across establishments and divided by the total number of male employees.

³⁵ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/214367/rrep777.pdf

³⁶ Data cannot be directly compared with WLB3 findings due to a change in question wording.

Levels of prevalence of these two leave options varied by industry. For example, as highlighted in Figure 5.1 below, whereas health and social work and the public administration and defence sectors have among the lowest incidence of male employees taking annual leave, rather than paternity, they have among the highest level of fathers extending their paternity leave. The reverse is true for industries like construction, manufacturing and hotel and restaurants that have higher levels of use of annual leave allowance but among the lowest for topping up paternity leave with annual leave.

Figure 5.1: Incidences of fathers taking holiday or annual rather than paternity leave and extending paternity leave by using holiday or annual leave allowance, by industry sector



Statutory Paternity Pay

Levels of payment of Statutory Paternity Pay

Not all fathers who legally qualified for Ordinary Statutory Paternity Pay (OSPP) chose to claim this entitlement; for instance some chose to take annual leave when their child was born so as not to forfeit their full pay for this period of leave. Most workplaces stated that at least some of their male employees had taken OSPP (74 per cent). Estimates from the survey indicate that around 87 per cent of new fathers working in establishments employing five or more employees had taken Statutory Paternity Pay over the last two years. This is at a similar level to that found in WLB3 (88 per cent)³⁷.

A fifth (20 per cent) of establishments reported that none of their male employees that had taken time off around the birth of their child were paid OSPP. This was more likely to be the case for the following types of establishments:

- Small establishments: Nearly a quarter (23 per cent) stated that none of their male employees who had taken time off had been paid OSPP, compared with nine per cent of medium and five per cent of large establishments
- Single independent establishments: 28 per cent compared with 14 per cent of sites which were part of larger organisations
- Private sector: 22 per cent compared with nine per cent of third sector establishments and five per cent of public
- Establishments with no union presence: 25 per cent compared with ten per cent where there was union presence.

Recovering the cost of Ordinary Statutory Paternity Pay

Employers whose male employees had been paid OSPP were asked whether the cost of payments was recovered from HMRC. As with the corresponding maternity pay question, a substantial number were unsure whether these costs were recovered or not (37 per cent) although 46 per cent confirmed that costs were recovered. Excluding those who were not able to give a definitive response, 73 per cent of establishments recover Ordinary Statutory Paternity Pay (fewer than recover Statutory Maternity Pay).

³⁷ This figure is an estimation based on employers' responses to two questions. Employers were asked firstly "In the last 2 years, how many have taken off around the birth of their child" followed by "How many of these employees who took time off around the birth of their child were paid Statutory Paternity Pay." If employers were unable to provide an exact number or percentage, they were probed for a best estimate.

Provision of paternity benefits beyond the statutory requirement

Occupational paternity leave

Employers were asked whether they offered any occupational paternity leave; time off (either paid or unpaid, and on top of holiday or annual leave allowance) above the statutory two week minimum.

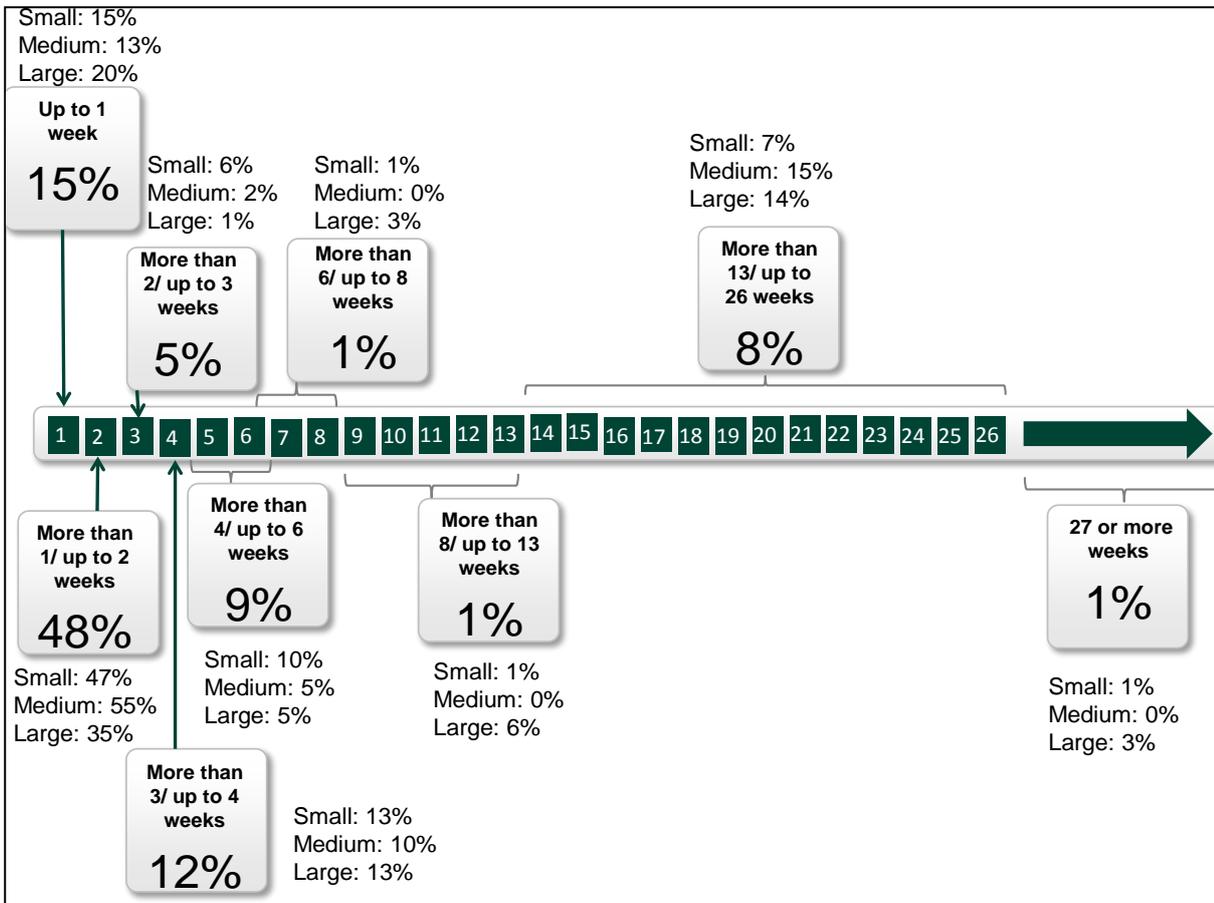
Among all workplaces (regardless of whether they had any employees taking time off for the birth of a child), 27 per cent offered a longer period of paternity leave than the statutory minimum (although 17 per cent were unsure). A higher figure of 30 per cent was found among those who had experienced fathers taking time off in the previous two years. This indicates a considerable increase in the prevalence of those offering occupational paternity leave since 2007; the WLB3 survey found that 18 per cent of establishments where male employees had a baby in the preceding two years offered occupational paternity leave.

A greater proportion of large establishments offered occupational paternity leave (43 per cent) than medium (35 per cent) and small workplaces (28 per cent). In terms of industry, the finance (47 per cent) and public administration and defence sectors (52 per cent) were the most likely to provide occupational paternity leave, and the public sector (40 per cent) was more likely to offer a longer leave period than the private (29 per cent) and third sector (27 per cent).

Workplaces offering occupational paternity leave cover 33 per cent of the workforce employed by establishments with five or more employees.

Even among those workplaces who offered occupational paternity leave, a large proportion were unsure about the length of leave they offered (54 per cent). Among those knowing the amount of leave that they would allow, the average length of occupational paternity leave was 4.8 weeks. Figure 5.2 illustrates the breakdown of the amount of leave offered. Table 60 in the Annex provides a more detailed breakdown by workplace characteristics.

Figure 5.2: Length of occupational paternity leave offered



Base: Workplaces that offer occupational paternity leave and able to state length (322)
 Source: Work-Life Balance Employer Survey, 2013, Great Britain

The average length of occupational paternity leave was higher among larger establishments (7.2 weeks compared with 5.5 weeks in medium and 4.6 weeks in small workplaces). It was also longer in the public sector (6.4 weeks compared with 5.3 weeks in third sector workplaces and 4.6 weeks in private sector workplaces).

Occupational paternity pay

The figures presented above for occupational paternity leave cover both paid and unpaid leave. Employers were asked whether their establishment paid more than the statutory rate of £136.78 when fathers took paternity leave. Despite the increase in likelihood to offer occupational paternity leave, likelihood to offer occupational paternity pay has remained at a similar level to WLB3. In 2013, 17 per cent of establishments offered occupational paternity pay compared with 19 per cent in WLB3. Provision of occupational paternity pay varied according to the following workplace characteristics:

- Size of establishment: Likelihood of provision increased with size. Over half of large establishments (57 per cent) paid occupational paternity pay in comparison with 29 per cent of medium and 17 per cent of small establishments
- Sector: The public sector had higher levels of provision than the private and third sectors (28 per cent compared with 16 per cent and 15 per cent respectively)
- Industry: The trade, hotel and restaurant, and the health and social work industries at 12 per cent had the lowest level of occupational paternity provision (these industries had a lower proportion of male employees than average)
- Union presence: Nearly a quarter (24 per cent) of establishments with a union presence provided occupational paternity pay compared with 15 per cent of those without.

Workplaces offering occupational paternity pay covered 35 per cent of employees working in establishments employing five or more people. This represents a decrease from WLB3's level of 41 per cent.

Workplaces offering occupational paternity pay were asked about the length of time for which pay is provided and whether this is at full or part pay.

The majority of establishments who offered occupational paternity pay offered full pay for all of the time fathers were on paternity leave (71 per cent). A further 21 per cent provided fathers with full wages for some of the time, with only four per cent stating that fathers did not receive their normal pay for any period whilst on leave. Four per cent of establishments were unsure of their offer.

Smaller workplaces were more likely to offer all paternity leave at full pay (74 per cent of those who offered occupational paternity pay offered it entirely at full pay compared with 58 per cent of medium and 56 per cent of large workplaces). There was not a great deal of differentiation by private, public or third sector in the likelihood to offer **all** paid paternity leave at full pay but the private sector was more likely to offer none of the leave at full pay (five per cent compared with one per cent of the third sector and less than one per cent of the public sector).

There was little variation in the likelihood for occupational paternity pay to be at full pay by length of leave, although the available data only allow for a comparison between those offering up to two weeks of occupational leave and those offering more than this.

Table 5.1 shows the average number of weeks that occupational paternity pay was paid at full pay and at part pay according size of establishment, broad sector and length of paid leave provided. As was the case for similar analysis in the maternity leave chapter, the final column shows the average proportion of pay that is received throughout the full period of occupational paternity pay (taking account periods of full and part pay). These data are only available for those employers who were able to provide full details of their occupational paternity leave scheme.

Table 5.1: Average amount of time receive full and part-pay and average proportion of pay received across full occupational paternity pay period

	Average number of weeks at full pay	Average number of weeks at part-pay	Average proportion of pay received across full period of occupational paternity pay	Base (unweighted)
Total	2.9	0.5	95%	421
Length of occupational paternity leave				
None	1.8	0.2	95%	294
Up to 2 weeks extra	3.3	0.1	99%	75
More than 2 weeks extra	8.3	3.3	94%	52
Establishment size				
Small (5-49)	2.8	0.5	96%	123
Medium (50-249)	3.1	1.0	94%	100
Large (250+)	2.6	0.5	96%	198
Sector				
Public	2.9	0.5	98%	109
Third	2.9	0.6	95%	56
Private	2.9	0.5	95%	252

Base: Workplaces that offer occupational paternity pay and able to provide details of numbers of weeks at full and part pay

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Of the establishments who did not offer any additional leave beyond the two statutory weeks, 73 per cent provided full pay for this period and a further 19 per cent offered part-pay for this period (six per cent did not pay wages for any of the time fathers were on leave and two per cent were unsure).

Splitting Paternity Leave

Legislation stipulates that ordinary paternity leave be taken in one block. However, employers can choose to allow paternity leave to be split into more than one block. Employers were asked whether they had allowed leave to be split into single days or weeks or whether they had to take it all in one go. A fifth of these establishments, 19 per cent, allowed individual days or weeks to be taken. Half specified that paternity leave had to be taken in a single block (49 per cent) and a quarter had never had a request to split the leave (26 per cent).

As might be expected, those offering longer periods of occupational paternity leave were more likely to allow leave to be split (32 per cent of those offering over two weeks of occupational paternity leave compared with 24 per cent of those offering two weeks or less). Among those who did not offer any longer than the statutory leave period, 17 per cent allowed fathers to split leave into more than one block.

More large establishments (32 per cent) allowed their male employees to split their leave than small (17 per cent) and medium (22 per cent) employers. There was wide variation by industry, with manufacturing (33 per cent), public administration and defence (31 per cent) and transport and communication (27 per cent) significantly more likely than average to have allowed their male employees to split their paternity leave: Industry sectors with a particularly low proportion of establishments that had allowed fathers to split their leave were construction (seven per cent), other, community (ten per cent), and hotels and restaurants (11 per cent).

The broad public sector was more likely to allow leave to be split; 32 per cent of public sector establishments had allowed this in comparison with 18 per cent of the third and 17 per cent of the private sector. Additionally, union presence is an influencing factor with nearly a quarter (24 per cent) of union associated establishments allowing split leave compared with 17 per cent without union recognition.

Additional Paternity Leave

As outlined in the introduction to this chapter, in 2011 the Government introduced changes to paternity leave rights, allowing partners to benefit from up to six months' Additional Paternity Leave (APL) if the mother or primary adopter returned to work.

Overall, 64 per cent of employers were aware of these changes, increasing to 80 per cent of large employers.

Overall, one per cent of employers had some male employees who had taken APL over the last two years (one per cent of small employers, three per cent of medium employers and eight per cent of large employers).

Of those establishments who had employees take APL, only 15 per cent had experienced employees taking the full 26 weeks. This equates to less than half a per cent of workplaces overall.

Challenges experienced by establishments due to paternity leave

Under current legislation, employees must tell their employers that they intend to take ordinary paternity leave by the end of the fifteenth week before their baby is due or, if that is not possible, as soon as is reasonably practical. In addition, they must tell their employers that they intend to take additional paternity leave at least eight weeks before they want this leave to start.

As with WLB3, few employers had experienced any issues due to male employees' ordinary and / or Additional Paternity Leave in the last two years because they had not been provided with enough notice. Just two per cent had experienced issues with ordinary paternity leave and one per cent with both ordinary and additional paternity leave.

Employers were asked whether any other problems had been experienced due to paternity leave over the last two years; again this was very low, with only two per cent stating that they had. Less than one per cent of employers had experienced an employee making a claim at an employment tribunal over paternity rights and no establishment was aware of an employee having considered making a claim but then not going on to do so.

Attending ante-natal classes

New to WLB4 were questions asking whether male employees were allowed time off work to attend antenatal appointments. Four-fifths of establishments (81 per cent) said that this was allowed. Eight per cent did not allow time off; these were more likely to be in the private (nine per cent) or third (ten per cent) sector (compared with five per cent of public sector establishments). Those without a union presence were also less likely to allow male employees time off to attend appointments (nine per cent, compared with four per cent of those with a union presence). In terms of industry sector transport and communications (15 per cent), manufacturing (14 per cent), health and social work (12 per cent) and real estate and business (11 per cent) were among those least likely to allow male employees to take time off.

Of those establishments who did allow time off, 71 per cent allowed for three or more appointments. A sizeable portion of establishments (20 per cent) were unsure as to the number of appointments that were allowed.

Single independent establishments were more likely to place no limit on the number of appointments male employees could take time off for (61 per cent against 52 per cent of those belonging to a larger organisation). At 58 per cent and 57 per cent respectively, public and third sector establishments were also more likely to state this was the case than private sector workplaces (45 per cent).

Those employers who allowed male employees time off to attend antenatal appointments were asked how this time off was treated. Generally employers either expected employees to make up the time taken off at a later date (45 per cent) or allowed them to have this time as special paid leave (37 per cent). A further 15 per cent of establishments indicated that employees had to take the time off as leave without pay and 15 per cent as annual leave.

Sectors tended to deal with how this time off was to be taken differently. The most common response in private sector establishments was that employees were expected to work the hours at a later date in (48 per cent). In the third and public sectors, the most common approach was to allow employees to take the time as special paid leave (53 and 62 per cent respectively). Employers required employees to take unpaid leave in 17, 14 and four per cent of private, third and public sector establishments respectively. There are clear industry differences as to how leave is treated. Those industries most likely to treat the time off as unpaid leave were the manufacturing industry (27 per cent), construction (23 per cent), hotels and restaurants (23 per cent) and transport and communications (21 per cent).

Summary

Nearly two-fifths (37 per cent) of workplaces reported that at least one of their male employees' partner had had a baby within the last two years. Nearly all of these (36 per cent of all workplaces) had experienced a male employee taking time off around the birth of a child. This had increased significantly from the 29 per cent reported in WLB3.

Estimates from the survey indicate that around 87 per cent of new fathers working in establishments employing five or more people had taken statutory paternity pay over the last two years. This is at a similar level to that found in WLB3 (88 per cent).

A quarter of employers (27 per cent) offered occupational paternity leave (leave beyond the statutory two weeks). This is a considerable increase since 2007, where the WLB3 survey found that 18 per cent of establishments where male employees had a baby in the preceding two years offered occupational paternity leave.

Among those able to state the amount of extra leave that they allow, the average length of occupational paternity leave was 4.8 weeks. The most common response was two weeks.

Despite the increase in establishments providing occupational leave, levels of occupational pay remained unchanged from WLB3. In 2013, 17 per cent of establishments offered occupational paternity pay and this is comparable to the 2007 WLB3 findings (19 per cent). On average employers offered 2.9 weeks at full pay and 0.5 weeks at part pay.

Employers were asked whether any male employees had taken advantage of the relatively new entitlement to Additional Paternity Leave. Overall one per cent of employers had some employees who had taken APL over the last two years. In most cases where APL had been taken, less than the maximum 26 weeks had been used.

Four-fifths of establishments (81 per cent) allowed male employees time off work to attend antenatal appointments. Most workplaces that made this allowance allowed for at least three appointments.

Chapter 6: Summary of Maternity, and Paternity Benefits and Rights

This chapter looks at the overlap between maternity and paternity leave offers.

Overall, 13 per cent of workplaces offered occupational maternity pay, 17 per cent offered occupational paternity pay and 27 per cent offered occupational paternity leave.

Only three per cent of establishments offered all three benefits, covering nine per cent of the workforce employed by establishments with at least five employees. The following types of establishments were more likely to offer all three.

- Large establishments: 17 per cent (compared with three per cent of small and five per cent of medium)
- Those who were part of a larger organisation (five per cent compared with one per cent of single site organisations)
- The public administration and defence and finance industrial sectors (each ten per cent, compared with less than five per cent in other industries)
- The public sector: eight per cent of public sector establishments offered all three benefits compared with three per cent of private and two per cent of third sector establishments
- Those with a high number of flexible working practices available: eight per cent of establishments who offered 7-8 flexible working practices offered all three benefits
- Union presence: six per cent of establishments with union presence offered all three compared with two per cent of those without.

Just over a third of establishments (36 per cent), covering 26 per cent of the workforce employed by establishments with at least five employees, did not offer any of three benefits. As might be expected in relation to the findings above, these are more likely to be small establishments (37 per cent), single establishments (48 per cent), or establishments in the private and third sectors with no union presence. The industries most likely to offer none of the three benefits were manufacturing (43 per cent), construction (42 per cent), and real estate and business (41 per cent).

Table 6.1 below gives a full industry breakdown in terms of their maternity and paternity benefit offering. Cells are shaded where the industry level was significantly higher than the average.

Table 6.1: Industry provision of occupational maternity pay, occupational paternity pay and occupational paternity leave

<i>Row percentages</i>		occupational maternity pay	occupational paternity pay	occupational paternity leave	Offer all three	Offer none	Base (unweighted)
Total	%	11	17	27	3	36	2,011
Finance	%	26	20	33	10	17	103
Public admin and defence	%	28	36	46	10	11	97
Education	%	26	25	29	5	25	193
Health and social work	%	19	12	30	5	37	163
Utilities	%	13	29	34	4	34	149
Construction	%	7	19	30	4	42	103
Hotels and restaurants	%	7	12	33	2	35	208
Real estate and business	%	18	22	23	2	41	301
Transport and communications	%	16	21	22	2	38	151
Other, community	%	13	16	17	2	34	154
Trade	%	9	12	25	2	36	206
Manufacturing	%	4	19	29	1	43	101
Agriculture, fishery and mining	%	8	17	19	*	29	82

Base: All workplaces with five or more employees

Source: Work-Life Balance Employer Survey, 2013, Great Britain

* denotes a figure greater than zero but less than 0.5 per cent

The relationship between occupational maternity and paternity pay

Among employers who offered occupational maternity pay, 49 per cent also offered occupational paternity pay (only 11 per cent of those who did not offer occupational maternity pay provided occupational pay for fathers).

Where occupational maternity pay was offered, 40 per cent of establishments stated that they pay this benefit at the full wage rate for the entire time. This figure was higher for occupational paternity pay at 71 per cent. However it is also the case that occupational paternity pay is paid for a shorter time on average.

There were differences across workplace characteristics as to whether occupational pay was paid at full wage rate for the entire time it was offered, depending on whether it was occupational maternity or paternity pay concerned.

- Size of establishment: Whereas there were no significant differences across size of establishments as to whether occupational maternity pay was paid at full wages for all the time mothers were being paid, this was not the case for occupational paternity pay. Nearly three-quarters of small establishments (74 per cent) paid occupational paternity pay at full salary for the whole time the benefit was offered, compared with 58 per cent of medium and 56 per cent of large establishments
- Single site organisations versus establishments that are part of a larger organisation: 81 per cent of single site organisations paid full wages for all the time occupational paternity pay was offered compared with 63 per cent of establishments belonging to a larger organisation. There was no significant difference across this variable regarding occupational maternity pay
- Broad sector: For occupational maternity pay, private sector organisations were more likely to offer full wages for the whole time it is paid (47 per cent compared with 23 per cent and 29 per cent in the public and third sector respectively). However, for occupational paternity pay, there was no difference by broad sector
- Union presence: 74 per cent of establishments *without* union presence paid occupational paternity pay at full rate for all the time it was offered compared with 63 per cent of those with. There was no significant difference across this variable regarding occupational maternity pay.

Provision of benefits for primary adopters and their partners

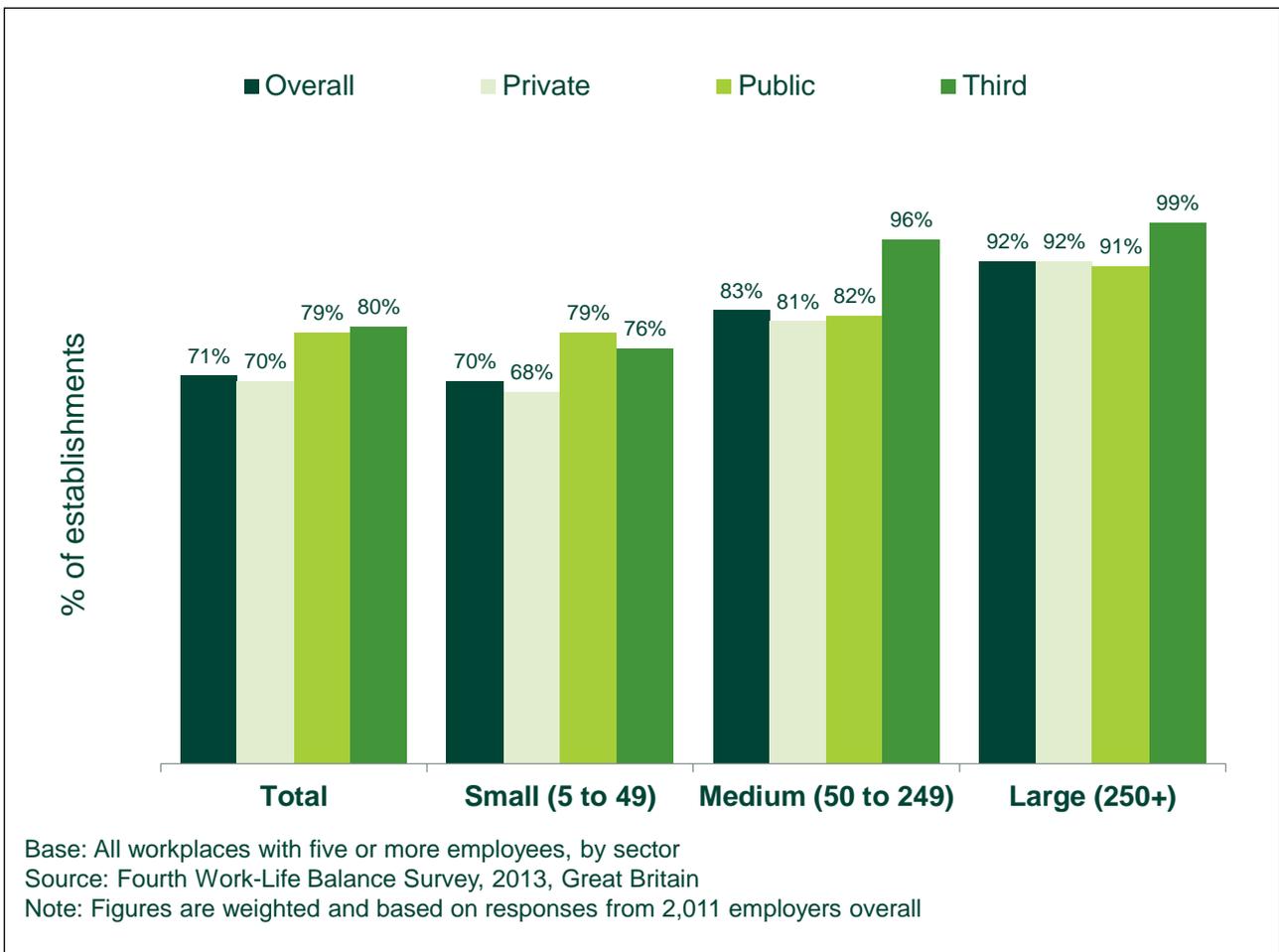
Employers were asked whether the benefits previously discussed, concerning maternity and paternity leave for birth parents, were also provided to primary adopters and their partners.

Seven in ten employers (71 per cent), covering 83 per cent of the GB workforce working in establishment employing five or more people, provided primary adopters and their partners with the same benefits afforded to birth parents. Only four per cent indicated that the benefits were not matched. A quarter of all respondents (25 per cent) did not know whether they match these benefits: this level of uncertainty was greatest among small

establishments (26 per cent, compared with 16 per cent among medium and six per cent large establishments; see Table 68 in the Annex). It is possible that this higher level of uncertainty among small employers is a result of fewer having experienced a member of their workforce wanting to take leave as a primary adopter.

As shown in Figure 6.1, a greater proportion of medium and large sized establishments match benefits for primary adopters (83 and 92 per cent respectively) compared with small establishments (70 per cent). Moreover, a greater proportion of public and third sector employers match benefits for primary adopters and their partners (80 per cent and 79 per cent respectively) compared with private sector establishments (70 per cent).

Figure 6.1: Proportion of establishments who provide primary adopters and their partners with the same benefits as those provided to birth parents, by size and broad sector



Chapter 7: Parental leave and other special leave

Introduction

This chapter looks at the provision of unpaid leave for parents to look after children. Since WLB3, legislative changes have afforded the right to unpaid parental leave to all parents with children under the age of five and all parents with disabled children under the age of 18. Furthermore, the amount of unpaid parental leave that parents can take has been increased from 13 weeks to 18 weeks.

The issue of employees taking time off at short notice, to care for a family member or someone who depends on them for their care, was also covered in the survey. Specifically, employers were asked whether such requests for leave at short notice would be agreed to and how the leave would be treated.

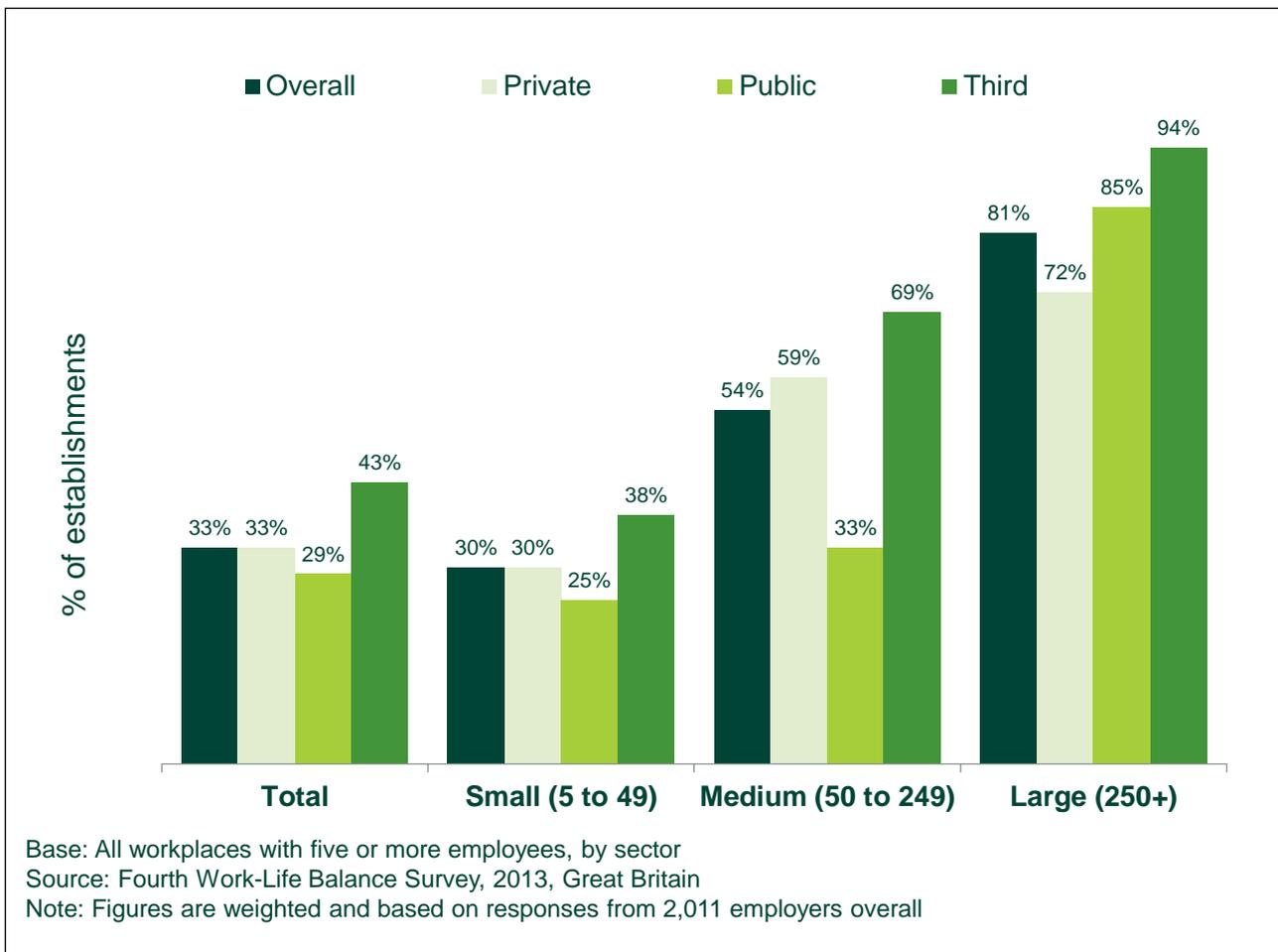
Awareness of changes to unpaid parental leave legislation

Employers were asked whether they were aware of the increase in the amount of unpaid parental leave that parents can take from 13 weeks to 18 weeks, which came into force in March 2013 under the Parental Leave Directive (2010/18/EU). A third of employers (33 per cent) – covering 57 per cent of the workforce in establishments with five or more employees – were aware of the increase in unpaid parental leave. As a note fieldwork for the survey took place from May to September 2013, clearly quite soon after the changes came into effect.

As illustrated in Figure 7.2, greater proportions of medium and large establishments were aware of the change in legislation (54 per cent and 81 per cent respectively) compared with small establishments (30 per cent). This difference may be reflective of the probable increased likelihood of establishments with larger workforces having experienced an employee wanting to take unpaid parental leave. Indeed, a greater proportion of workplaces where there had been at least one employee who had taken unpaid parental leave during the previous two years were aware of the legislation change compared with workplaces that had no recent experience of employees taking parental leave (39 per cent and 33 per cent respectively). The incidence of parental leave within workplaces is discussed later in this chapter.

A greater proportion of employers in the third sector were aware of the change in legislation (43 per cent) compared with private and public sector employers (33 per cent and 29 per cent respectively).

Figure 7.2: Awareness of changes to unpaid parental leave legislation by size and broad sector of establishment



The right to request unpaid parental leave

Respondents were asked whether the right to request unpaid parental leave at their establishment was limited to those parents with the legal right to request it (i.e. parents with children under the age of five and parents with disabled children under the age of 18), or whether the right to request it was extended to all parents.

A majority of employers (68 per cent) reported that all parents at their workplace were afforded the right to request unpaid parental leave, whereas in around one in seven establishments (15 per cent) the right to request was restricted to only those parents with the legal right to request it. In addition, there was a relatively high proportion of employers (17 per cent) that did not know which employees had the right to request such leave. This level of uncertainty tended to reflect whether or not the workplace had experienced an employee take parental leave in the past two years. Specifically, only four per cent of employers who had experienced an employee taking parental leave in the last two years did not know which employees were afforded the right to request, compared with 19 per cent among employers with no recent experience of an employee taking parental leave.

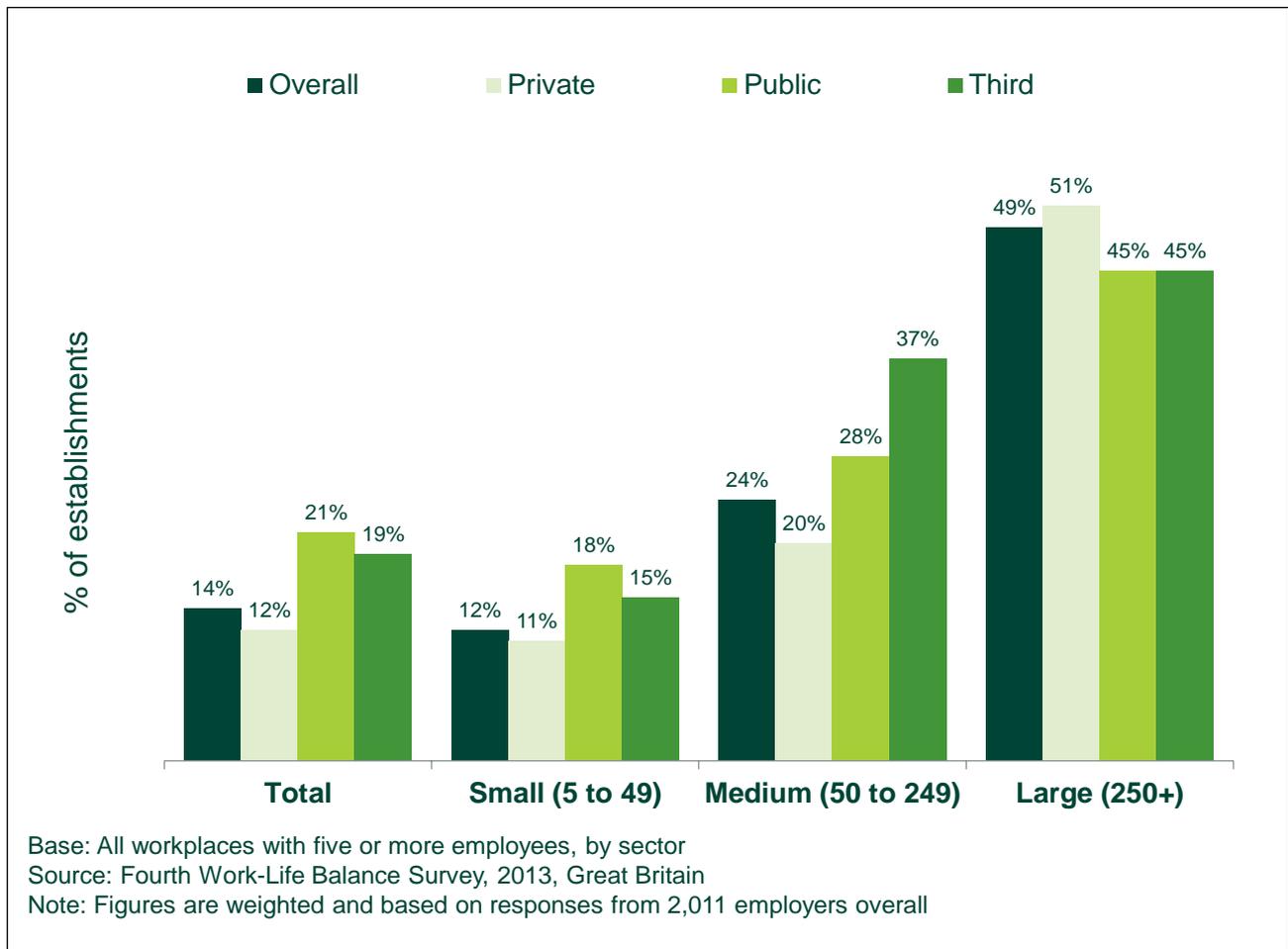
As detailed in Table 70 in Annex C, a greater proportion of small and medium sized employers afforded the right to request to all parents (68 and 65 per cent respectively) compared with large employers (58 per cent). There were no significant differences between public, private and third sector establishments in the proportion that afforded the right to request to all parents. The five industry sectors most likely to afford the right to request unpaid parental leave to all parents were: education (79 per cent); hotels and restaurants (78 per cent); construction (78 per cent); utilities (75 per cent); and manufacturing (71 per cent).

Incidence of parental leave

Across all employers surveyed, around one in seven (14 per cent) had at least one employee that had taken unpaid parental leave to look after their children in the previous 12 months. This incidence of unpaid parental leave is unchanged from WLB3 (also 14 per cent).

As would be expected, the incidence of at least one employee having taken unpaid parental leave in the past 12 months was greatest among large establishments (49 per cent) compared with small and medium sized establishments (12 per cent and 24 per cent, respectively).

Figure 7.3 also shows that take-up of parental leave varied by broad sector, with a greater proportion of establishments in the public and third sectors having experienced at least one employee take parental leave over the past 12 months (21 per cent and 19 per cent, respectively) compared with establishments operating in the private sector (12 per cent). This is linked to the differences discussed by size, since private sector workplaces are more likely to be small (91 per cent having 5-49 staff) than those in the third or public sectors (86 and 75 per cent respectively).

Figure 7.3: Incidence of parental leave by size and broad sector of establishment

Provision of special leave

Under the Employment Relations Act 1999 all employees have the right to time off to deal with unforeseen matters and emergencies involving dependents (referred to in WLB4 as ‘special leave’). There is no legal right to be paid for such leave; however some employers may offer a contractual or discretionary right to pay under the terms and conditions of employment.

To explore employers’ provisions of special leave respondents were presented with a scenario of an employee wanting to take time off at short notice to care for a family member, or someone who depends on them for their care. Respondents were asked whether such a request would be agreed to in all cases, nearly all cases, some cases, or never.

Just over three-quarters of employers (77 per cent) said that such requests would be agreed to in all or nearly all cases, with a further one in six (16 per cent) indicating that requests would be agreed to in some cases. Around one in twenty (six per cent) said that the acceptance of such requests would depend entirely on individual circumstances, leaving a very small proportion of employers (less than one per cent) where requests for such leave would never be agreed to. These data are similar to WLB3 where 99 per cent

of all employers reported that they would almost always or sometimes allow time off at short notice to care for a family member or close friend.

As detailed in Table 7.1, greater proportions of public and third sector employers (83 per cent and 85 per cent respectively) reported that they would agree to requests for special leave in all or nearly all cases compared with employers in the private sector (76 per cent). This is similar to WLB3 where public sector employers were also more likely to allow such leave compared with private sector employers. Moreover, greater proportions of medium and large establishments (83 per cent and 84 per cent respectively) reported that they would agree to all or nearly all requests for special leave compared with small establishments (76 per cent).

Table 7.1: Frequency with which employers accept employee requests to take leave at short notice to care for a family member or someone who depends on them for their care, by size and broad sector

<i>Row percentages</i>		In all or nearly all cases	In some cases	Depends entirely on the circumstances	Depends on the person's job role	Don't know	<i>Base (unweighted)</i>
Total	%	77	16	5	1	1	2,011
Size							
Small	%	76	16	5	1	1	977
Medium	%	83	9	7	-	1	494
Large	%	84	13	2	-	*	540
Broad sector							
Private	%	76	17	5	*	1	1,435
Public	%	83	11	4	-	1	357
Third	%	85	8	4	2	1	209

Base: All workplace with 5 or more employees

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Note: Figures are weighted and based on responses from 2,011 managers

Note not all answer categories are shown: 'never', 'at the line manager's discretion' and 'it depends on the level of work' were each mentioned by less than 0.5 per cent of respondents

* denotes a figure greater than zero but less than 0.5 per cent

- denotes a figure of zero

How special leave is classified

Employers who agree to requests for special leave in at least some cases (where this was not provisional on the employee's role or the circumstances of the request) were asked whether they specify how this leave should be classified, or whether it is entirely up to the individual employee making the request.

The majority of employers who make special leave available said that the classification of special leave was entirely up to the individual employee making the request (61 per cent). This was particularly the case for small employers (63 per cent) compared with medium sized and large employers (45 per cent and 35 per cent respectively).

A quarter of establishments (26 per cent) that make special leave available specify how this leave should be taken (paid or unpaid). This increases with the size of the establishment (from 24 per cent among small establishments to 41 per cent among medium sized establishments to 53 per cent among large establishments).

As detailed in Table 7.2, employers who specify how special leave should be classified most commonly require employees to take the leave as special paid leave (48 per cent), as leave without pay (30 per cent), as time off but to be made up later (30 per cent) or as annual leave (23 per cent), with only seven per cent specifying that it would be taken as sick leave³⁸.

In terms of sector differences, a greater proportion of establishments operating in the public sector who specify how special leave should be taken classify it as special paid leave (68 per cent) compared with private sector and third sector establishments (41 per cent and 51 per cent respectively). Conversely, a greater proportion of private and third sector employers classify the leave as leave without pay (33 per cent and 41 per cent respectively) or as sick leave (eight per cent and 14 per cent respectively) compared with public sector employers (leave without pay: 15 per cent; sick leave: two per cent).

³⁸ Note: respondents could give more than one answer – hence percentages sum to greater than 100 per cent.

Table 7.2: How establishments specify how special leave should be taken by size and broad sector

<i>Row percentages</i>		Special paid leave	Leave without pay	Time off to be made up later	Annual leave	Sick leave	<i>Base (unweighted)</i>
Total	%	48	30	30	23	7	699
Size							
Small	%	46	27	31	23	7	239
Medium	%	60	41	22	21	8	177
Large	%	66	48	19	26	9	283
Broad sector							
Private	%	41	33	28	21	8	403
Public	%	68	15	30	23	2	208
Third	%	51	41	35	33	14	86

Base: All workplace with 5 or more employees that allow special leave in all or some cases and specify how this leave should be taken

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Note: Figures are weighted and based on responses from 699 employers

Of those employers who classify special leave as special paid leave, almost nine in ten (89 per cent) paid it at full pay; two per cent reported that such leave would be partly paid; and seven per cent reported that the amount paid would depend on the individual case (two per cent were unsure)³⁹. A greater proportion of small and medium establishments providing special paid leave reported that they provided this as at full pay (91 and 85 per cent respectively), compared with 73 per cent of large sized establishments. Greater proportions of public and third sector employers (92 per cent and 98 per cent, respectively) reported that they provide special paid leave at full pay compared with 85 per cent of employers operating in the private sector.

³⁹ Figures here have excluded respondents that were 'back coded' into the special paid leave categorisation (i.e. they did not say their leave was special paid leave but their open ended description of their arrangements made it clear that it was). Because these respondents did not initially classify their leave as special paid leave they were not asked the follow up question on whether it was fully paid or not..

Summary

A minority of establishments (33 per cent) were aware of the change in legislation which came into force in March 2013 increasing the amount of unpaid parental leave that parents can take from 13 weeks to 18 weeks, though awareness increases to a majority of those with 50 or more employees.

Take-up of parental leave was less common than that of maternity or paternity leave and has remained unchanged since WLB3.

Employers were generally amenable to allowing employees to take special leave at short notice to care for a family member, or someone who depends on them for their care (just over three-quarters of employers reported that such requests would be agreed to in all or nearly all cases), and in most cases the classification of such leave is left to the employee's discretion.

Chapter 8: Implementing flexible working and leave arrangements

Introduction

This chapter looks at the use of formal written policies regarding flexible working, how line managers implement these policies, and the extent to which managers and supervisors receive training in how to manage individuals making use of flexible working arrangements.

Written policies for flexible working

Just over half of establishments (52 per cent) who had any flexible working arrangements available to their employees had a written policy covering these arrangements. This is equivalent to half (50 per cent) of all establishments with five or more employees and these establishments cover 73 per cent of the workforce working in establishment employing five or more people. These findings broadly reflect those reported in WLB3 and WLB2 (when 49 per cent and 52 per cent of establishments with at least one flexible working arrangement available had a written policy covering flexible working respectively).

The likelihood of establishments with flexible working arrangements available as having a written policy about these arrangements increased in accordance with the following aspects:

- Establishment size: 48 per cent of small establishments had a written policy increasing to 76 per cent of medium and 90 per cent of large establishments
- Sector: Written policies were least likely to be present in the private sector (47 per cent of establishments) followed by the third sector (66 per cent), and most likely to be present in the public sector (80 per cent of establishments)
- The number of flexible working practices available: The likelihood of having a written policy increased with the number of practices available, from 29 per cent among establishments with 1-2 practices available, to 48 per cent among those with 3-4 practices, 62 per cent among those with 5-6 practices and 76 per cent with 7-8 practices
- Union presence: Establishments were more likely to have a written policy where there was a union presence (77 per cent, compared with 43 per cent among establishments where there was no union presence).

Information sources regarding flexible working and maternity, paternity and parental rights legislation

Employers were asked which organisations or people they would contact to find out more about flexible working or maternity, paternity or parental rights legislation. Table 8.1 outlines these findings.

Table 8.1 Organisations or people that respondents would contact to find out more about flexible working or about maternity, paternity or parental rights legislation (spontaneous)

	%
Own HR department or Head Office	40
GOV.UK	21
Acas	13
Third party private sector advisor	11
Government sources	7
Solicitor or lawyer	7
Trade federation / association	6
Search the internet (unspecified)	6
HMRC	6
Specialist employment law organisation	5
Accountant	4
The Chartered Institute for Personnel and Development (CIPD)	2
Trade union	2
Mentor	1
Local Authority	1
BIS (Department for Business, Innovation and Skills)	1
Other	5
Don't know	2
<i>Base (unweighted)</i>	<i>2,011</i>

Base: All workplaces with 5 or more employees

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Note: Figures are weighted and based on responses from 2,011 employers

Note: this was a non-prompted question (i.e. the list of possible responses was not read out to respondents)

An establishment's own HR department or Head Office was the most commonly cited source of information (mentioned by 40 per cent of employers). Other sources, including online channels such as GOV.UK, also feature quite highly. A greater proportion of small and medium sized establishments cited their own HR department or Head Office as a source of information (40 and 46 per cent respectively, compared with 33 per cent of large establishments). Large establishments were more likely to seek guidance from Acas, Chartered Institute for Personnel and Development (CIPD) and advisors or legal representatives:

- 33 per cent of large, 22 per cent of medium and 12 per cent of small establishments would consult Acas
- 21 per cent of large establishments would seek advice from a solicitor or lawyer compared with 12 per cent of medium sized and six per cent of small establishments
- 18 per cent of large establishments would seek advice from the CIPD, compared with 11 per cent of medium sized and one per cent of small establishments
- 16 per cent of large establishments would look for advice from third party private sector advisors in comparison to 12 and 11 per cent of medium and small establishments.

A greater proportion of establishments in the public sector reported that they would contact their own HR department or Head Office than third or private sector establishments (71 per cent, 39 per cent, and 37 per cent respectively).

Managerial discretion in decisions on accepting requests for flexible working

Among establishments who had at least one flexible working arrangement available there was a variety of means by which employers decide whether or not to accept requests for flexible working that are made by employees. In 32 per cent of these establishments these decisions are made by the employee's line manager or supervisor. For a very similar proportion it is a single person with HR responsibilities who makes the decision (30 per cent), or it varied between the employee's line manager and HR depending on the type of flexible working being requested (28 per cent).

As shown in Table 8.2 there was variation in how decisions were made by size and broad sector. Third sector and large establishments, for example, were less likely to have these decisions made exclusively by an individual in HR or by the HR department. There were also some industry variations: the construction industry was more reliant on a single person with HR responsibilities to make the decision, while it was more likely to be the line manager or supervisor in manufacturing, hotels and restaurants and health and social work establishments (see Table 20a in the Annex).

Table 8.2 How decisions are made on whether or not to accept a request for flexible working (prompted)

Row percentages		Employee's Line Manager or Supervisor	Single person with HR responsibilities / the HR department	Varies depending on the type of flexible working being requested	Other	Base (unweighted)
Total	%	32	30	28	10	1,975
Size						
Small	%	32	32	26	10	949
Medium	%	32	16	43	9	487
Large	%	38	9	48	5	539
Broad sector						
Private sector	%	32	33	26	10	1,401
Third sector	%	41	11	41	7	209
Public sector	%	30	23	35	12	355

Base: All workplace with 5 or more employees that have any flexible working arrangements available

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Note: Figures are weighted and based on responses from 1,975 employers

Note: the most common response within 'other' was by board or committee, mentioned by six per cent of all respondents.

Although just over half of all establishments with flexible working arrangements available had a written policy covering flexible working, far fewer had a set procedure to guide the person or people making the decision about whether or not to accept a request for flexible working. Around three-quarters (74 per cent) of establishments offering flexible working had no set procedure with each case treated differently depending on the circumstances. Overall 19 per cent of establishments offering flexible working had a set procedure specified for the site, and five per cent had procedures that varied between teams or departments. The remaining two per cent were unsure whether they followed a set procedure or not.

Larger establishments and those operating in the public sector were more likely to have set procedures in place for dealing with requests. Among large employers with flexible

working arrangements available 58 per cent had a set procedure compared with 36 per cent of medium and 17 per cent of small establishments. Among establishments operating in the public sector 47 per cent had a set procedure, compared with 38 per cent in the third sector and 15 per cent in the private sector.

The proportion of employers with a set procedure has fallen since WLB3 when almost half of all employers with flexible working (47 per cent) reported that their managers followed a set procedure.

Training for line managers to manage individuals making use of flexible working

More than half of establishments who had any of their employees working flexibly (55 per cent) reported that none of their staff with line management or supervisory responsibilities had received training on how to effectively manage individuals working flexibly. As detailed in Table 8.3, this was more likely to be the case in small establishments (57 per cent) compared with large establishments (30 per cent).

Table 8.3 Proportion of line managers/supervisors that have received training on how to manage individuals making use of flexible working arrangements, by establishment size

	Small	Medium	Large	Total
	%	%	%	%
All managers	20	30	40	21
50-99% of managers	7	6	11	7
1-49% of managers	13	13	13	13
None	57	46	30	55
<i>Base (unweighted)</i>	<i>855</i>	<i>472</i>	<i>538</i>	<i>1,865</i>

Base: All workplace with 5 or more employees that have employees working in any flexible capacity

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Note: Figures are weighted and based on responses from 1,865 employers

Columns do not always sum to exactly 100% as 'unsure/don't know' responses are not shown.

Establishments who had any of their employees working flexibly and were part of a larger organisation were more likely to have trained all of their managers/supervisors in dealing with flexible working (26 per cent compared with 16 per cent of single, independent establishments), as were unionised establishments (34 per cent) and those with a greater number of flexible working practices available. For example, 32 per cent of establishments with seven to eight practices available had trained all of their line management in

managing individuals working flexibly, compared with 12 per cent of those with only one or two practices available.

Summary

Half of all establishments with five or more employees had a written policy that covered flexible working, and these establishments account for almost three-quarters of employees working in establishments employing five or more people in Great Britain. Large establishments, those in the public sector, and those with a union presence were more likely to have a written policy in place. Having a written policy does not necessarily equate to having a set procedure for dealing with requests to work flexibly, and only around a quarter of establishments with flexible working arrangements available to their employees had a set procedure for deciding on requests for flexible working, with the remainder treating each request differently depending on the circumstances.

There were variations in who was responsible for approving requests for flexible working. In around a third of establishments it was the line manager or supervisor that was responsible, in around a third of cases it was a person with HR responsibility, and in a similar proportion of establishments the responsibility for approving requests varied depending on the nature of the request.

Although line managers were often involved in making decisions about flexible working and used their discretion to look at each request on a case-by-case basis, if with no set procedure exists the majority of establishments, particularly small organisations, had not trained any of their managers in how to effectively manage individuals making use of flexible working arrangements.

Alongside an establishment's own HR department or Head Office, online channels such as GOV.UK were popular sources of guidance and advice about flexible working and maternity, paternity and parental rights legislation. Large organisations were slightly more likely to suggest GOV.UK and much more likely to suggest Acas as sources of support and guidance.

Chapter 9: Attitudes towards work-life balance

Introduction

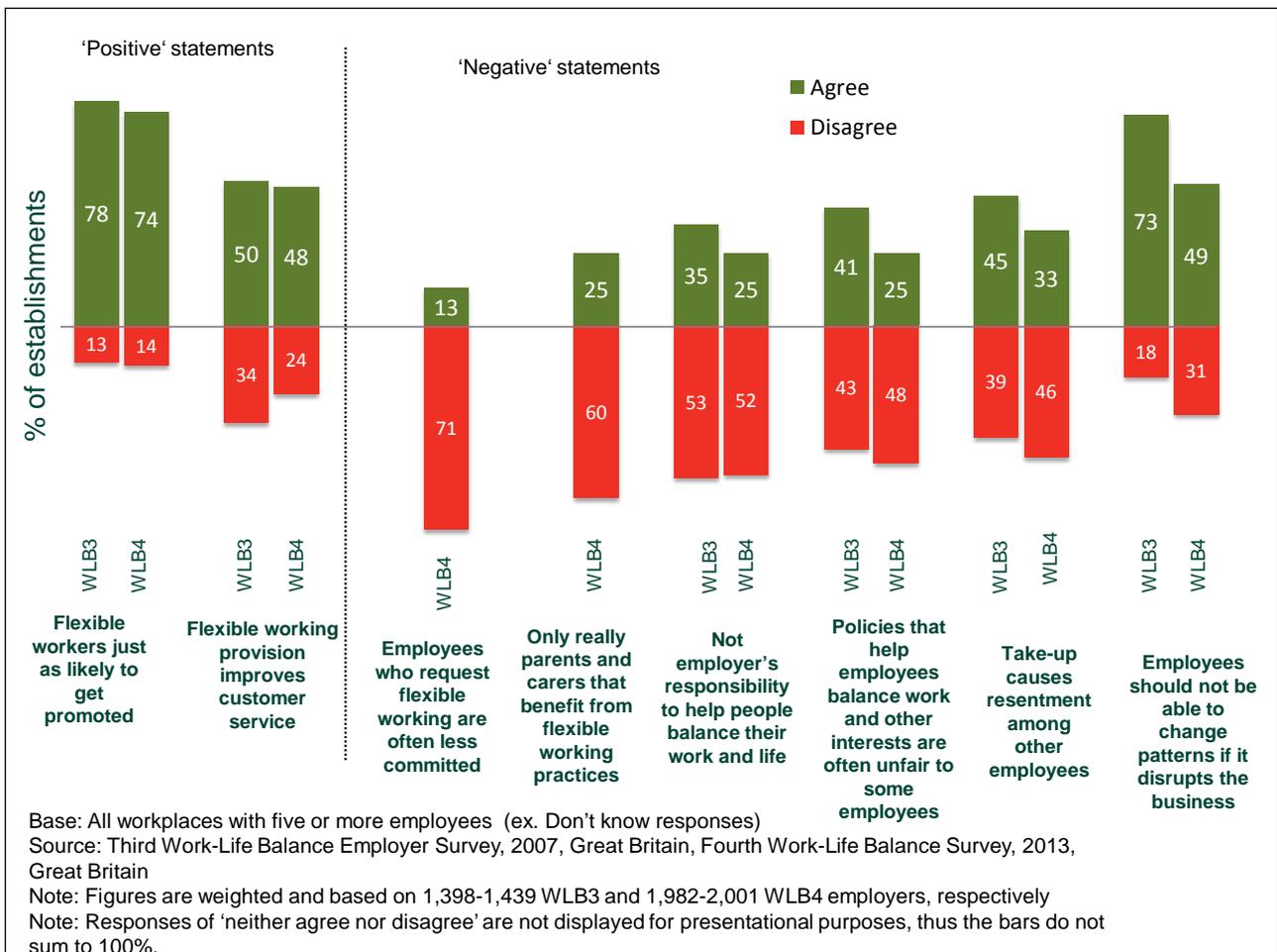
This chapter examines employers' attitudes towards work-life balance and the impact that flexible working practices have on employees and the workplace. It should be stressed that this is attitudinal data which represents the opinions of the respondents themselves, and do not necessarily represent the collective view of the establishment for which they work.

The Third Work-Life Balance Employer Survey in 2007 found overall that employers viewed work-life balance positively and thought that work-life balance practices and leave arrangements benefited both the employee and employer. Employers operating a greater number of flexible working practices tended on the whole to be more positive about work-life balance. These findings are mirrored to a large extent in the 2013 survey.

Attitudes to work-life balance

Employers were read eight statements about work-life balance practices and asked the extent to which they agreed or disagreed with each one, using a five-point scale ranging from strongly agree to strongly disagree. The responses to these eight statements are summarised in Figure 9.1. The statements have been grouped into 'positive statements' (those where agreement with the statement indicates a positive attitude towards work-life balance) and 'negative statements' (where disagreeing with the statement indicates a positive attitude). Six of the eight statements were also included in WLB3 and these comparative results from 2007 are shown on Figure 9.1

Figure 9.1 Attitudes towards work-life balance: Levels of agreement with eight statements



Three-quarters of employers believe that those working flexibly are just as likely to get promoted as those that do not (74 per cent), though the proportion thinking this has fallen compared with WLB3 (78 per cent). Just under half (48 per cent) believe that offering flexible working improves customer service, no change from WLB3, though it is encouraging that there has been a fall in the proportion disagreeing with this statement (24 per cent, compared with 34 per cent in WLB3).

Regarding the negative statements (those where disagreeing with the statement represents a positive attitude to work-life balance), the majority disagree that employees who request flexible working are less committed (71 per cent) and that it is only really parents and carers that benefit from flexible working practices (60 per cent). There has been an encouraging fall in the proportion of employers agreeing that it is not the employer's responsibility to help people balance work with other aspects of their life (from 35 per cent in WLB3 to 25 per cent), that policies to help employees balance work and other interests are often unfair to other employees (from 41 per cent to 25 per cent) and that take up of flexible working causes resentment among other employees (from 45 per cent to 33 per cent).

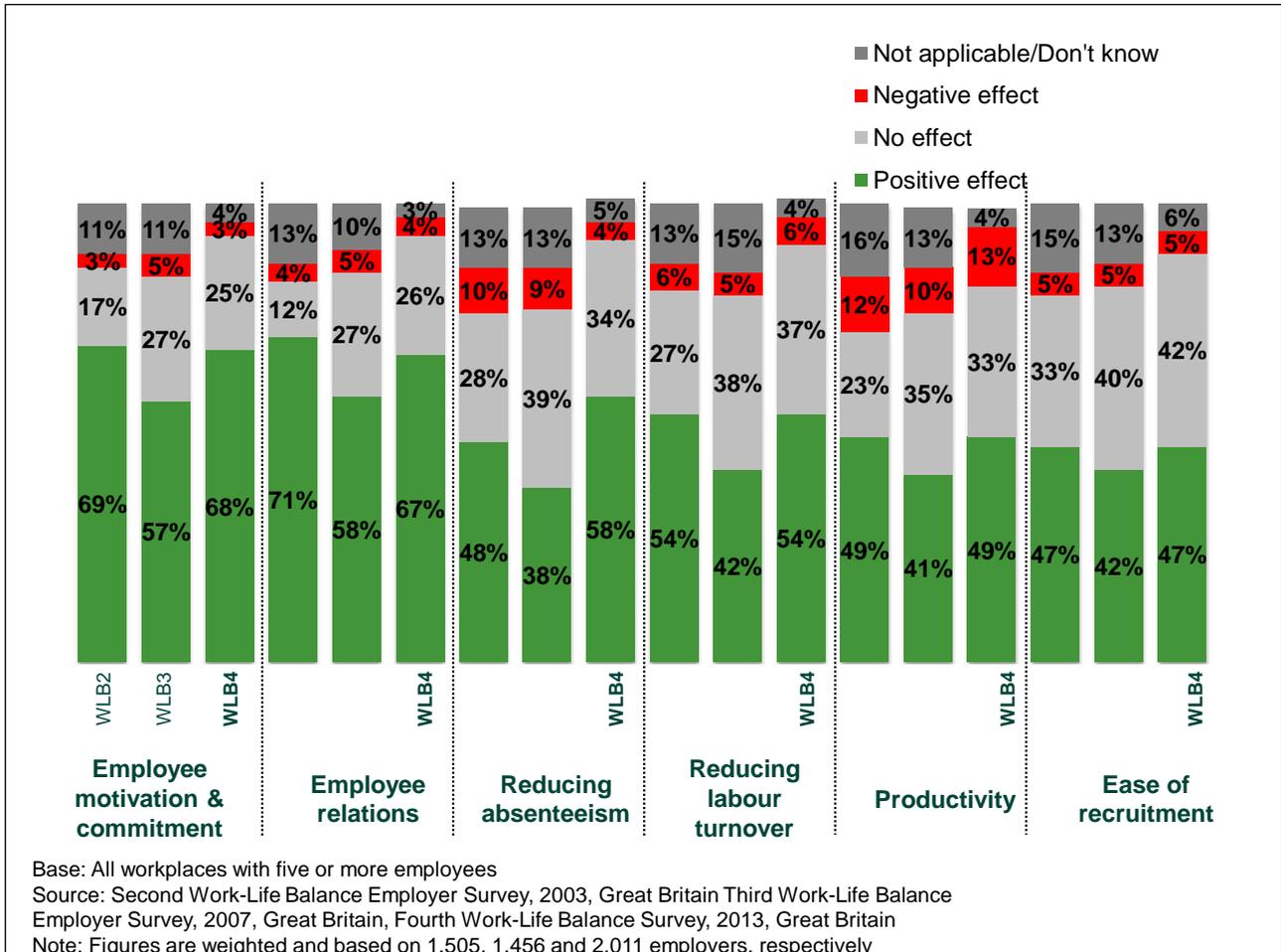
Another notable change was in the response to the statement that employees should not be able to change working patterns if this might disrupt the business – a significantly smaller proportion of employers agreed with this in 2013 than in 2007, suggesting much more acceptance of flexible working by employers.

That flexible working is appreciated by employees was highlighted in the Fourth Work-Life Balance Employee survey findings. Forty-one per cent stated that the availability of flexible working was important when they initially decided to work for an employer. This rises to 57 per cent when employees were asked the degree to which it is important to them now (i.e. at the time of the interview). In addition, employees were asked a number of attitudinal statements relating to their views on flexible working practices. The vast majority, 90 per cent, agreed that having greater choice in working arrangements improves workplace morale. In addition, over half (54 per cent) *disagreed* with the statement that “it is not the employer’s responsibility to help people balance their work and life”. However, a sizeable proportion of employees felt that flexible working creates more work for others and that those who work flexibly are less likely to get promoted (35 per cent and 32 per cent respectively).

Perceived effects of work-life balance

As well as asking employers about their general attitudes towards flexible working and leave arrangements, respondents were also asked what *effect* they felt these practices have on employees and human resources management at their establishment. For each of six areas covered, employers were asked whether they thought that flexible working and leave arrangements had a positive effect, negative effect or no effect. Responses are summarised in Figure 9.2

Figure 9.2 Perceived effects of work-life balance



In 2013, around half to two-thirds of employers felt flexible working and leave arrangements had benefitted the establishment in each of the ways listed in Figure 9.1, and few employers (typically around five per cent) felt there had been negative effects in any of these areas.

Employers were most likely to say that flexible working had a positive impact for employee motivation and commitment (68 per cent) and on employee relations (67 per cent). These two areas were the most likely to be mentioned in both 2003 and 2007.

In all six categories, the proportion of employers believing that flexible working and leave arrangements have had a positive effect increased between WLB3 and WLB4 (with this increase particularly marked for reducing absence, reducing labour turnover and improving employee motivation and commitment) and results in WLB4 have generally returned to levels found in WLB2. The exception was that more employers in 2013 believed that flexible working and leave arrangements had reduced absenteeism than in 2003 and 2007 (58 per cent in WLB4 compared with 38 per cent in WLB3 and 48 per cent in WLB2).

Thirteen per cent of employers felt that flexible working and leave arrangements had negatively affected their establishment in any of the six ways listed in Figure 9.1. These proportions have remained relatively unchanged since 2003. The only exception was

absenteeism. A smaller proportion employers in 2013 (four per cent) than in 2003 or 2007 (ten and nine per cent respectively) felt there had been a negative effect on absenteeism. Employers were most likely to feel that flexible working and leave arrangements had negatively affected productivity (13 per cent, similar to the levels in 2003 (12 per cent) and 2007 (ten per cent)).

Larger establishments and those operating in the public sector tended to have a more positive view of the impact of flexible working, as shown in Table 9.1. For example 86 per cent of large establishments with 250 or more employees felt that flexible working and leave arrangements had improved employee relations, compared with 73 per cent medium and 66 per cent of small establishments.

Table 9.1 Proportion of employers reporting that flexible working and leave arrangements have had a positive effect at their establishment

<i>Row percentages</i>		Employee motivation and commitment	Employee relations	Reducing absenteeism	Reducing labour turnover	Productivity	Ease of recruitment	Base (<i>unweighted</i>)
Total	%	68	67	58	54	49	47	2,011
Size								
Small	%	67	66	58	52	49	47	977
Medium	%	73	73	59	62	48	49	494
Large	%	85	86	72	76	65	62	540
Broad sector								
Private sector	%	65	64	55	50	45	44	1,435
Third sector	%	80	76	69	69	69	61	209
Public sector	%	87	87	77	75	67	67	357
No. of working practices available								
None	%	**	**	**	**	**	**	36
1-2	%	51	51	40	36	35	35	255
3-4	%	66	64	55	52	49	45	543
5-6	%	79	79	71	63	56	55	653
7-8	%	86	84	76	77	69	63	524

Base: All workplace with 5 or more employees

Source: Work-Life Balance Employer Survey, 2013, Great Britain

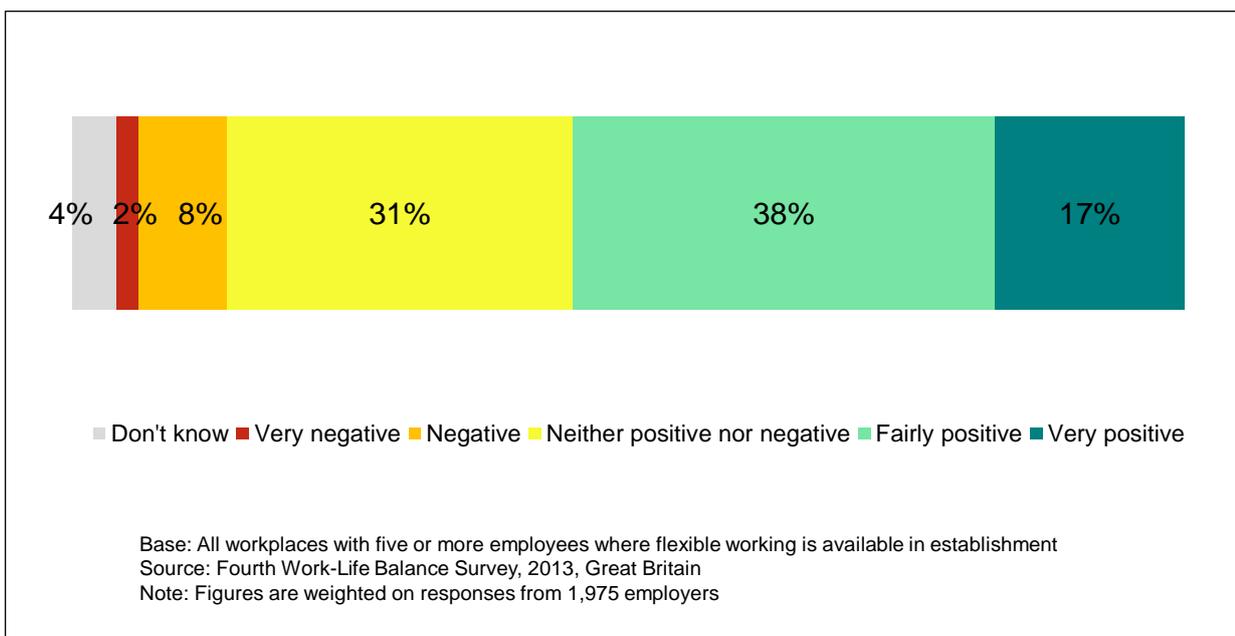
Note: Figures are weighted and based on responses from 2,011 respondents

‘**’ denotes figure not shown because of a low base size (fewer than 50 respondents)

As shown in Table 9.1, and as found in both WLB2 and WLB3, there was a strong link between positive views of flexible working and the number of flexible working policies on offer. This link may be the result of employers offering a high number of flexible working practices, after having actually seen their positive impacts. Alternatively, of course, it may be that employers with positive attitudes towards flexible working practices in the first place are more likely to implement flexible working practices. Whichever way around this is, as in 2003 and 2007, this link suggests a degree of positive reinforcement between operating flexible working and positive attitudes towards them.

Employers with any flexible working practices available at their establishment were asked whether, on balance, flexible working arrangements have had a positive or negative impact on their business. This was a new question in the 2013 survey. As Figure 9.3 shows, over half (56 per cent) reported a net positive effect from their flexible working arrangements, almost a third (31 per cent) said that the effect was neither positive nor negative, and nine per cent felt the overall effect had been negative.

Figure 9.3 Perceived overall effects of flexible working arrangements



The following types of employers were more likely to say that their flexible working practices had an overall positive effect on their business:

- large establishments (77 per cent, compared with 59 per cent of medium sized and 55 per cent of small establishments)
- those with more flexible working policies available (78 per cent of those with 7-8 practices available report them bringing an overall positive benefit, compared with 38 per cent among those with one or two practices available).

Chapter 3 discussed CHAID models which were used to establish the workplace characteristics that had the strongest associations with the availability of flexible working

practices. Additional models were run which also included a variable that summarised employers' perceptions of flexible working to see what the relationship was between this and the availability of flexible working practices. The variable used was an index derived from the 14 statements relating to employers perception of the effects of flexible working arrangements shown in Figures 9.1 and 9.2 (Appendix A contains more details on how this index was built).

This analysis shows that the perception of the effect of flexible working was the second most important factor (after establishment size) in explaining the differences in the number of flexible working arrangements available within small and medium size establishments. It also showed that attitudes towards flexible working did not seem to have a very strong association with the number of working practices available in large public and third sector establishments, but has a strong association in large private sector establishments (see model in Appendix A).

Exploring correlations between this index of attitudes towards flexible working and each of the individual flexible working practices confirmed that the attitudes that employers had towards flexible working were associated with their likelihood of offering each of the different practices explored. There was some evidence to suggest that the availability of part-time working and a compressed working week were more strongly influenced by employers' perceptions than other types of flexible working practices. This relationship is likely to be complex and to work 'in both directions', with in some cases the introduction of flexible practices leading to more positive views of their benefits, and in others more positive initial views being the reason for establishments offering a greater number of flexible practices.

Summary

Findings from the survey indicate that employers' attitudes towards work-life balance and flexible working are generally positive overall, and are more positive than in 2007 (though similar to 2003), particularly concerning the impact of flexible working on the workforce and human resource management resource issues (such as employee motivation and commitment, employee relations, absence reduction, labour turnover, recruitment and productivity). This suggests growing acceptance of flexible working practices among both employers and employees.

As was the case in the previous three WLB employer surveys, there was a strong link between positive views of flexible working and the number of flexible working policies offered by the employer. Overall, over half (56 per cent) of employers offering flexible working indicated the flexible working arrangements had a positive impact on their business; relatively few (nine per cent) indicated the impact was negative.

Chapter 10: Default Retirement Age

Introduction

Originally introduced in 2006, the national Default Retirement Age of 65 (DRA) has since been phased out meaning that, as of October 2011, employers have no longer been allowed to issue forced retirement notices to their employees once they reach the age of 65.

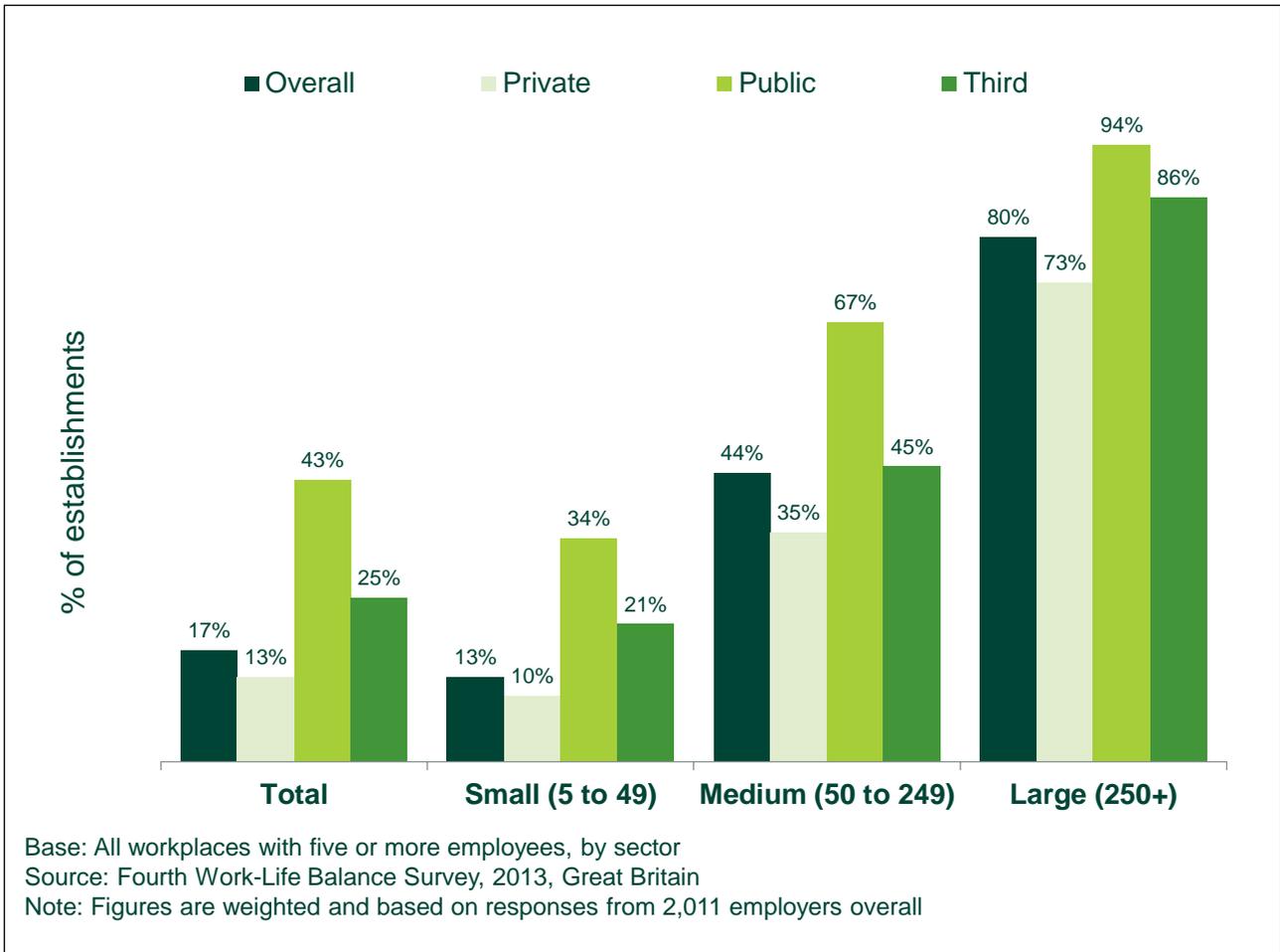
This data reported in this chapter provides some initial insights into the impacts of the removal of DRA in terms of the average age of at which employees retired and whether employers have noticed any changes in the age profile of the workforce.

Employer experiences of retirements

Since the removal of DRA in late 2011, 17 per cent of employers have had at least one employee retire: increasing from 13 per cent in small, to 44 per cent in medium and 80 per cent in large sized establishments. Establishments with at least one retiree since late 2011 cover almost half of the workforce employed in establishments with at least five employees (48 per cent).

As shown in Figure 10.1, a greater proportion of public sector establishments (43 per cent) had experienced at least one retirement since the removal of DRA compared with private and third sector workplaces (13 per cent and 25 per cent respectively). In line with this, the specific sectors with the greatest incidence of employers having at least one retiree were public administration and defence (43 per cent), health and social work (28 per cent), and education (27 per cent; see Table 95 in Annex C).

Figure 10.1: Incidence of establishments having at least one retiree since the removal of DRA, by size and broad sector



Employers who had experienced at least one retirement among their workforce since the removal of DRA were asked to provide an estimate of the average age of employees that had retired. The mean average age of these retirees – irrespective of gender – was 64 years (range: 50 to 75 years)⁴⁰. The Office for National Statistics (ONS) previously reported that the average age of withdrawal⁴¹ from the labour market in 2010 was 64.7 years for men and 62.5 years for women⁴².

⁴⁰ It should be noted that data on the average age of retirees was based on the respondent’s perceptions of the average age, rather than exact employee counts.

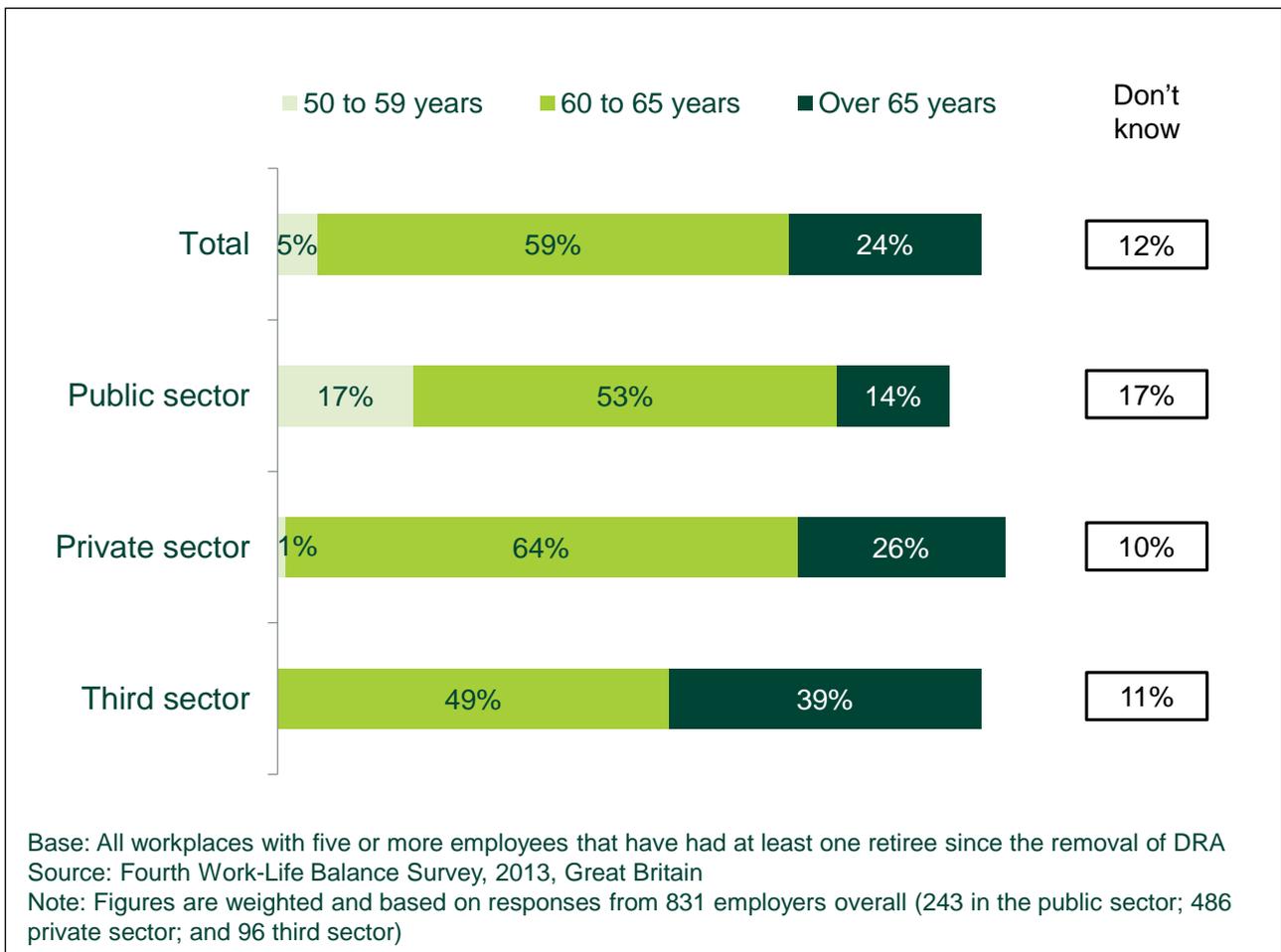
⁴¹ The average age of withdrawal used by ONS is the age at which people are most likely, on average, to leave the labour force and incorporates any move from economic activity to economic inactivity regardless of whether this is reported as retirement (Mitchell, H and Guled, G (2010) ‘Average age of withdrawal from the labour market: A methodology update’).

⁴² Office for National Statistics (2013) Pension Trends – Chapter 4: The Labour Market and Retirement, 2013 Edition (http://www.ons.gov.uk/ons/dcp171766_297899.pdf)

In terms of sector differences, the average age of retirees in the private and third sectors (65 years and 66 years respectively) was greater than the average age of retirees in public sector establishments (62 years). The average age of retirees was greater within establishments where no employees were members of unions or staff associations (65 years) compared with establishments that do have union affiliated staff (63 years).

When grouped into specific age ranges, five per cent of employers who had at least one retiree since the removal of DRA indicated that the average age⁴³ of the retirees was between 50 and 59 years, most (59 per cent) stated an average age between 60 to 65 years, and a quarter (24 per cent) said the average age was over 65 years. This did not differ by the size of establishment. However, as shown in Figure 10.2, there were differences by broad sector with the average age more likely to be between 50 and 59 years (17 per cent) in public sector establishments; between 60 and 65 years for private sector retirees (64 per cent); and over 65 for both private and third sector establishments (26 per cent and 39 per cent, respectively).

Figure 10.2: Average age of retirees since the removal of DRA, by broad sector



⁴³ It should be noted that respondents were asked to estimate the average age of the employees that had retired since the removal of DRA. Respondents were not required to provide figures based on HR records.

Changes in the age profile of workplaces

Around one in six employers (17 per cent) – employing 28 per cent of the workforce working in establishments with five or more employees – believed that there had been a change in the age profile of their workplace over the two years prior to the survey. Medium and large sized establishments were more likely to report a change their workforce's age profile (30 per cent and 37 per cent respectively, compared against 15 per cent of small establishments), as were public and third sector employers (24 per cent and 22 per cent respectively, compared with 16 per cent of employers operating in the private sector). Almost a third (30 per cent) of the establishments who had experienced at least one employee retire since the removal of DRA said that they had noticed a change to the age profile of their workplace.

Of those establishments who had noticed a change in the age profile of their workforce, just under half (47 per cent) reported that the change in the age profile was at least partly due to the removal of DRA (nine per cent said the change was due to a 'major extent' from the removal of DRA and 38 per cent said a 'minor extent'). Overall, therefore, eight per cent of all employers felt that the removal of DRA had led to a change in the age profile of their workforce.

Greater proportions of both medium and large sized employers attributed at least some of the change in the age profile of their workforce to the removal of DRA (59 per cent and 66 per cent respectively, compared with 44 per cent of small establishments). Moreover, a greater proportion of establishments operating in the public sector (61 per cent) reported that the removal of DRA had been at least part of the cause for the change in the age profile of their workforce compared with private and third sector establishments (47 per cent and 31 per cent respectively).

The impact of the removal of the DRA on the age groups employed was explored with establishments who at least partly attributed a change in the age profile of the workforce over the least two years to the removal of DRA. Specifically, 57 per cent of employers who said the removal of the DRA had impacted on the age of their workplace believed that they now had a higher proportion of employees aged 60 or over⁴⁴. This was higher among medium and large establishments (77 per cent and 75 per cent respectively) than small establishments (51 per cent). Employers reporting an increase in the proportion of their workforce aged over 60 as a result of the removal of DRA equated to five per cent of the total employer population.

⁴⁴ It should be noted that data on the average age of retirees was based on the respondent's perceptions of the average age, rather than exact employee counts.

Summary

Since the removal of DRA 17 per cent of employers have experienced at least one retirement among the workforce, the incidence of at least one retiree being greatest among public sector employers.

Around one in six employers had noticed a change in the age profile of their workforce since the removal of DRA, the majority of these noting that there had been an increase in the proportion of employees aged 60 or over. However, only just under half (47 per cent) of those employers who believed that there had been a change in the age profile of their employees since the removal of the DRA felt that this change was due at least in part to the removal of DRA. Overall, eight per cent of all employers felt that the removal of the DRA had led to a change in the age profile of their workforce.

Chapter 11: Working hours

Introduction

The main aim of this chapter is to examine working time arrangements in workplaces in Great Britain, as reported by employers. The chapter looks specifically at:

- the operating hours of businesses and the working hours of employees
- the organisation of working time, and specifically shift working, night working and zero hours contracts
- overtime working and how it is compensated
- the length of the working week and specifically whether employees have opted out of the 48-hour week as specified by the Working Time Regulations
- the incidence of on-call working
- arrangements for paid holiday.

Comparisons are made with the findings of previous employer work-life balance studies where applicable.

Operating hours

Employers were asked about the days on which their establishment usually operates and the hours that their employees normally work.

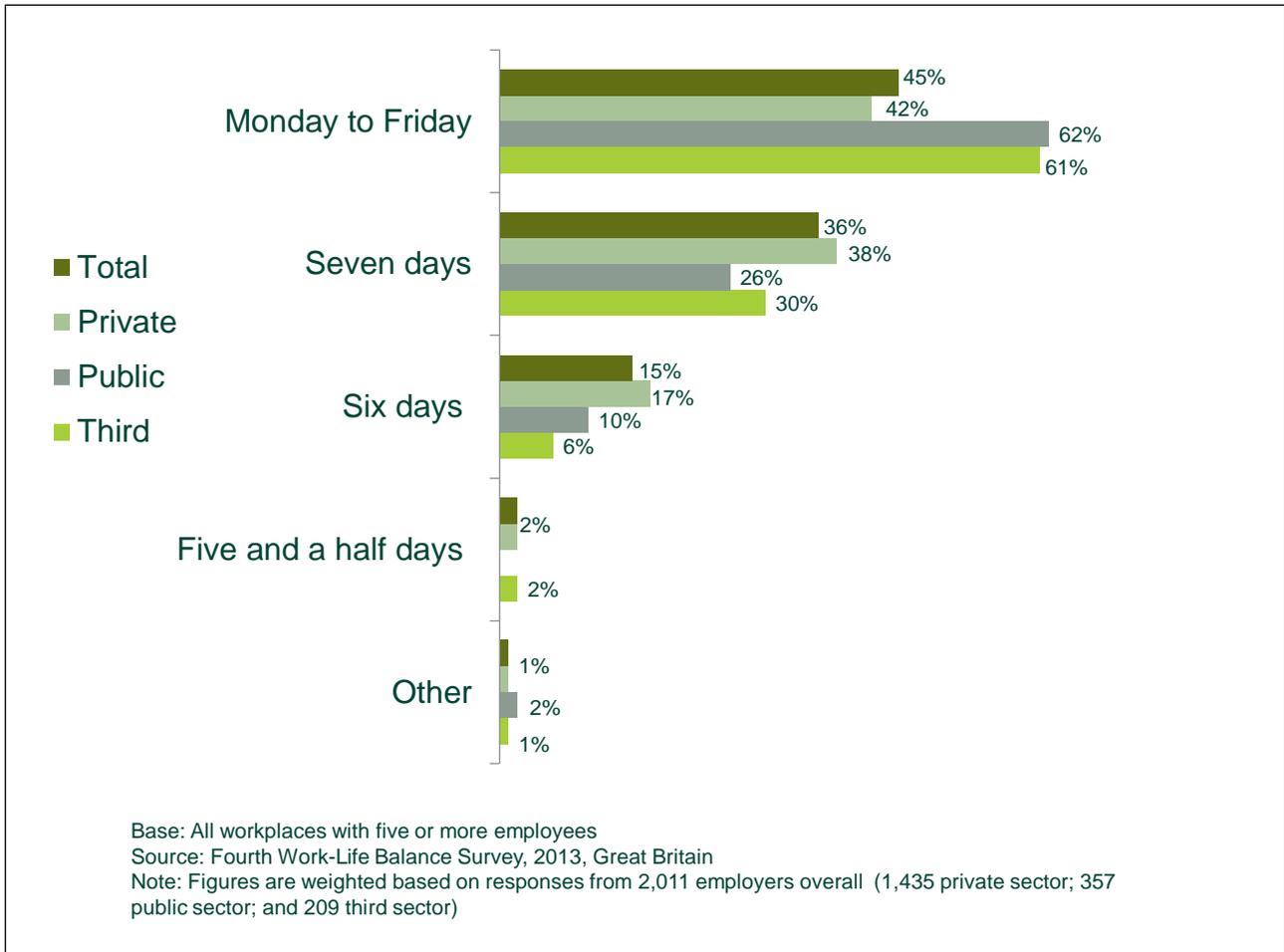
In line with the WLB2 and WLB3, just under half of all employers surveyed (45 per cent, similar to the 46 per cent in both 2003 and 2007) usually operated on a Monday to Friday basis. This compares with 36 per cent usually operating seven days a week and 15 per cent operating six days a week. These figures are slightly higher compared with those reported in WLB3 (33 per cent and 13 per cent, respectively). Two per cent operated five and a half days a week (e.g. Monday to Friday and Saturday morning). Results are shown in Figure 11.1.

Establishments operating seven days a week employ almost half (46 per cent) of the total workforce in establishments employing five or more employees and those establishments operating Monday to Friday cover a similar proportion (44 per cent). In contrast, establishments operating six days a week account for eight per cent of the total workforce.

There was variation in operating hours by size and type of establishment. Larger establishments, of 250 or more employees, were less likely to operate just from Monday to Friday (36 per cent) or to open six days a week (five per cent), but more likely to open seven days a week (58 per cent). As Figure 11.1 shows, operating on Mondays to Fridays was more common in the public sector (62 per cent) and the third sector (61 per cent) than

the private sector (42 per cent). This is in line with WLB3 where it was reported that 61 per cent of public sector establishments operated Monday to Friday, compared with 43 per cent in the private sector.

Figure 11.1 Days establishment operates



Operating Monday to Friday was more common in specific industries, particularly education (85 per cent), public administration and defence (72 per cent), manufacturing (65 per cent), real estate and business (65 per cent), finance (63 per cent), and construction (62 per cent).

Compared with WLB3, the percentage of establishments operating Monday to Friday has fallen in many sectors, such as education (from 93 per cent in WLB3 to 85 per cent in WLB4), manufacturing (from 71 per cent to 65 per cent), finance (from 79 per cent to 63 per cent), and construction (from 67 per cent to 62 per cent).

Six-day operations were more likely in small establishments (16 per cent compared with seven per cent in medium and five per cent in large establishments). Since 2007, this practice has decreased slightly in both small and medium establishments (from 18 per cent and nine per cent respectively). Six-day operations were also more likely in certain industries, such as trade (30 per cent), finance (27 per cent) and utilities (23 per cent).

Operating seven days a week was most common in businesses with 250 or more employees (58 per cent) and in hotels and restaurants (69 per cent, although this is down from 85 per cent in WLB3) and the trade sector (47 per cent, similar to the 46 per cent reported in WLB3).

There was variation in the number of flexible working arrangements available by the operating hours of the establishment. Those operating Monday to Friday had more flexible working arrangements available (47 per cent had at least five of the eight arrangements discussed in Chapter 2 of the report) than those operating seven days a week (42 per cent) or six days a week (32 per cent).

Hours of work

A total of 64 per cent of establishments had employees that worked only part of the day⁴⁵. This figure increases with establishment size (62 per cent of small establishments compared with 80 per cent of medium and 89 per cent of large establishments). In addition, establishments who are part of a larger organisation were more likely to have employees working part of the day than single independent establishments (67 per cent compared with 61 per cent).

The sectors that were most likely to have employees working part of the day were education (85 per cent), health and social work (80 per cent), hotels and restaurants (79 per cent) and public administration and defence (79 per cent). Private sector establishments were less likely to have employees working only part of the day (59 per cent) than establishments in the third sector or public sector (85 per cent and 87 per cent respectively).

A fifth of establishments (20 per cent) had employees who work at night. This percentage increases with establishment size, rising to 65 per cent in the case of large establishments with 250 or more employees (37 per cent in medium establishments and 18 per cent in small workplaces). Night working was most common in hotels and restaurants (38 per cent), utilities (32 per cent) and health and social work (29 per cent).

Zero hours contracts

Just under a fifth of establishments (17 per cent) have at least one employee that works on a zero hours contract. This figure varies according to establishment size, at 16 per cent for small establishments, 27 per cent medium establishments and 25 per cent for large establishments. By type of establishment, zero hours contracts were more prevalent among third sector establishments (26 per cent, particularly third sector education employers (33 per cent)), than those operating in the private or public sectors (16 per cent and 17 per cent, respectively). The industries where at least one employee was on hotels

⁴⁵ The example of working just the morning or just the afternoon was provided to respondents when they were asked whether they had any employees that work only part of the day.

and restaurants (37 per cent), education (23 per cent), health and social work (21 per cent) and manufacturing (20 per cent).⁴⁶

Establishments with a higher percentage of part-time employees and or female employees were more likely to have employees working on zero hours contracts. Among establishments where at least half the workforce worked part-time 27 per cent had employees on zero hours contracts (compared with 13 per cent among those where fewer than half worked part-time), and among establishments where at least half the workforce were female a fifth (19 per cent) operated zero hours contracts (compared with 14 per cent among establishments where a minority of staff were female). It is worth noting that having a high proportion of female employees and part-time employees are related: while 28 per cent of all establishments had at least half their employees working part-time, among those where at least half their employees were female this rose to 40 per cent.

Chapter 2 discussed the availability of flexible working practices, with eight specific practices examined. Those offering at least three flexible working practices were more likely to have employees on zero hours contracts (19 per cent) than those with none or one or two flexible working practices available (13 per cent), though it is interesting that the proportion did not vary significantly between those offering three or four of the practices (18 per cent), five or six (19 per cent) or those offering seven or eight (19 per cent).

Shift work

Just over a third of establishments (35 per cent) had employees who work shifts, which represents an increase on the 27 per cent of establishments who had employees working shifts in WLB3.

This figure increases in accordance with size; 77 per cent of large establishments had employees that work shifts compared with 59 per cent of medium and 32 per cent of small establishments. Establishments in specific industries were more likely to have employees working shifts particularly hotels and restaurants (69 per cent) and health and social work (44 per cent). Shift working was less widespread in sectors such as finance (15 per cent), real estate and business (18 per cent) and construction (17 per cent).

Patterns of hours of work, zero hours contracts and shift work across establishment size and industry sector is summarised in Table 11.1.

⁴⁶ Results are broadly similar to those reported by CIPD in 'Zero-hours contracts Myth and Reality' (November 2013) ([http://www.cipd.co.uk/binaries/6395%20Zero-Hours%20\(WEB\).pdf](http://www.cipd.co.uk/binaries/6395%20Zero-Hours%20(WEB).pdf)). In that survey 23 per cent of employers had any staff on zero hours contracts, with this also highest among third sector employers (42 per cent), and those operating in education and health, though (unlike WLB4) below average in manufacturing. It is important to note key differences in the methodology between the two surveys which make strict comparisons very difficult to draw: the CIPD study was conducted online, with a smaller sample size (1,038), covering the UK (rather than GB), and including all size of employer, and asking about the organisation as a whole not the establishment.

Table 11.1: Proportion of establishments in which employees work part of the day, nights, shifts and zero hours contracts by establishment size and industry sector

		Employees working part of the day	Employees that work nights	Employees that work shifts	Employees that work zero hours contracts	Base (unweighted)
<i>Row percentages</i>						
Total	%	64	20	35	17	2,011
Establishment size						
Small (5-49)	%	62	18	32	16	977
Medium (50-249)	%	80	37	59	27	494
Large (250+)	%	89	65	77	25	540
Industry						
Agriculture, fishery and mining	%	51	15	22	6	82
Manufacturing	%	51	19	28	20	101
Utilities	%	42	32	32	12	149
Construction	%	34	24	17	13	103
Trade	%	65	15	36	15	206
Transport and communications	%	61	27	36	13	151
Hotels and restaurants	%	79	38	69	37	208
Finance	%	53	6	15	5	103
Real estate and business	%	52	13	18	10	301
Public admin and defence	%	79	18	29	7	97
Education	%	85	11	34	23	193
Health & social work	%	80	29	44	21	163
Other, community	%	69	16	36	16	154

Base: All workplace with 5 or more employees

Source: Work-Life Balance Employer Survey, 2013, Great Britain

Overtime arrangements

Just over half of establishments (51 per cent) offer pay to compensate employees for overtime working. This practice decreases according to company size, with 52 per cent of small establishments offering paid overtime, falling to 43 per cent in the case of medium establishments and 36 per cent of large workplaces.

The next most common practice to compensate overtime was to offer time off in lieu, cited by 23 per cent of workplaces.

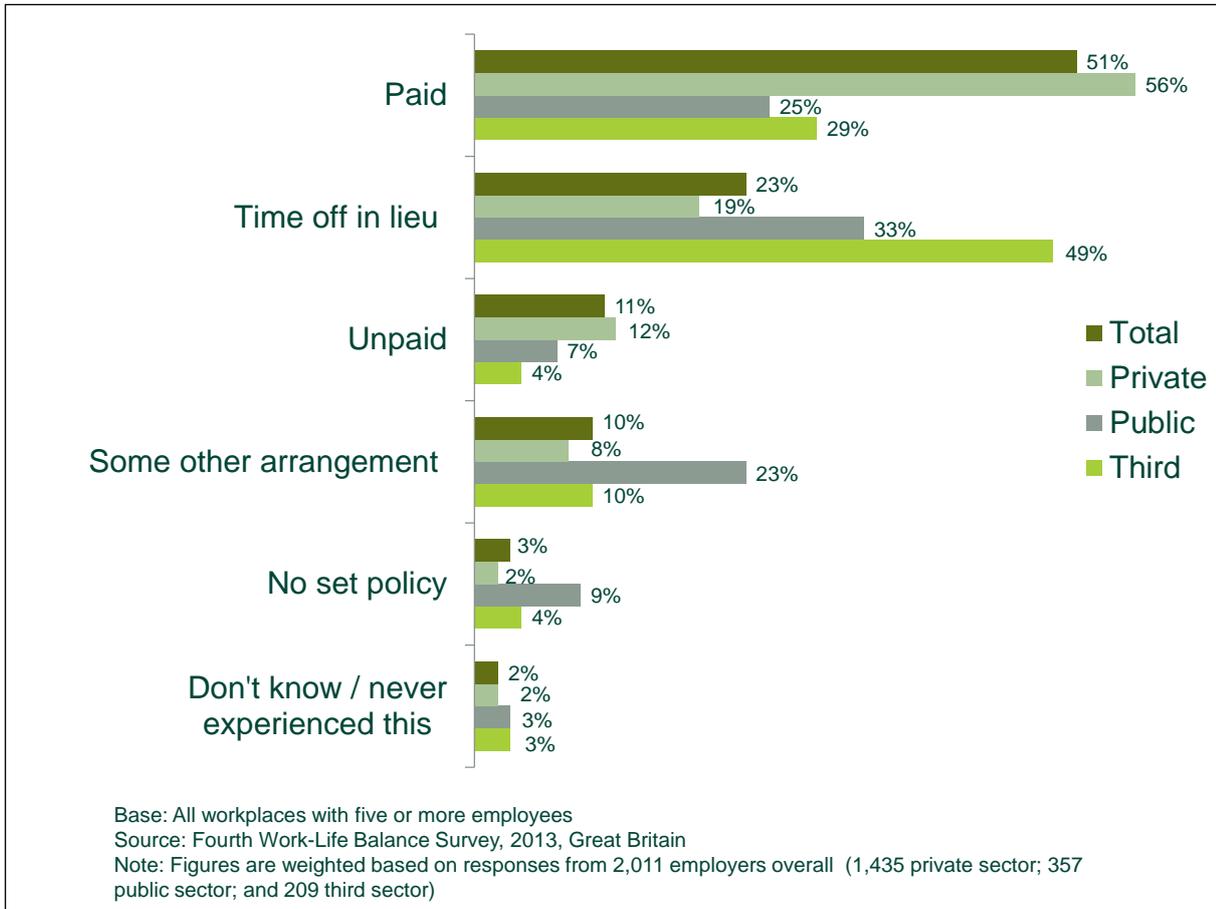
A total of 11 per cent of businesses offered no paid compensation for overtime and three per cent had no set policy. Having no set policy was most prevalent among large establishments (eight per cent compared with three per cent of small establishments and four per cent of medium establishments).

A total of ten per cent of establishments had some other arrangement in place for compensating overtime. This increases according to establishment size, from nine per cent of small establishments to 18 per cent in the case of medium establishments and 25 per cent of large establishments.

Further, two per cent said that their employees never work beyond their contracted hours.

As Figure 11.2 shows, private sector businesses are the most likely to offer pay as compensation for overtime (56 per cent), whereas time in lieu is most commonly offered in the third sector and the public sector (49 per cent and 33 per cent respectively).

Figure 11.2 Compensating overtime, overall and by broad sector



As was the case in WLB3, the treatment of overtime varied by industry sector:

- Time off in lieu was most common in the finance (44 per cent), public administration and defence (38 per cent) and health and social work sectors (35 per cent).

Findings from the WLB4 Employee survey show that of those employees that worked overtime in a usual week, almost half (49 per cent) were not paid for their overtime. A further 36 per cent were paid for all of the extra hours worked with 15 per cent doing a mixture of paid and unpaid overtime.

Working hours

Under the Working Time Regulations 1998 and subsequent amendments employers cannot force employees to work more than 48 hours per week on average (usually averaged out over 17 weeks). However, employees aged 18 years or over can choose to work more than the 48 hour limit by signing a written “opt-out” agreement with their employer. There are certain occupations that are exempt from the 48 hour limit provisions under the Working Time Regulations, including jobs where working time is not “measured or pre-determined” and the employee is in control of the hours they work (such as managing executives with control over their decisions), and domestic workers.

Additionally, different rules apply to certain sectors, and where collective agreements are in place. For example, seafarers and doctors.

Given the complexity of these exemptions it was not possible to discuss such specific criteria within the interview. To provide an approximate indication of whether employers are adhering to these rules WLB asked whether non-managerial employees were working long hours or and had signed opt-outs; the assumption being that non-managerial employees would largely have their hours controlled by more senior staff.

A quarter (25 per cent) of employers reported that they had at least one employee who had worked more than 48 hours per week over a continuous four-month period or longer over the past 12 months (referred to as 'long hours' for the remainder of this chapter). Specifically, 23 per cent of employers reported that at least one managerial employee had worked long hours, and 10 per cent reported that non-managerial employees had worked long hours.

Medium-sized establishments had the highest proportion of employers where at least one employee had worked long hours over the past 12 months (37 per cent), compared with 30 per cent in large and 24 per cent in small-sized establishments. Long hours were also more common in the private and public sectors (26 per cent and 24 per cent respectively) compared with the third sector (15 per cent). In terms of specific industry sectors, the proportion of employers with at least one employee working long hours was greatest in agriculture, fisheries and mining (47 per cent)⁴⁷, manufacturing (44 per cent) and utilities (38 per cent)⁴⁸.

Although WLB4 can determine the proportion of workplaces with at least one employee who had worked long hours, the overall proportion of employees working long hours cannot be established. The Labour Force Survey 2012 reported that 29 per cent of managers, directors or senior officials, and 11 per cent of all other employees, had usual weekly working hours in excess of 48 hours.

As discussed above, the potential range of work that would be exempt from the Working Time Regulations means it is impossible to accurately estimate the proportion of employers in breach of these rules. Due to this, the figures presented below are likely to be higher than actual non-compliance with the working time regulations. Conversely, employers were not asked whether the employees who had signed opt outs were the same employees working the long hours. Consequently it is possible that some employees working long hours had not signed opt-outs, but are not identifiable within the data because other employees in the same organisation had signed opt-outs.

10 per cent of all employers reported non-managerial staff working long hours. Of these employers there was a near even split between employers that have had any non-

⁴⁷ As noted previously, some occupations within the agriculture, fisheries and mining sector are exempt from the 48 hour limit under the Working Time Regulations

⁴⁸ Note that a number of businesses in the utilities industry sector require 24-hour staffing and, as such, many employees in this sector will be exempt from the 48 hour limit

managerial employees opt-out of the 48 hour limit (47 per cent, five per cent of all employers) and those that have not had any non-managerial employees opt-out (50 per cent, 5 per cent of all employers). The remaining three per cent did not know whether any non-managerial employees had signed an opt-out. Looking specifically at establishments where non-managerial employees were working long hours, but none of the non-managerial employees had signed opt-outs. Prevalence was higher among:

- medium sized establishments (seven per cent) compared with small and large establishments (both five per cent)
- public and private sectors (seven per cent and five per cent respectively) compared with the third sector (one per cent)
- agriculture, fisheries and mining (12 per cent)⁴⁹, followed by education (10 per cent), manufacturing (nine per cent) and the construction and public admin and defence sectors (both seven per cent).

For comparative purposes, among establishments that had at least one managerial employee work long hours over the previous 12 months (23 per cent of all employers), 36 per cent of these (eight per cent of all employers) reported that at least one of their managerial employees had opted-out of the 48 hour limit, 60 per cent had not had any managerial employees opt-out and the remaining four per cent did not know whether any manager had opted out.

On-call working

The 2013 survey asked a range of new questions relating to the practice of on-call working. This is particularly relevant in relation to the discussion at EU level about the revision of the EU Working Time Directive and case law from the Court of Justice of the European Union that relates to the treatment of time spent on-call.

Employers were asked whether they had any employees contractually required to engage in on-call working. Overall, just over a fifth (22 per cent, covering 43 per cent of the workforce), said that they had, with this figure significantly higher among large establishments (61 per cent) than small and medium establishments (19 and 41 per cent respectively).

The incidence of on-call working was most prevalent in the public sector (32 per cent), followed by the third sector (26 per cent) and the private sector (20 per cent). Incidence also varied considerably by industry sector, being most widespread in the public administration and defence sector (39 per cent), agriculture, fisheries and mining (34 per cent) and health and social work (34 per cent). Prevalence was lowest in the manufacturing (eight per cent) hotels and restaurants (ten per cent), trade (12 per cent) and finance (13 per cent) industry sectors.

⁴⁹ Again, it is worth noting occupational exceptions including sea fishermen.

Chapter 2 discussed the availability of a number of flexible working practices, with eight specific practices examined. There is no clear, linear pattern between the number of flexible working practices available and the use of on-call working: those with seven to eight flexible working practices available were the most likely to use on-call working (33 per cent) but those with no flexible practices were significantly more likely to contractually require any employees to work on-call than those with one or two practices (24 per cent, compared with 12 per cent respectively).

Establishments with employees required to work on-call were asked whether those employees were required to be at the workplace during periods where they are working on-call. A total of 12 per cent of these establishments indicated that these employees were always required to be at the workplace when working on-call. A further nine per cent required employees to be at the workplace most of the time they are on-call.

Among workplaces where some employees were required to work on-call, large establishments were less likely to require on-call employees to be at the workplace all of the time during on-call working (six per cent), but they were more likely to require on-call employees to be at the workplace most of the time (14 per cent). In the case of small establishments the opposite was found; 13 per cent required their on-call employees to be at the workplace all of the time and nine per cent to be at the workplace for most of the time.

The Third Work Life Balance Employee survey found that employees who spent longer on-call generally spent a smaller portion of that time actually working. Also, those on-call employees who were based in the workplace spent fewer hours on-call in total than those with less workplace contact.

Employers were also asked whether on-call hours (including periods of non-working) were included when calculating how many hours an employee had worked in a given week. Just under half of employers using on-call working (45 per cent) included on-call hours when calculating an employee's working time for the week. This proportion increased with size, from 44 per cent in the case of small workplaces and 45 per cent for medium-sized companies to 56 per cent for large establishments. In terms of the type of establishment, it was more likely that on-call hours were used in the calculation of working time in the private sector (48 per cent) and in the public sector (40 per cent), than in the third sector (26 per cent).

There was no notable relationship between on-call working and the use of zero hours contracts: the proportion of employers who used zero hours contracts did not vary significantly between those who used on-call working (19 per cent) and those not using on-call working (17 per cent). Relatively few employers (four per cent) reported using both practices, though this was significantly higher in establishments operating in health and social care (eight per cent) and in education (12 per cent). There were, though, wide variations in the balance in use of the two practices by industry sector. Those operating in agriculture, fishery and mining, construction, public administration and defence, real estate and business, transport and communication and utilities were all far more likely to use on-call working than zero hours contracts. The reverse was true in hotels and restaurants and manufacturing. Annex Table 106a shows the relationship between the two practices.

Employers who use on-call working were more likely to have had some employees (either managerial or non-managerial) opt out of the 48 Hour Working Time Directive. Among employers using on-call working 19 per cent reported that at least some employees had opted out; compared with 13 per cent of those who did not use on-call working.

Paid holiday

Annual statutory holiday entitlement is 5.6 weeks of holidays (equating to 28 days) for full-time employees and it is at the employer's discretion as to whether the eight bank holidays in England and Wales (nine bank holidays for Scotland) are used to count towards the 5.6 weeks annual holiday entitlement.

Among employers knowing both the minimum number of paid days holiday they provide and whether their employees were entitled to paid holiday for all of the bank holidays in a year⁵⁰, 95 per cent provided their full-time employees with *at least* the statutory minimum holiday entitlement of 5.6 weeks (28 days) paid holiday. Of the remainder, three per cent provided less than the statutory minimum and two per cent may or may not provide the statutory minimum⁵¹.

In terms of size and sector profiles of those employers that appear to be non-compliant:

- significantly greater proportions of small and medium sized establishments (both three per cent) appear to be non-compliant compared with large establishments (one per cent)
- significantly greater proportions of employers in the public and private sectors (both three per cent) appear to be non-compliant compared with the third sector (less than one per cent)
- the prevalence of non-compliance was greatest in the hotels and restaurants (10 per cent), construction (five per cent) and finance (four per cent) sectors.

Figure 11.3 illustrates the minimum number of annual days paid holiday that employers entitle their full-time employees to (including a split by whether or not the employers' full-time employees were entitled to paid holiday for all of the bank holidays in a year).

Among employers who entitle their full-time employees to paid holiday for all of the bank holidays in a year, around a third (35 per cent) provide exactly 20 days paid holiday⁵² the

⁵⁰ Note that employers who did not know either the minimum number of days paid holiday they provide and/or whether their employees are entitled to paid holiday for all of the bank holidays in a year (including those that said 'it depends') have been excluded from the calculations for deriving this figure (this equates to 127 employers being excluded representing eight per cent of employers once weighting has been applied).

⁵¹ The questionnaire asked employers if full-time employees are entitled to paid holiday for all of the bank and public holidays within a year. Those that do not may still be compliant if they provide *some* bank or public holidays in addition to providing 21-27 days paid holiday (20-27 days paid holiday in Scotland).

⁵² 19 days for establishments based in Scotland owing to the extra bank holiday for St Andrew's Day.

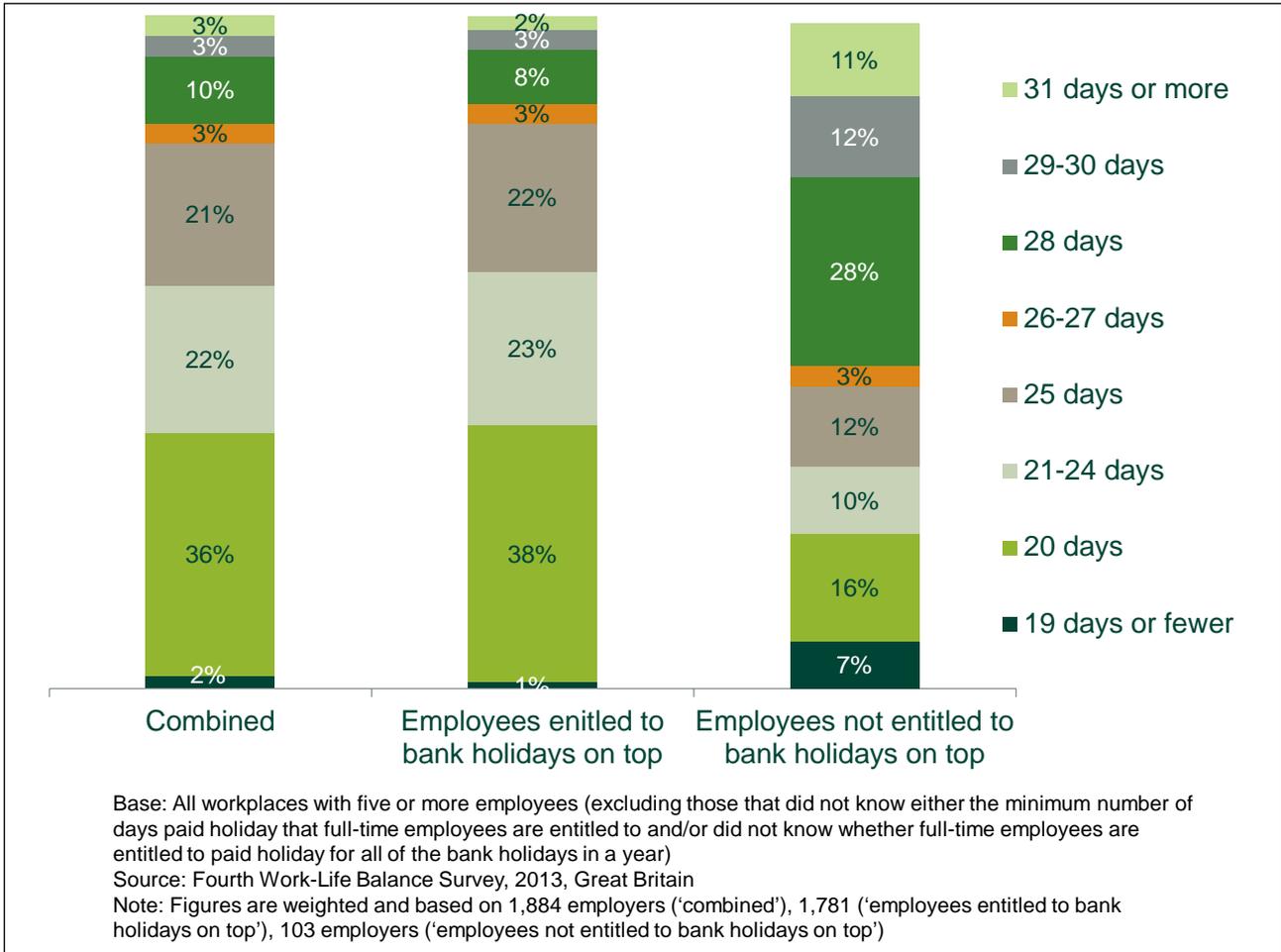
minimum number required in order to satisfy the statutory minimum, while the majority (64 per cent) provide their employees with a paid holiday allowance greater than the statutory minimum (i.e. they afford their employees with at least 21 days paid holiday⁵³ excluding the bank holidays). The remaining one per cent provided their employees with less than the statutory minimum number of days paid holiday.

Overall, eight per cent of employers said their full-time employees were not entitled to paid holiday for all of the bank holidays in a year. Among these employers, half (51 per cent) gave responses definitely indicating that they afford their employees the statutory minimum number of 28 days paid holiday, a fifth (21 per cent) provide less than the statutory minimum, and just over a quarter (28 per cent) may or may not satisfy the statutory minimum depending on whether they provide full-time employees with some bank / public holidays.

The mean number of days paid holiday offered across establishments who entitle their full-time employees to paid holiday for all of the bank holidays in a year was 23, excluding bank holidays (median: 22 days). The mean number of days paid holiday offered across establishments who do not entitle their full-time employees to paid holiday for all of the bank holidays in a year was 25 (median: 28 days).

Figure 11.3 Minimum number of days paid holiday that full-time employees are entitled to in a year (excluding bank or public holidays)

⁵³ 20 days in Scotland owing to the extra bank holiday for St Andrew's Day.



Summary

Just under half of businesses opened Monday to Friday, and just over a third opened seven days a week, figures that have changed little since 2007. Almost two-thirds of businesses had employees that worked only part of the day, and a fifth, had employees who worked at night. Just over a third of businesses had employees who work shifts.

Zero hours contracts were used for some employees in 17 per cent of establishments and were more evident in the third sector and in hotels and restaurants, education, health and social work, and manufacturing.

Offering pay was the most popular means of rewarding overtime working, particularly in the private sector, and was cited by just over half of all employers. The next most popular reward for overtime was time off in lieu, offered by almost a quarter of employers (though by around half of third sector employers).

Ten per cent of employers reported that they have had at least one of their non-managerial employees had worked long hours (more than 48 hours a week on average) during the 12 months prior to the survey and 23 per cent that at least one managerial employee had. Half of these employers had not had any non-managerial employees sign an opt-out of the Working Time Regulations with regards to the 48-hour working week.

Just over a fifth of businesses had employees contractually required to engage in on-call working, with this type of working more prevalent in the public sector than the private sector or the third sector. Among employers using on-call working, 12 per cent indicated that employees were required to be at work all the time that they were on-call, and a further nine per cent said that they were most of the time. Just under half of employers using on-call working include on-call hours when calculating an employee's working time for the week.

Findings suggest that three per cent of establishments employing five or more employees are not complying with rules relating to annual holiday entitlement and offer employees less than the statutory minimum of 28 days. These are more likely to be small and medium sized establishments, public and private sector and the hotels and restaurants, construction and finance industry sectors.

Appendix A: CHAID Analysis

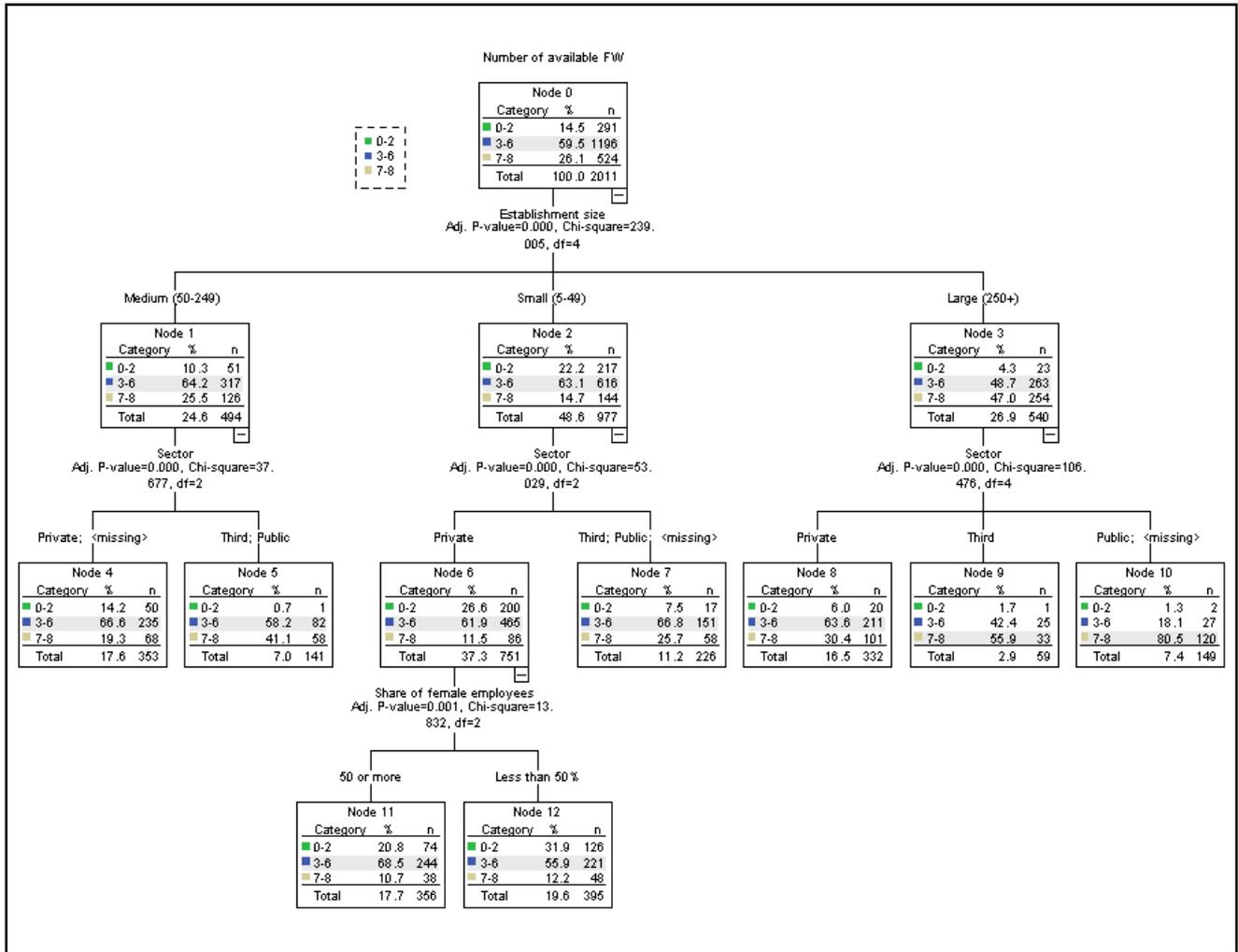
CHAID (Chi-Squared Automatic Interaction Detector) is a technique that can be used to find predicting factors of a dependent variable and highlight interactions. It separates the data into statistically different groups, based on the probability of having a particular characteristic. CHAID can be used to work out what variables have the biggest impact and where they need to be split in order to create groups that optimise prediction or classification of the dependent variable. The groups created are statistically different to each other in terms of their effect on the dependent variable.

CHAID works by using Chi-squared to test lots of combinations of cross-tabulations and determines where and how many splits are needed to create groups that are significantly different to each other. It merges categories that are not statistically different and separates variables into the appropriate categories. The CHAID method has certain advantages as a way of looking for patterns in complicated datasets. First, the level of measurement for the dependent variable and predictor variables can be nominal (categorical), ordinal (ordered categories ranked from small to large), or interval (a "scale"). Second, not all predictor variables need be measured at the same level (nominal, ordinal, and interval). Third, missing values in predictor variables can be treated as a "floating category" so that partial data can be used whenever possible within the tree. Fourth, if an appropriately conservative set of statistical criteria are used, the resulting models will primarily emphasise strong results without over-capitalising on chance. On the other hand, it must be remembered that with CHAID modelling there is always a potential for too much to be seen in the data even when very conservative statistical criteria are used. Nonetheless, in those cases in which there is not a strong theory in an area that would clearly indicate which variables are, and are not, probably predictors of some dependent measure, CHAID is very useful in identifying major data trends.

Conducting the CHAID analysis

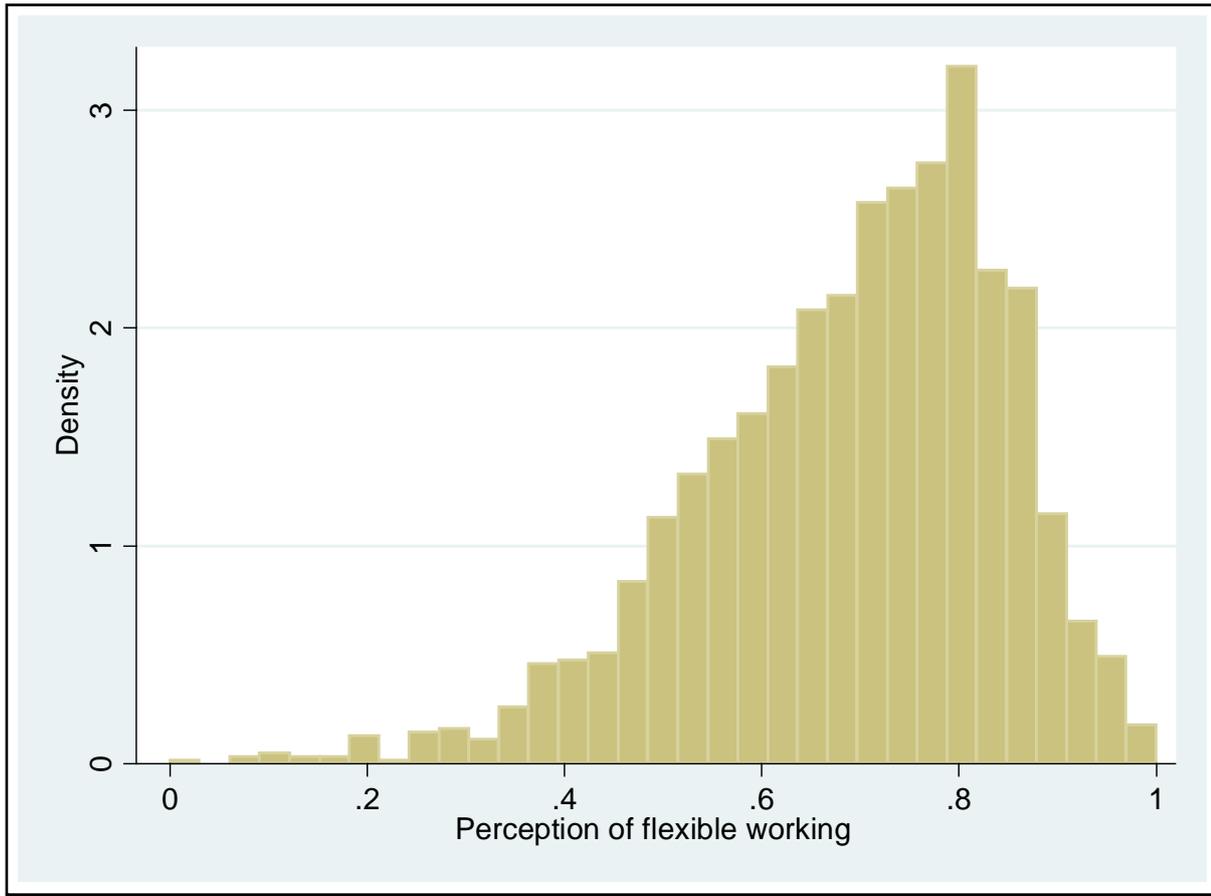
To explore the relationships that may exist between certain key variables within the survey and employers' characteristics, CHAID modelling was used. The choice of this technique was based on the requirements of the data. Independent variables which were thought to affect the outcome of the dependent variable were entered into the CHAID models.

To initially look at influences on the availability of flexible working, a dependent variable of the number of flexible working practices available was used. The predictor variables used were establishment size, government region, union, share of female employees, sector, and industry. The CHAID model generated is shown overleaf.

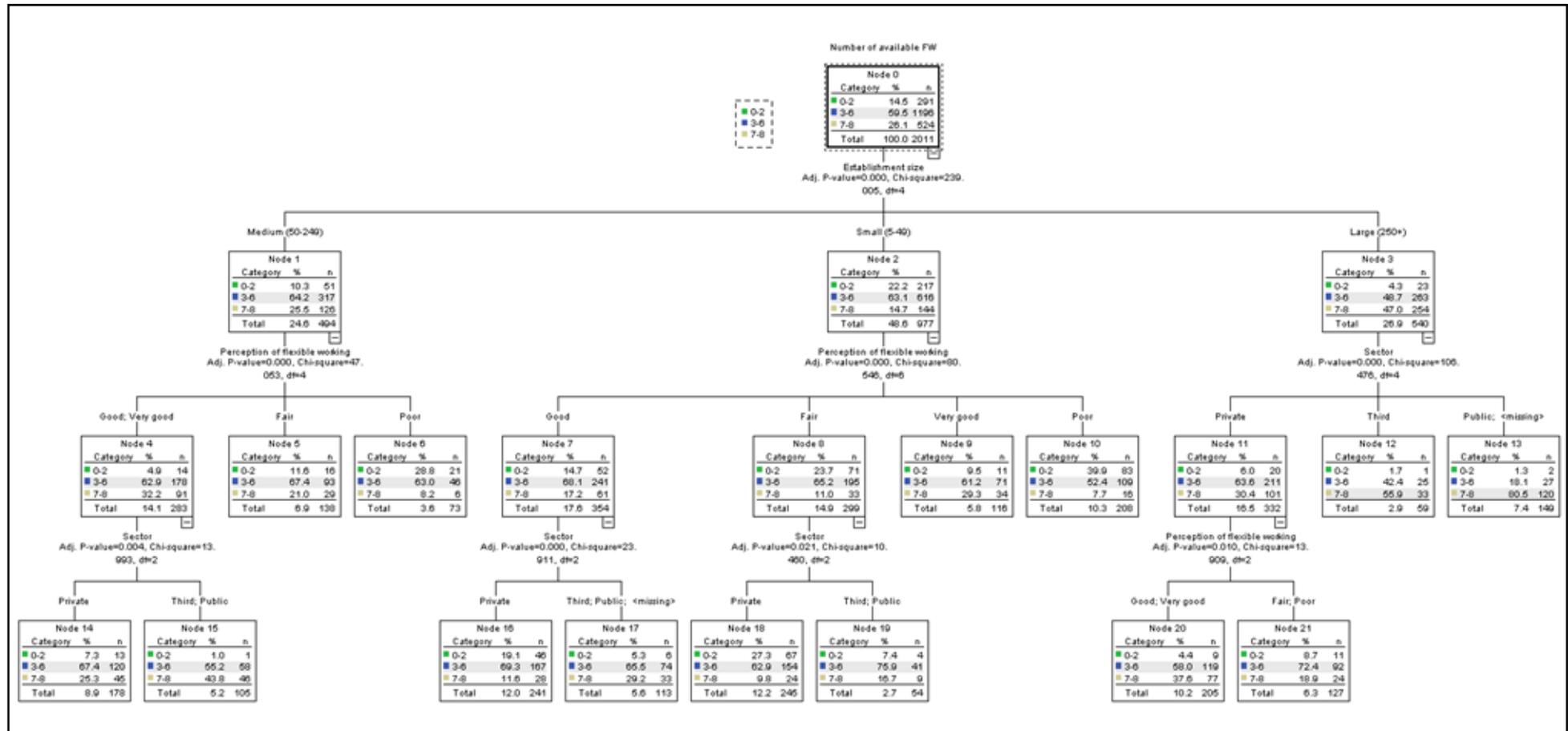


To further look at the influence of attitudes towards flexible working another model was run which incorporated a variable summarising employer attitudes (in addition to the other variables listed above). This variable was created using the 14 questions related to the employers' perception of the effects of flexible working arrangements (H1 and H2 in the questionnaire) to build an index measuring how employers perceive flexible working. The 14 variables are ordered categorical variables (i.e. higher values reflect stronger belief in flexible working). First, the variables were standardised. Then the sum of the standardised variables was normalised between 0 and 1. A value of 1 means that the employer has a highly positive perception of flexible working while a value of 0 means the employer believes flexible working arrangements are highly detrimental for the company.

The figure below shows the distribution of this combined variable.



A further CHAID tree was generated again using the number of flexible working practices as the dependent variable but also including this new variable on the perception of flexible working. The tree generated is shown overleaf.



Further analysis was run looking at the correlation between availability of each of the individual flexible working practices and this index summarising employer attitudes towards flexible working. The table below shows the correlation coefficients⁵⁴ (unadjusted and adjusted) between employers' perception of flexible working and the availability of each of the individual flexible working arrangements covered by the survey.

Results suggest that the number of flexible arrangements available at the workplace and the availability of each flexible working arrangement are positively associated with the index summarising employers' perceptions of flexible working. The estimates are lower once firm characteristics are controlled for but remain significantly different from zero. Generally these results confirm that the attitudes that employers have towards flexible working are related to their likelihood to provide individual types of flexible working (although causality could run in either direction). There is some evidence that the availability of part-time work and the possibility to work a compressed week are more strongly influenced by employers' perceptions than other types of flexible working practices.

Table A1.1 Perception and availability of flexible working arrangements

	Unadjusted correlations	Adjusted correlations
Strength of correlation between index of employer attitudes and....		
Number of FW arrangements	0.3172	0.2863
Whether part-time working available	0.2922	0.2484
Whether job sharing available	0.2182	0.1648
Whether flexitime available	0.2247	0.2164
Whether working a compressed week available	0.2797	0.2446
Whether working reduced hours for a limited period available	0.2038	0.1732
Whether working from home on a regular basis	0.1518	0.1493

⁵⁴ The coefficient of correlation measures the direction and the magnitude of association between two variables and range from -1 to 1

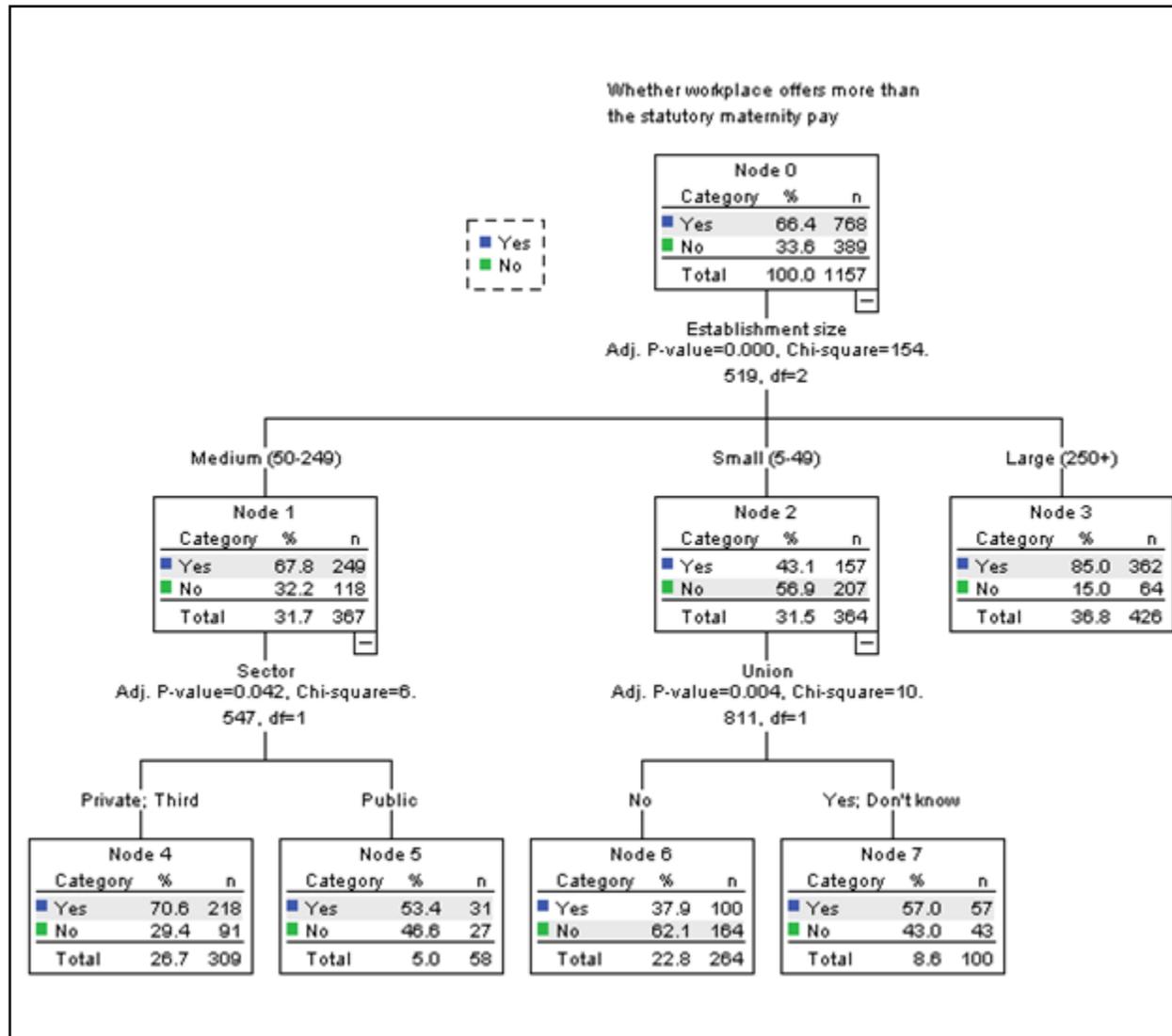
available

Whether working school term-time only available	0.2264	0.1849
Whether working annualised hours available	0.1842	0.1379

Source: WLB survey

Note: Weighted estimates. Partial correlation coefficients are adjusted for establishment size, sector, industry and whether there is a union at the workplace. They are significantly different from 0 at the 1% significance level

A further CHAID model was created to look at factors predicting the availability of occupational maternity pay. This model was run using just the workplace characteristics as independent variables (and not the attitudinal index). This CHAID tree is shown below.



Appendix B: Population profile and sampling error

Table B1.1 Overall sampling error by size and sector sub-groupings

	Base (unweighted)	Sampling error (at the 95% confidence level) based on a survey result of 50%	Sampling error (at the 95% confidence level) based on a survey result of 75% or 25%
Total	2,011	+/- 2.2%	+/- 1.9%
Size			
Small	977	+/- 3.1%	+/- 2.7%
Medium	494	+/- 4.4%	+/- 3.8%
Large	540	+/- 4.2%	+/- 3.7%
Broad sector			
Private	1,435	+/- 2.6%	+/- 2.2%
Public	357	+/- 5.2%	+/- 4.5%
Third sector	209	+/- 6.8%	+/- 5.2%
Sector			
A&B: Agriculture, fishery, mining	82	+/- 10.8%	+/- 9.4%
C: Manufacturing	101	+/- 9.8%	+/- 8.4%
D&E: Utilities	149	+/- 8.0%	+/- 7.0%
F: Construction	103	+/- 9.7%	+/- 8.4%
G: Trade	206	+/- 6.8%	+/- 5.9%
H&J: Transport and communication	151	+/- 8.0%	+/- 6.9%
I: Hotels and restaurants	208	+/- 6.8%	+/- 5.9%
K: Finance	103	+/- 9.7%	+/- 8.4%

	Base (unweighted)	Sampling error (at the 95% confidence level) based on a survey result of 50%	Sampling error (at the 95% confidence level) based on a survey result of 75% or 25%
LMN: Real estate and business	301	+/- 5.6%	+/- 4.9%
O: Public admin and defence	97	+/- 10.0%	+/- 8.6%
P: Education	193	+/- 7.1%	+/- 6.1%
Q: Health and social work	163	+/- 7.7%	+/- 6.6%
R&S: Other, community	154	+/- 7.9%	+/- 6.8%

The following tables outline key Labour Market Statistics in Great Britain based on population counts from the IDBR.

Across Great Britain there are approximately 1.7 million establishments with two or more employees, of which approximately 814,100 establishments (48 per cent) have five or more employees. Among those with five or more employees (matching the coverage of the WLB4 Employer survey) most have 5-49 employees (89 per cent). Table B1.2 provides a breakdown of the number and profile of establishments by size and sector, and of the workforce working within them.

Table B1.2: Proportion of establishments and workforce across size and sector bands

	Proportion of establishments		Proportion of the workforce	
	Number	%	Number	%
Size				
Small (5-49)	727,651	89	9,272,747	39
Medium (50-249)	74,952	9	7,145,467	30
Large (250+)	11,495	1	7,254,375	31
Standard Industry Classification				
A&B: Agriculture, fishery and mining	17,277	2	225,612	1
C: Manufacturing	55,412	7	2,136,015	9
D & E: Utilities	5,989	1	266,902	1
F: Construction	47,372	6	936,165	4
G: Trade	186,614	23	3,754,741	16
I: Hotels and restaurants	89,749	11	1,494,468	6
H&J: Transport and communication	50,186	6	1,893,246	8
K: Finance	23,412	3	951,683	4
L, M & N: Real estate and business	132,808	16	3,736,178	16
O: Public admin and defence	15,937	2	1,444,711	6

	Proportion of establishments		Proportion of the workforce	
	Number	%	Number	%
P: Education	43,188	5	2,471,260	10
Q: Health and social work	89,945	11	3,356,070	14
R&S: Other, community	56,209	7	1,005,538	4
TOTAL	814,098	100	23,672,589	100

Table B1.3 shows the number of establishments and employees within each size/sector cell.

Table B1.3: Establishment population within size and sector cells

	Small (5-49)	Medium (50-249)	Large (250+)	Total	% of establishments
A&B: Agriculture, fishery and mining	16,697	491	89	17,277	2
C: Manufacturing	46,744	7,360	1,308	55,412	7
D & E: Utilities	4,935	889	165	5,989	1
F: Construction	44,262	2,850	260	47,372	6
G: Trade	174,739	10,075	1,800	186,614	23
I: Hotels and restaurants	84,998	4,528	223	89,749	11
H&J: Transport and communication	42,756	6,207	1,223	50,186	6
K: Finance	20,897	1,822	693	23,412	3
L, M & N: Real estate and business	119,261	11,368	2,179	132,808	16
O: Public admin and defence	11,030	3,637	1,270	15,937	2
P: Education	29,888	12,353	947	43,188	5
Q: Health and	78,714	10,176	1,055	89,945	11

	Small (5-49)	Medium (50-249)	Large (250+)	Total	% of establishments
social work R&S: Other, community	52,730	3,196	283	56,209	7
Total	727,651	74,952	11,495	814,098	100%
% of establishments	89%	9%	1%	100%	

Table B1.4: Workforce population within size and sector cells

	Small (5-49)	Medium (50-249)	Large (250+)	Total	% of workforce
A&B: Agriculture, fishery and mining	145,746	41,292	38,574	225,612	1%
C: Manufacturing	667,155	739,025	729,835	2,136,015	9%
D & E: Utilities	68,879	86,681	111,342	266,902	1%
F: Construction	517,439	286,795	131,931	936,165	4%
G: Trade	2,002,796	953,445	798,500	3,754,741	16%
I: Hotels and restaurants	1,019,621	362,718	112,129	1,494,468	6%
H&J: Transport and communication	561,042	612,483	719,721	1,893,246	8%
K: Finance	274,399	189,654	487,630	951,683	4%
L, M & N: Real estate and business	1,379,886	1,129,818	1,226,474	3,736,178	16%
O: Public admin and defence	209,267	422,175	813,269	1,444,711	6%
P: Education	650,066	1,179,874	641,320	2,471,260	10%
Q: Health and social work	1,209,466	842,683	1,303,921	3,356,070	14%

	Small (5-49)	Medium (50-249)	Large (250+)	Total	% of workforce
R&S: Other, community	566,985	298,824	139,729	1,005,538	4%
Total	9,272,747	7,145,467	7,254,375	23,672,589	100%
% of establishments	39%	30%	31%	100%	

One of the variables used for analysis throughout the report is whether the establishment has employees that are members of unions or staff associations. As shown in Table B1.5 union presence is much higher in public sector establishments (90 per cent) than in private and third sector establishments (14 and 33 per cent respectively).

Table B1.5 Proportion of establishments with union presence by broad sector

	Private	Third	Public
	%	%	%
Union presence	14	33	90
No union presence	82	61	10
Don't know	3	6	1
Unweighted base	1,435	209	357

Appendix C: Supplementary Tables

FLEXWORK AVAILABILITY: Types of flexible working available at the establishment

	Part-time	Reduce d hours for a limited period	Flexitime	Job share	Compress ed week	School term-time only	Work home regularly	Annualised hours	Weighted count	Unweighted count
Size of Establishment	91%	72%	54%	52%	39%	37%	22%	21%	728,000	977
5-49 employees	97%	88%	58%	69%	52%	46%	42%	30%	75,000	494
50-249 employees	99%	96%	71%	87%	70%	60%	57%	47%	11,000	540
250 or more employees										
Size of organisation	90%	73%	54%	53%	37%	34%	27%	20%	499,000	730
Less than 100	94%	74%	57%	62%	48%	44%	33%	30%	95,000	476
100 to less than 1000	95%	74%	51%	57%	44%	36%	22%	24%	98,000	452
1,000 to less than 10,000	97%	83%	57%	53%	49%	49%	8%	22%	74,000	264
10,000 or more										
Ownership	90%	72%	52%	48%	37%	34%	22%	19%	663,000	1,435
Private sector	100%	81%	65%	74%	60%	54%	39%	28%	70,000	209
Third sector	98%	88%	66%	85%	60%	61%	27%	44%	78,000	357
Public sector										
Single or multi										
Single independent establishment	91%	74%	54%	53%	38%	36%	24%	20%	396,000	759
Part of a larger organisation	93%	74%	55%	56%	44%	40%	24%	24%	418,000	1,252
Union presence	95%	87%	59%	68%	53%	50%	23%	33%	190,000	901
Has union presence	91%	70%	52%	50%	37%	34%	25%	18%	599,000	1075
No unions present										
Whether any maternity leave in the last 2 years										
Yes	97%	80%	59%	60%	51%	43%	28%	25%	321,000	1,209
No	88%	70%	51%	51%	34%	34%	21%	20%	484,000	669
All workplaces	92%	74%	54%	54%	41%	38%	24%	22%	814,000	2,011

Base: All workplaces with 5 or more employees
Notes: Figures are weighted, and based on responses from 2,011 employers

FLEXWORK AVAILABILITY cont: Types of flexible working available at the establishment

	Part-time	Reduced hours for a limited period	Flexitime	Job share	Compressed week	School term-time only	Work home regularly	Annualised hours	Weighted Count	Unweighted count
Standard Industrial Classification										
Agriculture, Fishery and Mining	85%	63%	36%	38%	21%	12%	20%	13%	17,000	82
Manufacturing	86%	76%	67%	52%	44%	30%	27%	20%	55,000	101
Utilities	85%	78%	67%	62%	48%	28%	38%	28%	6,000	149
Construction	77%	57%	33%	34%	27%	15%	15%	17%	47,000	103
Trade	87%	63%	38%	41%	29%	38%	9%	13%	187,000	206
Transport and Communication	92%	75%	54%	51%	41%	28%	37%	19%	50,000	151
Hotels and Restaurants	97%	83%	58%	53%	46%	57%	12%	26%	90,000	208
Finance	93%	74%	58%	59%	31%	36%	35%	32%	23,000	103
Real Estate and Business	94%	79%	63%	57%	41%	28%	43%	21%	133,000	301
Public Admin and Defence	97%	84%	83%	87%	58%	61%	47%	51%	16,000	97
Education	99%	89%	56%	80%	45%	70%	28%	35%	43,000	193
Health and Social Work	100%	85%	62%	67%	64%	46%	29%	30%	90,000	163
Other Community	96%	69%	67%	71%	44%	33%	21%	24%	56,000	154
Government Office Region										
East Midlands	95%	81%	71%	69%	49%	45%	27%	27%	66,000	155
East of England	90%	69%	52%	55%	37%	34%	18%	14%	74,000	175
London	92%	80%	66%	52%	43%	43%	33%	27%	113,000	320
North East	90%	64%	47%	37%	38%	29%	29%	30%	22,000	67
North West	96%	70%	51%	48%	37%	36%	22%	22%	92,000	234
Scotland	92%	73%	51%	61%	39%	31%	21%	21%	82,000	212
South East	83%	67%	45%	44%	36%	35%	25%	20%	106,000	277
South West	95%	80%	46%	56%	41%	34%	26%	13%	78,000	162
Wales	90%	80%	55%	65%	50%	47%	22%	18%	56,000	120
West Midlands	93%	76%	59%	53%	47%	43%	21%	23%	68,000	151
Yorkshire and The Humber	96%	73%	50%	59%	38%	39%	22%	32%	57,000	138
Number of flexible working practices available										
1-2	85%	28%	12%	9%	4%	8%	5%	3%	188,000	255
3-4	96%	87%	48%	49%	21%	22%	18%	6%	249,000	543
5-6	100%	96%	80%	83%	69%	57%	32%	25%	237,000	653
7-8	100%	98%	99%	98%	97%	92%	63%	89%	111,000	524
Percentage of female employees										
50% or more	98%	79%	55%	59%	45%	44%	24%	22%	479,000	1,141
25-49%	91%	78%	67%	61%	43%	35%	29%	27%	148,000	396
10- 24%	82%	60%	44%	41%	29%	25%	22%	18%	118,000	262
Less than 10%	77%	68%	55%	38%	37%	25%	25%	18%	30,000	138
None	**	**	**	**	**	**	**	**	31,000	39
All workplaces	92%	74%	54%	54%	41%	38%	24%	22%	814,000	2,011

Base: All workplaces with 5 or more employees

FLEXWORK USAGE: Flexible working practices that are being used currently, or have been used in the past 12 months

	Part-time	Flexitime	Reduced hours for a limited period	Work home regularly	Compressed week	School term-time only	Job share	Annualised hours	Weighted count	Unweighted count
Size of Establishment										
5-49 employees	78%	28%	25%	12%	11%	11%	10%	6%	728,000	977
50-249 employees	93%	39%	61%	30%	25%	27%	27%	8%	75,000	494
250 or more employees	97%	56%	84%	47%	50%	38%	52%	24%	11,000	540
Size of organisation										
Less than 100	77%	27%	25%	16%	10%	11%	11%	4%	499,000	730
100 to less than 1000	77%	38%	38%	19%	14%	16%	19%	13%	95,000	476
1,000 to less than 10,000	85%	28%	37%	12%	21%	12%	14%	7%	98,000	452
10,000 or more	90%	34%	42%	5%	21%	20%	12%	10%	74,000	264
Ownership										
Private sector	77%	25%	25%	14%	9%	8%	9%	4%	663,000	1,435
Third sector	95%	47%	41%	24%	23%	28%	22%	11%	70,000	209
Public sector	94%	48%	48%	13%	34%	34%	32%	23%	78,000	357
Single or multi										
Single independent establishment	79%	26%	25%	15%	10%	13%	11%	4%	396,000	759
Part of a larger organisation	81%	32%	33%	14%	16%	13%	13%	8%	418,000	1,252
Union presence										
Has union presence	88%	37%	44%	15%	22%	21%	21%	14%	190,000	901
No unions present	77%	27%	24%	14%	10%	10%	10%	4%	599,000	1075
Whether any maternity leave in the last 2 years										
Yes	89%	33%	36%	18%	17%	18%	16%	7%	321,000	1,209
No	73%	26%	24%	12%	10%	9%	10%	5%	484,000	669
All workplaces	80%	29%	29%	14%	13%	13%	12%	6%	814,000	2,011
Base: All workplaces with 5 or more employees										
Notes: Figures are weighted, and based on responses from 2,011 employers										

FLEXWORK USAGE cont: Flexible working practices that are being used currently, or have been used in the past 12 months

	Part-time	Reduced hrs for a ltd period	Flexitime	Job share	Compressed week	School term-time only	Work home regularly	Annualised hours	Weighted Count	Unweighted count
Standard Industrial Classification										
Agriculture, Fishery and Mining	59%	13%	30%	17%	8%	1%	8%	1%	17,000	82
Manufacturing	71%	30%	26%	11%	13%	8%	13%	3%	55,000	101
Utilities	63%	33%	21%	13%	14%	5%	10%	7%	6,000	149
Construction	61%	10%	13%	9%	4%	1%	2%	5%	47,000	103
Trade	77%	16%	18%	6%	6%	10%	6%	3%	187,000	206
Transport and Communication	80%	32%	35%	23%	14%	10%	8%	5%	50,000	151
Hotels and Restaurants	91%	33%	42%	8%	11%	17%	16%	4%	90,000	208
Finance	74%	21%	24%	21%	7%	7%	9%	8%	23,000	103
Real Estate and Business	74%	39%	29%	26%	12%	6%	12%	4%	133,000	301
Public Admin and Defence	91%	73%	45%	27%	33%	22%	28%	23%	16,000	97
Education	92%	37%	50%	19%	21%	57%	36%	20%	43,000	193
Health and Social Work	96%	35%	35%	15%	31%	18%	17%	8%	90,000	163
Other Community	86%	39%	26%	17%	9%	7%	10%	9%	56,000	154
Government Office Region										
East Midlands	85%	39%	34%	11%	15%	9%	14%	3%	66,000	155
East of England	76%	25%	22%	11%	4%	10%	14%	3%	74,000	175
London	80%	38%	28%	25%	9%	13%	15%	4%	113,000	320
North East	87%	28%	28%	11%	13%	11%	9%	8%	22,000	67
North West	82%	23%	26%	15%	11%	11%	9%	6%	92,000	234
Scotland	77%	30%	25%	11%	13%	11%	16%	6%	82,000	212
South East	77%	22%	29%	19%	12%	14%	12%	11%	106,000	277
South West	87%	27%	33%	14%	18%	10%	11%	3%	78,000	162
Wales	70%	35%	39%	7%	20%	21%	11%	6%	56,000	120
West Midlands	79%	34%	28%	11%	21%	16%	8%	6%	68,000	151
Yorkshire and The Humber	84%	20%	30%	12%	12%	15%	11%	11%	57,000	138
Number of flexible working practices available										
1-2	72%	4%	8%	4%	2%	5%	4%	3%	188,000	255
3-4	85%	24%	30%	10%	7%	10%	12%	3%	249,000	543
5-6	88%	44%	42%	20%	21%	20%	17%	8%	237,000	653
7-8	86%	62%	43%	35%	32%	22%	18%	15%	111,000	524
Percentage of female employees										
50% or more	90%	33%	34%	14%	17%	17%	14%	7%	479,000	1,141
25-49%	78%	34%	27%	20%	8%	8%	11%	3%	148,000	396
10- 24%	61%	16%	18%	13%	6%	6%	11%	6%	118,000	262
Less than 10%	63%	22%	20%	14%	16%	1%	1%	2%	30,000	138
None	**	**	**	**	**	**	**	**	31,000	39
All workplaces	80%	29%	29%	14%	13%	13%	12%	6%	814,000	2,011

Base: All workplaces with 5 or more employees

Table 1: Days the establishment usually operates

	Monday-Friday	Seven days a week	Six days a week	Five and a half days a week (e.g. Monday - Friday plus Saturday morning)	Weighted count	Unweighted count
Size of Establishment						
5-49 employees	45%	35%	15%	2%	728,000	977
50-249 employees	49%	43%	7%	1%	75,000	494
250 or more employees	36%	58%	5%	1%	11,000	540
Size of organisation						
Less than 100	54%	26%	16%	2%	499,000	730
100 to less than 1000	44%	42%	10%	2%	95,000	476
1,000 to less than 10,000	36%	42%	18%	4%	98,000	452
10,000 or more	15%	74%	12%	*%	74,000	264
Ownership						
Private sector	42%	38%	17%	2%	663,000	1,435
Third sector	61%	30%	6%	2%	70,000	209
Public sector	62%	26%	10%	*%	78,000	357
Single or multi						
Single independent establishment	53%	27%	16%	2%	396,000	759
Part of a larger organisation	38%	45%	14%	2%	418,000	1,252
Union presence						
Has union presence	40%	43%	15%	1%	190,000	901
No unions present	47%	34%	15%	2%	599,000	1,045
Whether any maternity leave in the last 2 years						
Yes	48%	40%	10%	1%	321,000	1,209
No	43%	33%	19%	3%	484,000	669
All workplaces	45%	36%	15%	2%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 1 cont: Days the establishment usually operates

	Monday- Friday	Seven days a week	Six days a week	Five and a half days a week (e.g. Monday - Friday plus Saturday morning)	Weighted Count	Unweighted count
Standard Industrial Classification						
Agriculture, Fishery and Mining	27%	50%	13%	3%	17,000	82
Manufacturing	65%	13%	19%	2%	55,000	101
Utilities	42%	32%	23%	3%	6,000	149
Construction	62%	25%	10%	3%	47,000	103
Trade	20%	47%	30%	4%	187,000	206
Transport and Communication	45%	40%	11%	4%	50,000	151
Hotels and Restaurants	19%	69%	11%	0%	90,000	208
Finance	63%	5%	27%	4%	23,000	103
Real Estate and Business	65%	22%	11%	1%	133,000	301
Public Admin and Defence	72%	22%	6%	*%	16,000	97
Education	85%	10%	2%	1%	43,000	193
Health and Social Work	59%	35%	7%	0%	90,000	163
Other Community	29%	49%	11%	5%	56,000	154
Government Office Region						
East Midlands	48%	35%	14%	1%	66,000	155
East of England	34%	39%	23%	2%	74,000	175
London	54%	30%	15%	*%	113,000	320
North East	63%	23%	11%	*%	22,000	67
North West	37%	45%	13%	3%	92,000	234
Scotland	38%	41%	12%	7%	82,000	212
South East	40%	39%	18%	3%	106,000	277
South West	56%	28%	14%	2%	78,000	162
Wales	50%	40%	10%	*%	56,000	120
West Midlands	48%	32%	18%	3%	68,000	151
Yorkshire and The Humber	45%	40%	14%	1%	57,000	138
Number of flexible working practices available						
None	**	**	**	**	28,000	36
1-2	35%	40%	21%	3%	188,000	255
3-4	47%	35%	16%	1%	249,000	543
5-6	47%	37%	11%	3%	237,000	653
7-8	56%	33%	11%	*%	111,000	524
Percentage of female employees						
50% or more	44%	39%	15%	1%	479,000	1,141
25-49%	54%	32%	10%	3%	148,000	396
10- 24%	45%	29%	18%	6%	118,000	262
Less than 10%	44%	24%	26%	6%	30,000	138
None	**	**	**	**	31,000	39
All workplaces	45%	36%	15%	2%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 2: Whether establishment has staff that work only part of the day

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	62%	38%	-	728,000	977
50-249 employees	80%	20%	*%	75,000	494
250 or more employees	89%	10%	-	11,000	540
Size of organisation					
Less than 100	59%	41%	-	499,000	730
100 to less than 1000	62%	38%	*%	95,000	476
1,000 to less than 10,000	72%	28%	*%	98,000	452
10,000 or more	80%	20%	-	74,000	264
Ownership					
Private sector	59%	41%	-	663,000	1,435
Third sector	85%	15%	0%	70,000	209
Public sector	87%	13%	-	78,000	357
Single or multi					
Single independent establishment	61%	39%	*%	396,000	759
Part of a larger organisation	67%	33%	*%	418,000	1,252
Union presence					
Has union presence	78%	22%	*%	190,000	901
No unions present	59%	41%	*%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	72%	28%	*%	321,000	1,209
No	58%	42%	*%	484,000	669
All workplaces	64%	36%	*%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 2 cont: Whether establishment has staff that work only part of the day

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	51%	49%	-	17,000	82
Manufacturing	51%	49%	*%	55,000	101
Utilities	42%	58%	*%	6,000	149
Construction	34%	66%	-	47,000	103
Trade	65%	35%	-	187,000	206
Transport and Communication	61%	39%	-	50,000	151
Hotels and Restaurants	79%	21%	*%	90,000	208
Finance	53%	47%	-	23,000	103
Real Estate and Business	52%	48%	*%	133,000	301
Public Admin and Defence	79%	21%	-	16,000	97
Education	85%	15%	-	43,000	193
Health and Social Work	80%	20%	-	90,000	163
Other Community	69%	31%	-	56,000	154
Government Office Region					
East Midlands	76%	24%	-	66,000	155
East of England	71%	29%	-	74,000	175
London	55%	45%	-	113,000	320
North East	69%	31%	-	22,000	67
North West	60%	40%	*%	92,000	234
Scotland	65%	35%	*%	82,000	212
South East	64%	36%	-	106,000	277
South West	67%	33%	*%	78,000	162
Wales	57%	43%	-	56,000	120
West Midlands	61%	39%	-	68,000	151
Yorkshire and The Humber	69%	31%	-	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	52%	48%	-	188,000	255
3-4	67%	33%	*%	249,000	543
5-6	72%	28%	*%	237,000	653
7-8	70%	30%	*%	111,000	524
Percentage of female employees					
50% or more	74%	26%	*%	479,000	1,141
25-49%	59%	41%	-	148,000	396
10- 24%	46%	54%	*%	118,000	262
Less than 10%	43%	57%	-	30,000	138
None	**	**	**	31,000	39
All workplaces	64%	36%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 3: Whether establishment has staff that work nights

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	18%	82%	-	728,000	977
50-249 employees	37%	63%	-	75,000	494
250 or more employees	65%	35%	*%	11,000	540
Size of organisation					
Less than 100	17%	83%	-	499,000	730
100 to less than 1000	24%	76%	-	95,000	476
1,000 to less than 10,000	22%	78%	-	98,000	452
10,000 or more	27%	73%	*%	74,000	264
Ownership					
Private sector	20%	80%	-	663,000	1,435
Third sector	21%	79%	-	70,000	209
Public sector	18%	82%	*%	78,000	357
Single or multi					
Single independent establishment	17%	83%	-	396,000	759
Part of a larger organisation	23%	77%	*%	418,000	1,252
Union presence					
Has union presence	26%	74%	*%	190,000	901
No unions present	18%	82%	-	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	24%	76%	-	321,000	1,209
No	17%	83%	-	484,000	669
All workplaces	20%	80%	*%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 3 cont: Whether establishment has staff that work nights

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	15%	85%	-	17,000	82
Manufacturing	19%	81%	-	55,000	101
Utilities	32%	68%	-	6,000	149
Construction	24%	76%	-	47,000	103
Trade	15%	85%	-	187,000	206
Transport and Communication	27%	73%	-	50,000	151
Hotels and Restaurants	38%	62%	-	90,000	208
Finance	6%	94%	-	23,000	103
Real Estate and Business	13%	87%	*%	133,000	301
Public Admin and Defence	18%	82%	-	16,000	97
Education	11%	89%	-	43,000	193
Health and Social Work	29%	71%	-	90,000	163
Other Community	16%	84%	-	56,000	154
Government Office Region					
East Midlands	19%	81%	-	66,000	155
East of England	30%	70%	-	74,000	175
London	14%	86%	*%	113,000	320
North East	17%	83%	-	22,000	67
North West	22%	78%	-	92,000	234
Scotland	21%	79%	-	82,000	212
South East	18%	82%	-	106,000	277
South West	20%	80%	-	78,000	162
Wales	20%	80%	-	56,000	120
West Midlands	23%	77%	-	68,000	151
Yorkshire and The Humber	20%	80%	-	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	14%	86%	-	188,000	255
3-4	19%	81%	-	249,000	543
5-6	23%	77%	-	237,000	653
7-8	26%	74%	*%	111,000	524
Percentage of female employees					
50% or more	19%	81%	*%	479,000	1,141
25-49%	23%	77%	-	148,000	396
10- 24%	13%	87%	-	118,000	262
Less than 10%	34%	66%	-	30,000	138
None	**	**	**	31,000	39
All workplaces	20%	80%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 4: Whether establishment has staff that work shifts

	Yes	No	Weighted count	Unweighted count
Size of Establishment				
5-49 employees	32%	68%	728,000	977
50-249 employees	59%	41%	75,000	494
250 or more employees	77%	23%	11,000	540
Size of organisation				
Less than 100	24%	76%	499,000	730
100 to less than 1000	40%	60%	95,000	476
1,000 to less than 10,000	51%	49%	98,000	452
10,000 or more	66%	34%	74,000	264
Ownership				
Private sector	34%	66%	663,000	1,435
Third sector	37%	63%	70,000	209
Public sector	39%	61%	78,000	357
Single or multi				
Single independent establishment	26%	74%	396,000	759
Part of a larger organisation	44%	56%	418,000	1,252
Union presence				
Has union presence	46%	54%	190,000	901
No unions present	31%	69%	599,000	1,045
Whether any maternity leave in the last 2 years				
Yes	42%	58%	321,000	1,209
No	30%	70%	484,000	669
All workplaces	35%	65%	814,000	2,011
Base: All workplaces with 5 or more employees				
Notes: Figures are weighted, and based on responses from 2,011 employers				

Table 4 cont: Whether establishment has staff that work shifts

	Yes	No	Weighted count	Unweighted count
Standard Industrial Classification				
Agriculture, Fishery and Mining	22%	78%	17,000	82
Manufacturing	28%	72%	55,000	101
Utilities	32%	68%	6,000	149
Construction	17%	83%	47,000	103
Trade	36%	64%	187,000	206
Transport and Communication	36%	64%	50,000	151
Hotels and Restaurants	69%	31%	90,000	208
Finance	15%	85%	23,000	103
Real Estate and Business	18%	82%	133,000	301
Public Admin and Defence	29%	71%	16,000	97
Education	34%	66%	43,000	193
Health and Social Work	44%	56%	90,000	163
Other Community	36%	64%	56,000	154
Government Office Region				
East Midlands	29%	71%	66,000	155
East of England	40%	60%	74,000	175
London	35%	65%	113,000	320
North East	27%	73%	22,000	67
North West	37%	63%	92,000	234
Scotland	46%	54%	82,000	212
South East	34%	66%	106,000	277
South West	28%	72%	78,000	162
Wales	36%	64%	56,000	120
West Midlands	36%	64%	68,000	151
Yorkshire and The Humber	28%	72%	57,000	138
Number of flexible working practices available				
None	**	**	28,000	36
1-2	28%	72%	188,000	255
3-4	40%	60%	249,000	543
5-6	36%	64%	237,000	653
7-8	34%	66%	111,000	524
Percentage of female employees				
50% or more	40%	60%	479,000	1,141
25-49%	29%	71%	148,000	396
10- 24%	23%	77%	118,000	262
Less than 10%	38%	62%	30,000	138
None	**	**	31,000	39
All workplaces	35%	65%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 5: Whether establishment has staff that work on zero-hour contracts

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	16%	84%	*%	728,000	977
50-249 employees	27%	72%	1%	75,000	494
250 or more employees	25%	74%	1%	11,000	540
Size of organisation					
Less than 100	16%	84%	*%	499,000	730
100 to less than 1000	25%	75%	-	95,000	476
1,000 to less than 10,000	19%	81%	*%	98,000	452
10,000 or more	18%	82%	1%	74,000	264
Ownership					
Private sector	16%	84%	*%	663,000	1,435
Third sector	26%	74%	-	70,000	209
Public sector	17%	82%	1%	78,000	357
Single or multi					
Single independent establishment	17%	83%	*%	396,000	759
Part of a larger organisation	18%	82%	*%	418,000	1,252
Union presence					
Has union presence	18%	81%	1%	190,000	901
No unions present	17%	83%	*%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	19%	81%	1%	321,000	1,209
No	16%	84%	*%	484,000	669
All workplaces					
	17%	83%	*%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 5 cont: Whether establishment has staff that work on zero-hour contracts

	Yes	No	Don't know	Total	Unweighted row
Standard Industrial Classification					
Agriculture, Fishery and Mining	6%	94%	-	17,000	82
Manufacturing	20%	80%	-	55,000	101
Utilities	12%	88%	-	6,000	149
Construction	13%	87%	*%	47,000	103
Trade	15%	85%	-	187,000	206
Transport and Communication	13%	87%	-	50,000	151
Hotels and Restaurants	37%	62%	1%	90,000	208
Finance	5%	95%	-	23,000	103
Real Estate and Business	10%	90%	*%	133,000	301
Public Admin and Defence	7%	92%	*%	16,000	97
Education	23%	77%	1%	43,000	193
Health and Social Work	21%	79%	*%	90,000	163
Other Community	16%	82%	1%	56,000	154
Government Office Region					
East Midlands	25%	75%	-	66,000	155
East of England	17%	83%	-	74,000	175
London	14%	85%	*%	113,000	320
North East	16%	84%	-	22,000	67
North West	13%	86%	1%	92,000	234
Scotland	14%	86%	*%	82,000	212
South East	17%	82%	*%	106,000	277
South West	24%	75%	*%	78,000	162
Wales	14%	85%	*%	56,000	120
West Midlands	23%	77%	-	68,000	151
Yorkshire and The Humber	11%	89%	*%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	13%	86%	*%	188,000	255
3-4	18%	82%	*%	249,000	543
5-6	19%	80%	1%	237,000	653
7-8	19%	81%	*%	111,000	524
Percentage of female employees					
50% or more	19%	80%	*%	479,000	1,141
25-49%	15%	85%	*%	148,000	396
10- 24%	12%	88%	-	118,000	262
Less than 10%	11%	89%	-	30,000	138
None	**	**	**	31,000	39
All workplaces	17%	83%	*%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 6: Whether establishment has staff that currently work part-time

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	74%	26%	-	728,000	977
50-249 employees	92%	8%	*%	75,000	494
250 or more employees	97%	3%	*%	11,000	540
Size of organisation					
Less than 100	73%	27%	-	499,000	730
100 to less than 1000	73%	27%	-	95,000	476
1,000 to less than 10,000	79%	21%	*%	98,000	452
10,000 or more	87%	13%	*%	74,000	264
Ownership					
Private sector	73%	27%	*%	663,000	1,435
Third sector	91%	9%	-	70,000	209
Public sector	91%	9%	*%	78,000	357
Single or multi					
Single independent establishment	75%	25%	-	396,000	759
Part of a larger organisation	77%	23%	*%	418,000	1,252
Union presence					
Has union presence	85%	15%	*%	190,000	901
No unions present	73%	27%	*%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	86%	14%	*%	321,000	1,209
No	69%	31%	-	484,000	669
All workplaces					
	76%	24%	*%	814,000	2011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 6 cont: Whether establishment has staff that currently work part-time

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	51%	49%	-	17,000	82
Manufacturing	64%	36%	-	55,000	101
Utilities	54%	46%	-	6,000	149
Construction	54%	46%	-	47,000	103
Trade	76%	24%	-	187,000	206
Transport and Communication	68%	32%	-	50,000	151
Hotels and Restaurants	90%	10%	-	90,000	208
Finance	73%	27%	-	23,000	103
Real Estate and Business	69%	31%	*%	133,000	301
Public Admin and Defence	91%	9%	-	16,000	97
Education	88%	12%	-	43,000	193
Health and Social Work	92%	8%	-	90,000	163
Other Community	82%	18%	-	56,000	154
Government Office Region					
East Midlands	83%	17%	-	66,000	155
East of England	71%	29%	-	74,000	175
London	78%	22%	*%	113,000	320
North East	84%	16%	-	22,000	67
North West	79%	21%	-	92,000	234
Scotland	72%	28%	-	82,000	212
South East	72%	28%	-	106,000	277
South West	86%	14%	*%	78,000	162
Wales	61%	39%	-	56,000	120
West Midlands	76%	24%	-	68,000	151
Yorkshire and The Humber	78%	22%	*%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	67%	33%	*%	188,000	255
3-4	82%	18%	-	249,000	543
5-6	83%	17%	*%	237,000	653
7-8	83%	17%	*%	111,000	524
Percentage of female employees					
50% or more	87%	13%	*%	479,000	1,141
25-49%	74%	26%	-	148,000	396
10- 24%	54%	46%	*%	118,000	262
Less than 10%	50%	50%	-	30,000	138
None	**	**	**	31,000	39
All workplaces	76%	24%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 7: Have had staff that have worked part-time in the past 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	78%	22%	*%	728,000	977
50-249 employees	93%	6%	*%	75,000	494
250 or more employees	97%	2%	*%	11,000	540
Size of organisation					
Less than 100	77%	23%	*%	499,000	730
100 to less than 1000	77%	23%	-	95,000	476
1,000 to less than 10,000	85%	15%	*%	98,000	452
10,000 or more	90%	10%	-	74,000	264
Ownership					
Private sector	77%	23%	*%	663,000	1,435
Third sector	95%	5%	-	70,000	209
Public sector	94%	5%	*%	78,000	357
Single or multi					
Single independent establishment	79%	21%	-	396,000	759
Part of a larger organisation	81%	19%	*%	418,000	1,252
Union presence					
Has union presence	88%	12%	*%	190,000	901
No unions present	77%	23%	*%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	89%	11%	*%	321,000	1,209
No	73%	26%	*%	484,000	669
All workplaces					
	80%	20%	*%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 7 cont: Have had staff that have worked part-time in the past 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	59%	41%	-	17,000	82
Manufacturing	71%	29%	-	55,000	101
Utilities	63%	37%	-	6,000	149
Construction	61%	39%	-	47,000	103
Trade	77%	23%	-	187,000	206
Transport and Communication	80%	20%	-	50,000	151
Hotels and Restaurants	91%	8%	1%	90,000	208
Finance	74%	26%	*%	23,000	103
Real Estate and Business	74%	26%	*%	133,000	301
Public Admin and Defence	91%	9%	-	16,000	97
Education	92%	8%	-	43,000	193
Health and Social Work	96%	4%	-	90,000	163
Other Community	86%	14%	-	56,000	154
Government Office Region					
East Midlands	85%	15%	-	66,000	155
East of England	76%	24%	-	74,000	175
London	80%	20%	*%	113,000	320
North East	87%	13%	-	22,000	67
North West	82%	18%	-	92,000	234
Scotland	77%	23%	-	82,000	212
South East	77%	22%	1%	106,000	277
South West	87%	13%	-	78,000	162
Wales	70%	30%	-	56,000	120
West Midlands	79%	21%	-	68,000	151
Yorkshire and The Humber	84%	16%	*%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	72%	28%	*%	188,000	255
3-4	85%	15%	*%	249,000	543
5-6	88%	12%	-	237,000	653
7-8	86%	14%	*%	111,000	524
Percentage of female employees					
50% or more	90%	10%	*%	479,000	1,141
25-49%	78%	22%	*%	148,000	396
10- 24%	61%	38%	1%	118,000	262
Less than 10%	63%	37%	-	30,000	138
None	**	**	**	31,000	39
All workplaces	80%	20%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 8: Whether site is covered by a written policy which provides for flexible working practices

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	48%	39%	13%	700,000	949
50-249 employees	76%	20%	4%	74,000	487
250 or more employees	90%	7%	3%	11,000	539
Size of organisation					
Less than 100	39%	51%	10%	478,000	706
100 to less than 1000	66%	22%	12%	93,000	472
1,000 to less than 10,000	64%	15%	20%	97,000	450
10,000 or more	85%	9%	6%	72,000	261
Ownership					
Private sector	47%	40%	13%	635,000	1,401
Third sector	66%	29%	5%	70,000	209
Public sector	80%	18%	2%	77,000	355
Single or multi					
Single independent establishment	40%	51%	10%	381,000	740
Part of a larger organisation	63%	24%	13%	405,000	1,235
Union presence					
Has union presence	77%	14%	9%	189,000	898
No unions present	43%	45%	12%	572,000	1,015
Whether any maternity leave in the last 2 years					
Yes	63%	25%	12%	317,000	1,200
No	43%	45%	12%	459,600	642
All workplaces					
	52%	37%	12%	786,000	1,975
Base: Those where any flexible working practices are available					
Notes: Figures are weighted, and based on responses from 1,975 employers					

Table 8 cont: Whether site is covered by a written policy which provides for flexible working practices

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	12%	79%	9%	16,000	79
Manufacturing	42%	50%	8%	52,000	99
Utilities	54%	39%	8%	6,000	145
Construction	39%	40%	21%	43,000	98
Trade	47%	37%	16%	179,000	200
Transport and Communication	52%	37%	11%	47,000	147
Hotels and Restaurants	42%	45%	13%	87,000	204
Finance	63%	25%	12%	22,000	100
Real Estate and Business	53%	35%	11%	128,000	297
Public Admin and Defence	83%	15%	1%	16,000	97
Education	69%	25%	7%	43,000	193
Health and Social Work	67%	25%	8%	90,000	163
Other Community	53%	41%	6%	55,000	153
Government Office Region					
East Midlands	64%	24%	12%	63,000	150
East of England	54%	36%	10%	67,000	170
London	50%	38%	12%	109,000	315
North East	44%	36%	20%	22,000	66
North West	48%	42%	10%	91,000	231
Scotland	52%	43%	4%	81,000	210
South East	44%	40%	16%	100,000	270
South West	47%	37%	16%	78,000	162
Wales	69%	26%	6%	54,000	118
West Midlands	57%	38%	5%	66,000	148
Yorkshire and The Humber	44%	37%	19%	56,000	135
Number of flexible working practices available					
1-2	29%	52%	19%	188,000	255
3-4	48%	42%	10%	249,000	543
5-6	62%	27%	11%	237,000	653
7-8	76%	19%	4%	111,000	524
Percentage of female employees					
50% or more	57%	33%	11%	476,000	1,136
25-49%	44%	46%	9%	145,000	390
10- 24%	39%	41%	21%	108,000	252
Less than 10%	44%	48%	8%	28,000	130
None	**	**	**	22,000	32
All workplaces	52%	37%	12%	786,000	1,975

Base: Those where any flexible working practices are available

Notes: Figures are weighted, and based on responses from 1,975 employers

Table 9: The factors taken into account when considering a request to change working patterns (spontaneous) (I)

	Business case and operational impact	The reason for the request	Ability of alternative resource to provide cover or backfill	Suitability of the role for flexible working	Cost of replacing staff	Individual having suitable track record	Individual having the competency required	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	66%	51%	26%	19%	4%	4%	3%	728,000	977
50-249 employees	78%	57%	22%	26%	6%	3%	5%	75,000	494
250 or more employees	86%	60%	29%	30%	8%	3%	5%	11,000	540
Size of organisation									
Less than 100	66%	49%	26%	20%	4%	3%	4%	499,000	730
100 to less than 1000	74%	47%	26%	22%	7%	5%	5%	95,000	476
1,000 to less than 10,000	73%	61%	29%	15%	3%	4%	3%	98,000	452
10,000 or more	68%	59%	22%	18%	3%	8%	*%	74,000	264
Ownership									
Private sector	65%	49%	25%	17%	3%	4%	3%	663,000	1,435
Third sector	75%	58%	38%	32%	12%	3%	10%	70,000	209
Public sector	84%	65%	25%	25%	6%	5%	2%	78,000	357
Single or multi									
Single independent establishment	66%	49%	27%	19%	5%	3%	4%	396,000	759
Part of a larger organisation	68%	54%	25%	20%	3%	5%	3%	418,000	1,252
Union presence									
Has union presence	73%	57%	25%	23%	5%	6%	4%	190,000	901
No unions present	66%	50%	26%	19%	3%	4%	3%	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	66%	54%	25%	21%	4%	3%	4%	321,000	1,209
No	68%	50%	27%	18%	3%	5%	3%	484,000	669
All workplaces									
Base: All workplaces with 5 or more employees	67%	52%	26%	19%	4%	4%	3%	814,000	2,011
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 9 cont: The factors taken into account when considering a request to change working patterns (spontaneous) (I)

	Business case and operational impact	The reason for the request	Ability of alternative resource to provide cover or backfill	Suitability of the role for flexible working	Cost of replacing staff	Individual having suitable track record	Individual having the competency required	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	56%	33%	22%	17%	-	3%	4%	17,000	82
Manufacturing	75%	35%	29%	16%	1%	2%	2%	55,000	101
Utilities	66%	47%	19%	23%	3%	*%	1%	6,000	149
Construction	51%	51%	13%	12%	3%	3%	3%	47,000	103
Trade	61%	53%	27%	11%	4%	5%	*%	187,000	206
Transport and Communication	73%	52%	28%	28%	2%	8%	4%	50,000	151
Hotels and Restaurants	75%	52%	29%	24%	2%	2%	4%	90,000	208
Finance	56%	58%	26%	23%	9%	3%	*%	23,000	103
Real Estate and Business	69%	50%	20%	24%	2%	5%	7%	133,000	301
Public Admin and Defence	73%	65%	25%	31%	8%	4%	4%	16,000	97
Education	73%	62%	28%	25%	7%	3%	5%	43,000	193
Health and Social Work	72%	55%	40%	24%	9%	3%	3%	90,000	163
Other Community	65%	58%	15%	16%	5%	2%	6%	56,000	154
Government Office Region									
East Midlands	68%	53%	24%	25%	5%	4%	3%	66,000	155
East of England	74%	43%	29%	25%	11%	4%	2%	74,000	175
London	66%	54%	27%	26%	3%	6%	5%	113,000	320
North East	77%	42%	31%	23%	7%	5%	*%	22,000	67
North West	65%	47%	28%	14%	3%	5%	2%	92,000	234
Scotland	72%	58%	20%	22%	1%	1%	1%	82,000	212
South East	72%	50%	22%	13%	3%	4%	1%	106,000	277
South West	66%	59%	31%	20%	*%	2%	5%	78,000	162
Wales	61%	53%	46%	20%	6%	*%	7%	56,000	120
West Midlands	60%	45%	18%	13%	3%	10%	4%	68,000	151
Yorkshire and The Humber	59%	60%	18%	15%	4%	1%	7%	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	55%	42%	20%	10%	3%	3%	*%	188,000	255
3-4	72%	49%	25%	18%	4%	5%	3%	249,000	543
5-6	71%	61%	32%	28%	6%	4%	6%	237,000	653
7-8	71%	61%	27%	26%	4%	4%	5%	111,000	524
Percentage of female employees									
50% or more	70%	56%	28%	19%	5%	4%	4%	479,000	1,141
25-49%	65%	54%	25%	25%	1%	5%	4%	148,000	396
10- 24%	65%	41%	23%	16%	2%	3%	1%	118,000	262
Less than 10%	58%	44%	25%	17%	8%	3%	*%	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	67%	52%	26%	19%	4%	4%	3%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 10: The factors taken into account when considering a request to change working patterns (spontaneous) (II)

	Individual having a minimum length of service	Number of other similar requests at the time	Impact on other staff	Competency of the manager to manage flexible working	Impact on staff retention	How long the change would go on for	Other	Don't know	Weighted count	Unweighted count
Size of Establishment										
5-49 employees	2%	2%	1%	*%	*%	*%	3%	5%	728,000	977
50-249 employees	4%	4%	3%	1%	1%	1%	2%	1%	75,000	494
250 or more employees	3%	3%	3%	2%	*%	2%	2%	1%	11,000	540
Size of organisation										
Less than 100	3%	1%	1%	*%	*%	*%	3%	5%	499,000	730
100 to less than 1000	5%	2%	3%	*%	1%	1%	2%	7%	95,000	476
1,000 to less than 10,000	1%	7%	3%	1%	*%	2%	1%	2%	98,000	452
10,000 or more	2%	4%	*%	*%	*%	*%	6%	3%	74,000	264
Ownership										
Private sector	2%	2%	1%	*%	*%	*%	3%	6%	663,000	1,435
Third sector	4%	6%	1%	3%	-	1%	3%	1%	70,000	209
Public sector	4%	4%	2%	1%	*%	*%	1%	*%	78,000	357
Single or multi										
Single independent establishment	3%	2%	1%	*%	*%	*%	3%	4%	396,000	759
Part of a larger organisation	2%	3%	2%	*%	*%	1%	3%	5%	418,000	1,252
Union presence										
Has union presence	4%	2%	1%	1%	*%	*%	3%	4%	190,000	901
No unions present	2%	2%	1%	*%	*%	*%	3%	5%	599,000	1,045
Whether any maternity leave in the last 2 years										
Yes	3%	3%	2%	1%	1%	1%	4%	5%	321,000	1,209
No	3%	2%	1%	*%	*%	*%	3%	5%	484,000	669
All workplaces										
	3%	2%	1%	*%	*%	*%	3%	5%	814,000	2,011
Base: All workplaces with 5 or more employees										
Notes: Figures are weighted, and based on responses from 2,011 employers										

Table 10 cont: The factors taken into account when considering a request to change working patterns (spontaneous) (II)

	Individual having a minimum length of service	Number of other similar requests at the time	Impact on other staff	Competency of the manager to manage flexible working	Impact on staff retention	How long the change would go on for	Other	Don't know	Weighted count	Unweighted count
Standard Industrial Classification										
Agriculture, Fishery and Mining	*%	-	*%	*%	-	-	*%	23%	17,000	82
Manufacturing	2%	*%	*%	*%	-	*%	3%	4%	55,000	101
Utilities	*%	1%	*%	-	*%	1%	10%	9%	6,000	149
Construction	3%	-	2%	*%	-	-	5%	11%	47,000	103
Trade	2%	1%	1%	*%	-	*%	5%	6%	187,000	206
Transport and Communication	*%	3%	1%	*%	-	*%	1%	7%	50,000	151
Hotels and Restaurants	4%	6%	3%	*%	1%	-	1%	3%	90,000	208
Finance	8%	*%	6%	3%	*%	*%	7%	5%	23,000	103
Real Estate and Business	3%	2%	2%	*%	1%	1%	3%	2%	133,000	301
Public Admin and Defence	4%	8%	2%	2%	1%	-	6%	2%	16,000	97
Education	4%	3%	1%	1%	-	*%	1%	1%	43,000	193
Health and Social Work	3%	3%	1%	-	*%	1%	2%	4%	90,000	163
Other Community	3%	3%	*%	2%	-	*%	2%	3%	56,000	154
Government Office Region										
East Midlands	3%	1%	1%	*%	2%	*%	6%	2%	66,000	155
East of England	1%	4%	2%	*%	-	2%	5%	3%	74,000	175
London	6%	2%	1%	1%	*%	*%	3%	9%	113,000	320
North East	*%	*%	5%	*%	-	*%	2%	2%	22,000	67
North West	3%	1%	2%	*%	-	-	4%	5%	92,000	234
Scotland	1%	1%	1%	-	-	*%	1%	4%	82,000	212
South East	4%	6%	2%	*%	*%	*%	4%	7%	106,000	277
South West	1%	*%	*%	1%	*%	*%	1%	3%	78,000	162
Wales	-	2%	*%	*%	-	*%	5%	4%	56,000	120
West Midlands	2%	4%	1%	2%	1%	*%	1%	5%	68,000	151
Yorkshire and The Humber	4%	1%	1%	*%	1%	1%	*%	5%	57,000	138
Number of flexible working practices available										
None	**	**	**	**	**	**	**	**	28,000	36
1-2	1%	1%	0%	*%	0%	1%	7%	11%	188,000	255
3-4	4%	2%	2%	*%	*%	*%	1%	3%	249,000	543
5-6	3%	3%	1%	*%	1%	*%	1%	2%	237,000	653
7-8	3%	2%	3%	2%	*%	*%	2%	1%	111,000	524
Percentage of female employees										
50% or more	3%	3%	1%	1%	1%	*%	3%	4%	479,000	1,141
25-49%	4%	3%	2%	*%	*%	*%	3%	4%	148,000	396
10- 24%	2%	1%	1%	*%	-	*%	3%	7%	118,000	262
Less than 10%	3%	1%	*%	*%	*%	*%	6%	5%	30,000	138
None	**	**	**	**	**	**	**	**	31,000	39
All workplaces	3%	2%	1%	*%	*%	*%	3%	5%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 11: Whether all employees, or only some, are eligible to work part-time

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	63%	34%	3%	664,000	907
50-249 employees	62%	36%	2%	72,000	473
250 or more employees	74%	25%	1%	11,000	535
Size of organisation					
Less than 100	58%	39%	3%	449,000	675
100 to less than 1000	64%	31%	4%	89,000	461
1,000 to less than 10,000	66%	31%	3%	93,000	436
10,000 or more	83%	17%	*%	72,000	258
Ownership					
Private sector	60%	37%	3%	598,000	1,347
Third sector	69%	31%	*%	70,000	208
Public sector	77%	19%	4%	76,000	350
Single or multi					
Single independent establishment	60%	37%	3%	359,000	712
Part of a larger organisation	65%	32%	3%	389,000	1,203
Union presence					
Has union presence	71%	26%	3%	180,000	878
No unions present	60%	37%	3%	544,000	976
Whether any maternity leave in the last 2 years					
Yes	66%	31%	3%	313,000	1,186
No	60%	37%	3%	426,000	597
All workplaces	63%	34%	3%	748,000	1,915
Base: Those where working part-time is available					
Notes: Figures are weighted, and based on responses from 1,915 employers					

Table 11 cont: Whether all employees, or only some, are eligible to work part-time

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	40%	49%	11%	15,000	73
Manufacturing	33%	61%	6%	48,000	95
Utilities	51%	45%	4%	5,000	132
Construction	44%	53%	3%	36,000	89
Trade	66%	31%	2%	162,000	189
Transport and Communication	66%	26%	7%	46,000	144
Hotels and Restaurants	67%	31%	2%	87,000	204
Finance	69%	29%	2%	22,000	98
Real Estate and Business	57%	40%	3%	124,000	292
Public Admin and Defence	79%	18%	3%	15,000	95
Education	69%	28%	2%	43,000	192
Health and Social Work	76%	22%	2%	90,000	163
Other Community	64%	33%	3%	54,000	149
Government Office Region					
East Midlands	62%	36%	2%	63,000	146
East of England	60%	36%	4%	67,000	168
London	63%	35%	2%	104,000	306
North East	58%	39%	3%	20,000	64
North West	63%	32%	5%	88,000	223
Scotland	70%	30%	1%	75,000	200
South East	59%	39%	3%	88,000	260
South West	59%	36%	4%	74,000	160
Wales	75%	22%	3%	50,000	112
West Midlands	61%	38%	2%	63,000	144
Yorkshire and The Humber	60%	34%	6%	55,000	132
Number of flexible working practices available					
1-2	55%	38%	6%	160,000	218
3-4	59%	39%	2%	240,000	523
5-6	65%	33%	2%	237,000	651
7-8	76%	23%	2%	111,000	523
Percentage of female employees					
50% or more	69%	29%	2%	472,000	1,129
25-49%	52%	44%	4%	134,000	378
10- 24%	53%	42%	4%	97,000	235
Less than 10%	49%	51%	*%	23,000	114
None	**	**	**	15,000	24
All workplaces	63%	34%	3%	748,000	1,915

Base: Those where working part-time is available

Notes: Figures are weighted, and based on responses from 1,915 employers

Table 12: Whether all employees, or only some, are eligible to job share

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	67%	29%	4%	380,000	571
50-249 employees	60%	37%	3%	52,000	356
250 or more employees	70%	27%	3%	10,000	473
Size of organisation					
Less than 100	62%	34%	4%	264,000	422
100 to less than 1000	73%	26%	1%	59,000	378
1,000 to less than 10,000	69%	25%	6%	56,000	356
10,000 or more	80%	20%	*%	39,000	190
Ownership					
Private sector	62%	34%	4%	321,000	893
Third sector	73%	26%	2%	52,000	171
Public sector	82%	15%	3%	66,000	327
Single or multi					
Single independent establishment	66%	30%	3%	209,000	498
Part of a larger organisation	66%	29%	5%	233,000	902
Union presence					
Has union presence	74%	24%	2%	130,000	741
No unions present	63%	32%	5%	301,000	618
Whether any maternity leave in the last 2 years					
Yes	69%	28%	2%	192,000	908
No	64%	31%	5%	246,000	372
All workplaces					
	66%	30%	4%	442,000	1,400
Base: Those where job sharing is available					
Notes: Figures are weighted, and based on responses from 1,400 employers					

Table 12 cont: Whether all employees, or only some, are eligible to job share

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	**	**	**	6,000	42
Manufacturing	49%	45%	6%	29,000	72
Utilities	54%	43%	3%	4,000	110
Construction	41%	59%	1%	16,000	61
Trade	74%	21%	5%	76,000	107
Transport and Communication	55%	40%	5%	26,000	106
Hotels and Restaurants	60%	39%	*%	48,000	127
Finance	66%	30%	4%	14,000	70
Real Estate and Business	61%	34%	5%	76,000	209
Public Admin and Defence	72%	21%	7%	14,000	87
Education	71%	27%	2%	35,000	159
Health and Social Work	78%	20%	3%	60,000	129
Other Community	77%	16%	7%	40,000	121
Government Office Region					
East Midlands	60%	32%	7%	45,000	117
East of England	73%	24%	3%	40,000	135
London	63%	34%	2%	58,000	224
North East	**	**	**	8,000	43
North West	72%	28%	*%	44,000	151
Scotland	66%	27%	7%	50,000	156
South East	60%	37%	3%	47,000	180
South West	63%	27%	10%	43,000	119
Wales	67%	33%	*%	36,000	86
West Midlands	72%	24%	4%	36,000	95
Yorkshire and The Humber	69%	29%	1%	34,000	94
Number of flexible working practices available					
1-2	**	**	**	17,000	21
3-4	59%	36%	6%	121,000	303
5-6	66%	29%	5%	195,000	559
7-8	77%	23%	1%	109,000	517
Percentage of female employees					
50% or more	73%	23%	3%	285,000	837
25-49%	55%	41%	5%	90,000	289
10- 24%	52%	41%	7%	49,000	168
Less than 10%	49%	51%	*%	12,000	69
None	**	**	**	4,000	11
All workplaces	66%	30%	4%	442,000	1,400

Base: Those where job sharing is available

Notes: Figures are weighted, and based on responses from 1,400 employers

Table 13: Whether all employees, or only some, are eligible to work flexitime

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	67%	29%	4%	391,000	568
50-249 employees	52%	47%	1%	44,000	305
250 or more employees	59%	38%	3%	8,000	389
Size of organisation					
Less than 100	63%	33%	3%	270,000	412
100 to less than 1000	64%	34%	2%	54,000	333
1,000 to less than 10,000	72%	25%	3%	50,000	300
10,000 or more	74%	24%	1%	42,000	165
Ownership					
Private sector	66%	31%	3%	343,000	835
Third sector	62%	35%	4%	46,000	146
Public sector	65%	33%	2%	51,000	272
Single or multi					
Single independent establishment	63%	35%	2%	213,000	457
Part of a larger organisation	67%	28%	4%	230,000	805
Union presence					
Has union presence	64%	33%	3%	112,000	617
No unions present	66%	31%	3%	313,000	606
Whether any maternity leave in the last 2 years					
Yes	63%	32%	4%	188,000	787
No	67%	30%	3%	249,000	368
All workplaces					
	65%	31%	3%	443,000	1,262
Base: Those where working flexitime is available					
Notes: Figures are weighted, and based on responses from 1,262 employers					

Table 13 cont: Whether all employees, or only some, are eligible to work flexitime

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	**	**	**	6,000	48
Manufacturing	60%	36%	4%	37,000	61
Utilities	60%	39%	1%	4,000	107
Construction	55%	45%	*%	16,000	50
Trade	71%	26%	4%	72,000	96
Transport and Communication	57%	39%	3%	27,000	97
Hotels and Restaurants	68%	30%	1%	52,000	120
Finance	83%	17%	*%	14,000	60
Real Estate and Business	65%	30%	5%	84,000	205
Public Admin and Defence	75%	24%	*%	13,000	82
Education	54%	42%	3%	24,000	112
Health and Social Work	64%	32%	4%	56,000	116
Other Community	69%	28%	3%	38,000	108
Government Office Region					
East Midlands	68%	23%	9%	47,000	105
East of England	63%	35%	2%	39,000	108
London	66%	34%	*%	75,000	221
North East	**	**	**	10,000	42
North West	73%	25%	3%	47,000	136
Scotland	51%	47%	2%	42,000	140
South East	60%	38%	2%	48,000	169
South West	58%	33%	9%	36,000	85
Wales	74%	22%	4%	31,000	77
West Midlands	72%	25%	4%	40,000	98
Yorkshire and The Humber	75%	24%	*%	29,000	81
Number of flexible working practices available					
1-2	**	**	**	23,000	32
3-4	58%	40%	3%	120,000	244
5-6	65%	31%	4%	190,000	477
7-8	76%	23%	1%	110,000	509
Percentage of female employees					
50% or more	67%	30%	3%	263,000	730
25-49%	63%	35%	3%	98,000	263
10- 24%	58%	36%	6%	52,000	141
Less than 10%	70%	30%	*%	17,000	82
None	**	**	**	8,000	19
All workplaces	65%	31%	3%	443,000	1,262

Base: Those where working flexitime is available

Notes: Figures are weighted, and based on responses from 1,262 employers

Table 14: Whether all employees, or only some, are eligible to work a compressed week

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	68%	28%	3%	286,000	415
50-249 employees	51%	46%	3%	39,000	277
250 or more employees	60%	37%	3%	8,000	397
Size of organisation					
Less than 100	66%	31%	4%	186,000	297
100 to less than 1000	60%	37%	3%	45,000	297
1,000 to less than 10,000	66%	31%	2%	43,000	297
10,000 or more	70%	30%	*%	37,000	160
Ownership					
Private sector	67%	29%	3%	244,000	686
Third sector	62%	36%	2%	42,000	133
Public sector	65%	32%	4%	47,000	263
Single or multi					
Single independent establishment	67%	31%	2%	149,000	359
Part of a larger organisation	65%	30%	4%	184,000	730
Union presence					
Has union presence	65%	33%	2%	100,000	591
No unions present	67%	29%	4%	219,000	463
Whether any maternity leave in the last 2 years					
Yes	66%	32%	2%	164,000	712
No	67%	29%	4%	166,000	266
All workplaces					
	66%	31%	3%	333,000	1,089
Base: Those where working a compressed week is available					
Notes: Figures are weighted, and based on responses from 1,089 employers					

Table 14 cont: Whether all employees, or only some, are eligible to work a compressed week

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	**	**	**	4,000	32
Manufacturing	57%	43%	-	24,000	60
Utilities	52%	48%	*%	3,000	87
Construction	**	**	**	13,000	43
Trade	78%	20%	2%	54,000	75
Transport and Communication	69%	27%	4%	21,000	82
Hotels and Restaurants	68%	27%	5%	42,000	115
Finance	**	**	**	7,000	46
Real Estate and Business	66%	27%	6%	55,000	161
Public Admin and Defence	67%	33%	*%	9,000	69
Education	53%	43%	4%	19,000	96
Health and Social Work	70%	27%	3%	58,000	123
Other Community	53%	47%	-	25,000	100
Government Office Region					
East Midlands	76%	22%	3%	33,000	82
East of England	61%	35%	3%	27,000	87
London	69%	25%	6%	48,000	181
North East	**	**	**	8,000	43
North West	62%	38%	*%	34,000	125
Scotland	62%	35%	4%	32,000	116
South East	61%	32%	7%	38,000	140
South West	64%	30%	6%	32,000	88
Wales	78%	22%	*%	28,000	69
West Midlands	61%	39%	0%	32,000	81
Yorkshire and The Humber	80%	19%	1%	22,000	77
Number of flexible working practices available					
1-2	**	**	**	8,000	11
3-4	68%	32%	*%	53,000	123
5-6	63%	32%	5%	165,000	447
7-8	72%	25%	3%	108,000	508
Percentage of female employees					
50% or more	67%	29%	3%	215,000	650
25-49%	64%	31%	5%	63,000	221
10- 24%	62%	37%	2%	35,000	114
Less than 10%	49%	51%	*%	11,000	66
None	**	**	**	5,000	11
All workplaces	66%	31%	3%	333,000	1,089

Base: Those where working a compressed week is available

Notes: Figures are weighted, and based on responses from 1,089 employers

Table 15: Whether all employees, or only some, are eligible to work reduced hours for a limited period

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	86%	12%	2%	527,000	760
50-249 employees	86%	12%	2%	66,000	435
250 or more employees	86%	12%	1%	11,000	515
Size of organisation					
Less than 100	86%	13%	1%	365,000	568
100 to less than 1000	83%	10%	7%	70,000	427
1,000 to less than 10,000	85%	14%	1%	73,000	403
10,000 or more	90%	7%	3%	62,000	243
Ownership					
Private sector	84%	13%	2%	475,000	1,184
Third sector	95%	5%	*%	57,000	185
Public sector	88%	10%	2%	69,000	332
Single or multi					
Single independent establishment	85%	15%	1%	294,000	624
Part of a larger organisation	87%	10%	3%	311,000	1,086
Union presence					
Has union presence	84%	12%	4%	165,000	834
No unions present	86%	12%	2%	421,000	823
Whether any maternity leave in the last 2 years					
Yes	88%	11%	1%	256,000	1,081
No	84%	13%	3%	340,000	502
All workplaces					
	86%	12%	2%	604,000	1,710
Base: Those where working reduced hours for a limited period is available					
Notes: Figures are weighted, and based on responses from 1,710 employers					

Table 15 cont: Whether all employees, or only some, are eligible to work reduced hours for a limited period

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	67%	25%	9%	11,000	61
Manufacturing	81%	19%	-	42,000	89
Utilities	86%	14%	-	5,000	125
Construction	82%	18%	-	27,000	76
Trade	86%	8%	5%	117,000	164
Transport and Communication	85%	15%	*%	38,000	131
Hotels and Restaurants	85%	15%	-	74,000	178
Finance	85%	12%	3%	17,000	86
Real Estate and Business	81%	16%	3%	105,000	258
Public Admin and Defence	91%	9%	-	13,000	88
Education	90%	9%	1%	39,000	174
Health and Social Work	94%	4%	2%	77,000	151
Other Community	89%	11%	-	39,000	129
Government Office Region					
East Midlands	84%	11%	4%	53,000	135
East of England	82%	15%	3%	51,000	146
London	82%	13%	5%	90,000	283
North East	81%	19%	-	14,000	50
North West	82%	18%	*%	64,000	195
Scotland	87%	10%	3%	60,000	184
South East	86%	12%	3%	71,000	227
South West	90%	9%	1%	62,000	142
Wales	93%	7%	-	45,000	108
West Midlands	95%	5%	1%	52,000	126
Yorkshire and The Humber	79%	21%	-	42,000	114
Number of flexible working practices available					
1-2	82%	17%	1%	53,000	90
3-4	84%	14%	2%	216,000	471
5-6	86%	11%	3%	226,000	630
7-8	90%	10%	*%	109,000	519
Percentage of female employees					
50% or more	89%	9%	2%	377,000	1,009
25-49%	77%	22%	1%	115,000	338
10- 24%	85%	13%	2%	71,000	200
Less than 10%	86%	14%	-	21,000	106
None	**	**	**	15,000	24
All workplaces	86%	12%	2%	604,000	1,710

Base: Those where working reduced hours for a limited period is available

Notes: Figures are weighted, and based on responses from 1,710 employers

Table 16: Whether all employees, or only some, are eligible to work from home on a regular basis

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	38%	60%	2%	159,000	266
50-249 employees	26%	72%	2%	31,000	221
250 or more employees	30%	67%	3%	7,000	331
Size of organisation					
Less than 100	38%	60%	2%	134,000	250
100 to less than 1000	30%	68%	2%	31,000	247
1,000 to less than 10,000	33%	62%	5%	21,000	233
10,000 or more	13%	87%	-	6,000	66
Ownership					
Private sector	34%	63%	3%	147,000	517
Third sector	48%	51%	1%	27,000	114
Public sector	28%	71%	2%	21,000	181
Single or multi					
Single independent establishment	41%	58%	2%	96,000	290
Part of a larger organisation	31%	66%	3%	101,000	528
Union presence					
Has union presence	35%	64%	2%	43,000	415
No unions present	36%	61%	3%	147,000	379
Whether any maternity leave in the last 2 years					
Yes	29%	67%	4%	91,000	541
No	42%	57%	1%	103,000	178
All workplaces					
	36%	62%	2%	197,000	818

Base: Those where working from home on a regular basis is available
Notes: Figures are weighted, and based on responses from 818 employers

Table 16 cont: Whether all employees, or only some, are eligible to work from home on a regular basis

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	**	**	**	4,000	28
Manufacturing	**	**	**	15,000	47
Utilities	22%	77%	1%	2,000	68
Construction	**	**	**	7,000	27
Trade	**	**	**	17,000	31
Transport and Communication	32%	68%	-	19,000	79
Hotels and Restaurants	**	**	**	11,000	44
Finance	31%	69%	-	8,000	53
Real Estate and Business	45%	51%	3%	56,000	165
Public Admin and Defence	37%	63%	-	7,000	58
Education	38%	56%	7%	12,000	70
Health and Social Work	44%	54%	2%	26,000	73
Other Community	33%	67%	-	12,000	75
Government Office Region					
East Midlands	43%	47%	9%	18,000	59
East of England	20%	80%	1%	13,000	74
London	37%	62%	1%	37,000	176
North East	**	**	**	6,000	30
North West	36%	64%	-	20,000	80
Scotland	34%	61%	5%	18,000	82
South East	33%	64%	3%	26,000	122
South West	34%	63%	3%	20,000	56
Wales	**	**	**	12,000	39
West Midlands	11%	89%	-	14,000	51
Yorkshire and The Humber	**	**	**	13,000	49
Number of flexible working practices available					
1-2	**	**	**	9,000	15
3-4	30%	69%	*%	44,000	96
5-6	32%	64%	4%	75,000	281
7-8	43%	55%	2%	70,000	426
Percentage of female employees					
50% or more	37%	60%	2%	116,000	460
25-49%	37%	61%	2%	42,000	197
10- 24%	34%	64%	2%	26,000	89
Less than 10%	**	**	**	8,000	40
None	**	**	**	5,000	9
All workplaces	36%	62%	2%	197,000	818

Base: Those where working from home on a regular basis is available

Notes: Figures are weighted, and based on responses from 818 employers

Table 17: Whether all employees, or only some, are eligible to work school term-time only

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	60%	35%	5%	268,000	379
50-249 employees	46%	51%	3%	34,000	226
250 or more employees	57%	39%	4%	7,000	343
Size of organisation					
Less than 100	54%	41%	5%	172,000	270
100 to less than 1000	61%	32%	7%	42,000	248
1,000 to less than 10,000	63%	32%	5%	36,000	237
10,000 or more	68%	30%	2%	37,000	143
Ownership					
Private sector	58%	36%	6%	222,000	537
Third sector	56%	43%	1%	38,000	128
Public sector	62%	35%	3%	48,000	277
Single or multi					
Single independent establishment	53%	44%	3%	142,000	347
Part of a larger organisation	63%	31%	6%	167,000	601
Union presence					
Has union presence	56%	38%	6%	96,000	542
No unions present	59%	36%	5%	201,000	378
Whether any maternity leave in the last 2 years					
Yes	56%	39%	5%	137,000	604
No	61%	34%	5%	167,000	237
All workplaces	58%	37%	5%	309,000	948
Base: Those where working school term-time only is available					
Notes: Figures are weighted, and based on responses from 948 employers					

Table 17 cont: Whether all employees, or only some, are eligible to work school term-time only

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	**	**	**	2,000	21
Manufacturing	**	**	**	16,000	33
Utilities	45%	52%	2%	2,000	59
Construction	**	**	**	7,000	26
Trade	69%	23%	8%	71,000	83
Transport and Communication	53%	45%	2%	14,000	58
Hotels and Restaurants	64%	30%	6%	51,000	123
Finance	**	**	**	8,000	43
Real Estate and Business	50%	43%	6%	37,000	119
Public Admin and Defence	67%	33%	-	10,000	70
Education	63%	37%	*%	30,000	146
Health and Social Work	58%	38%	4%	41,000	96
Other Community	43%	57%	*%	19,000	71
Government Office Region					
East Midlands	52%	44%	4%	29,000	76
East of England	58%	36%	5%	25,000	81
London	64%	28%	8%	48,000	147
North East	**	**	**	6,000	24
North West	58%	39%	3%	33,000	110
Scotland	63%	37%	*%	25,000	91
South East	59%	28%	13%	37,000	145
South West	63%	36%	1%	26,000	80
Wales	58%	41%	*%	26,000	61
West Midlands	49%	46%	5%	30,000	75
Yorkshire and The Humber	57%	41%	1%	22,000	58
Number of flexible working practices available					
1-2	**	**	**	15,000	11
3-4	58%	34%	8%	56,000	130
5-6	57%	39%	4%	136,000	326
7-8	57%	40%	4%	103,000	481
Percentage of female employees					
50% or more	59%	36%	5%	211,000	640
25-49%	61%	36%	3%	51,000	169
10- 24%	46%	49%	5%	30,000	77
Less than 10%	**	**	**	8,000	34
None	**	**	**	7,000	11
All workplaces	58%	37%	5%	309,000	948

Base: Those where working school term time only is available

Notes: Figures are weighted, and based on responses from 948 employers

Table 18: Whether all employees, or only some, are eligible to work annualised hours

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	69%	26%	5%	152,000	236
50-249 employees	57%	38%	6%	22,000	171
250 or more employees	52%	44%	4%	5,000	276
Size of organisation					
Less than 100	60%	34%	7%	100,000	168
100 to less than 1000	70%	29%	1%	28,000	211
1,000 to less than 10,000	68%	23%	8%	23,000	190
10,000 or more	85%	9%	6%	16,000	90
Ownership					
Private sector	69%	25%	6%	125,000	371
Third sector	50%	44%	6%	19,400	92
Public sector	70%	29%	2%	34,000	214
Single or multi					
Single independent establishment	56%	36%	8%	79,000	230
Part of a larger organisation	75%	22%	3%	100,000	453
Union presence					
Has union presence	68%	28%	5%	63,000	417
No unions present	65%	28%	6%	110,000	251
Whether any maternity leave in the last 2 years					
Yes	69%	29%	2%	79,000	431
No	65%	27%	8%	98,000	163
All workplaces					
	67%	28%	5%	179,000	683
Base: Those where working annualised hours is available					
Notes: Figures are weighted, and based on responses from 683 employers					

Table 18 cont: Whether all employees, or only some, are eligible to work annualised hours

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	**	**	**	2,000	25
Manufacturing	**	**	**	11,000	31
Utilities	68%	32%	*%	2,000	57
Construction	**	**	**	8,000	25
Trade	**	**	**	25,000	28
Transport and Communication	**	**	**	10,000	43
Hotels and Restaurants	75%	19%	6%	23,000	68
Finance	**	**	**	7,000	36
Real Estate and Business	60%	39%	1%	28,000	92
Public Admin and Defence	69%	29%	2%	8,000	56
Education	59%	37%	3%	15,000	86
Health and Social Work	60%	29%	11%	27,000	76
Other Community	84%	16%	*%	14,000	60
Government Office Region					
East Midlands	74%	25%	1%	18,000	54
East of England	52%	43%	5%	10,000	57
London	59%	27%	14%	31,000	110
North East	**	**	**	7,000	27
North West	78%	21%	1%	21,000	74
Scotland	65%	17%	18%	17,000	77
South East	61%	38%	1%	21,000	95
South West	**	**	**	10,000	47
Wales	**	**	**	10,000	42
West Midlands	79%	21%	-	16,000	50
Yorkshire and The Humber	72%	26%	2%	19,000	50
Number of flexible working practices available					
1-2	**	**	**	6,000	7
3-4	**	**	**	16,000	36
5-6	61%	28%	11%	59,000	188
7-8	71%	28%	2%	99,000	452
Percentage of female employees					
50% or more	70%	25%	5%	106,000	414
25-49%	63%	27%	10%	40,000	139
10- 24%	56%	42%	2%	21,000	72
Less than 10%	**	**	**	5,000	33
None	**	**	**	4,000	7
All workplaces					
	67%	28%	5%	179,000	683

Base: Those where working annualised hours is available

Notes: Figures are weighted, and based on responses from 683 employers

Table 19: Eligibility of flexible working practices: Summary (ROW PERCENTAGES)

	All eligible	Some employees not eligible	Don't know	Weighted count	Unweighted count
Work reduced hours for a limited period	86%	12%	2%	604,000	1,710
Work part-time	63%	34%	3%	748,000	1,915
Job share	66%	30%	4%	442,000	1,400
Work flexitime	65%	31%	3%	443,000	1,262
Work a compressed week	66%	31%	3%	333,000	1,089
Work school term-time only	58%	37%	5%	309,000	948
Work annualised hours	67%	28%	5%	179,000	683
Work from home on a regular basis	36%	62%	2%	197,000	818

Base: Those where the respective flexible working practice is available

Notes: Figures are weighted and based on the unweighted count of employers in the final column

Table 20: New requests to work flexibly in the past 12 months (column percentages)

	Part-time	Job share	Flexitime	Compressed week	Reduced hours	Work from home	Term-time only	Annualised hours
Base (weighted)	1,915	1,400	1,262	1,089	1,710	818	948	683
Base (unweighted)	748,000	442,000	443,000	333,000	604,000	197,000	309,000	179,000
Size of Establishment								
5-49 employees	21%	4%	19%	15%	24%	18%	9%	4%
50-249 employees	56%	13%	37%	27%	55%	34%	15%	5%
250 or more employees	76%	37%	49%	45%	77%	55%	30%	21%
Size of organisation								
Less than 100	38%	4%	18%	15%	24%	17%	11%	4%
100 to less than 1000	27%	12%	31%	24%	42%	31%	5%	3%
1,000 to less than 10,000	34%	11%	25%	20%	34%	33%	8%	5%
10,000 or more	22%	5%	27%	21%	34%	26%	12%	6%
Ownership								
Private sector	21%	5%	20%	13%	26%	20%	11%	5%
Third sector	39%	6%	24%	18%	44%	22%	11%	2%
Public sector	43%	11%	24%	39%	31%	31%	8%	5%
Single or multi								
Single independent establishment	19%	4%	17%	17%	24%	18%	9%	6%
Part of a larger organisation	30%	8%	24%	18%	33%	25%	12%	4%
Union presence								
Has union presence	40%	9%	22%	25%	36%	31%	10%	6%
No unions present	20%	5%	20%	15%	25%	18%	10%	4%
Whether any maternity leave in the last 2 years								
Yes	40%	9%	24%	21%	38%	28%	16%	4%
No	14%	3%	18%	14%	21%	15%	6%	5%
All workplaces								
	25%	6%	21%	17%	29%	22%	11%	5%

Base: Workplaces with each of the specified flexible working practices available

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 20 cont: New requests to work flexibly in the past 12 months

	Part-time	Job share	Flexitime	Compressed week	Reduced hours	Work from home	Term-time only	Annualised hours
Weighted base	1,915	1,400	1,262	1,089	1,710	818	948	683
	748,000	442,000	443,000	333,000	604,000	197,000	309,000	179,000
Unweighted base								
Standard Industrial Classification								
Agriculture, Fishery and Mining	9%	*%	25%	3%	34%	2%	1%	1%
Manufacturing	16%	2%	17%	26%	17%	5%	10%	13%
Utilities	16%	4%	13%	7%	20%	26%	3%	10%
Construction	12%	*%	3%	2%	15%	5%	3%	1%
Trade	14%	5%	27%	11%	31%	16%	8%	2%
Transport and Communication	21%	4%	9%	23%	30%	26%	5%	*%
Hotels and Restaurants	31%	8%	22%	17%	37%	7%	20%	6%
Finance	34%	4%	22%	21%	32%	39%	9%	1%
Real Estate and Business	25%	9%	29%	17%	24%	24%	9%	6%
Public Admin and Defence	29%	12%	26%	29%	33%	35%	7%	7%
Education	40%	17%	19%	22%	33%	20%	17%	3%
Health and Social Work	45%	1%	17%	17%	29%	23%	9%	3%
Other Community	27%	4%	13%	24%	31%	37%	2%	6%
Government Office Region								
East Midlands	21%	3%	19%	13%	31%	14%	8%	1%
East of England	23%	5%	24%	15%	28%	29%	13%	3%
London	35%	10%	27%	11%	34%	32%	14%	3%
North East	23%	9%	24%	12%	34%	22%	1%	1%
North West	21%	3%	13%	22%	24%	24%	6%	4%
Scotland	23%	5%	7%	23%	25%	19%	13%	1%
South East	29%	8%	15%	13%	25%	21%	15%	5%
South West	30%	9%	33%	27%	29%	13%	14%	8%
Wales	27%	5%	28%	14%	33%	9%	17%	2%
West Midlands	21%	3%	16%	13%	26%	16%	*%	3%
Yorkshire and The Humber	12%	5%	31%	34%	30%	21%	4%	17%
Number of flexible working practices available								
1-2	6%	-	3%	-	13%	5%	-	-
3-4	25%	6%	17%	10%	23%	7%	10%	-
5-6	32%	6%	24%	19%	32%	26%	13%	4%
7-8	37%	7%	24%	20%	41%	28%	9%	6%
Percentage of female employees								
50% or more	28%	7%	22%	18%	30%	20%	11%	3%
25-49%	29%	4%	22%	15%	31%	24%	16%	2%
10- 24%	11%	2%	17%	14%	25%	26%	5%	14%
Less than 10%	16%	10%	22%	18%	18%	13%	4%	*%
None	10%	0%	1%	-	10%	5%	*%	-
All workplaces	25%	6%	21%	17%	29%	22%	11%	5%

Base: Workplaces with each of the specified flexible working practices available

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 20a: Who makes the decision on whether a request for flexible working made by employees should be accepted or not

	The employee's line manager or supervisor	A single person with HR responsibilities	It varies between the employee's line manager and HR depending on the type of flexible working being requested	Board or committee	Other	Weighted count	Unweighted count
Size of Establishment							
5-49 employees	32%	32%	26%	6%	4%	700,000	949
50-249 employees	32%	16%	43%	6%	3%	74,000	487
250 or more employees	38%	9%	48%	2%	2%	11,000	539
Size of organisation							
Less than 100	32%	37%	18%	9%	5%	478,000	706
100 to less than 1000	28%	27%	39%	3%	3%	93,000	472
1,000 to less than 10,000	24%	19%	54%	1%	2%	97,000	450
10,000 or more	36%	13%	48%	2%	1%	72,000	261
Ownership							
Private sector	32%	33%	26%	6%	4%	635,000	1,401
Third sector	41%	11%	41%	4%	3%	70,000	209
Public sector	30%	23%	35%	8%	5%	77,000	355
Single or multi							
Single independent establishment	34%	37%	15%	9%	5%	381,000	740
Part of a larger organisation	31%	24%	40%	3%	2%	405,000	1,235
Union presence							
Has union presence	30%	20%	42%	5%	3%	189,000	898
No unions present	32%	34%	23%	7%	4%	572,000	1,015
Whether any maternity leave in the last 2 years							
Yes	33%	26%	34%	5%	2%	317,000	1,200
No	31%	33%	24%	7%	5%	459,600	642
All workplaces	32%	30%	28%	6%	4%	786,000	1,975

Base: Those where flexible working practices are available

Notes: Figures are weighted, and based on responses from 1,975 employers

Table 20a: Who makes the decision on whether a request for flexible working made by employees should be accepted or not

	The employee's line manager or supervisor	A single person with HR responsibilities	It varies between the employee's line manager and HR depending on the type of flexible working being requested	Board or committee	Other	Weighted count	Unweighted count
Standard Industrial Classification							
Agriculture, Fishery and Mining	30%	28%	23%	3%	15%	16,000	79
Manufacturing	41%	36%	17%	6%	*	52,000	99
Utilities	29%	29%	31%	5%	6%	6,000	145
Construction	19%	53%	13%	6%	9%	43,000	98
Trade	33%	33%	29%	4%	1%	179,000	200
Transport and Communication	22%	30%	35%	12%	2%	47,000	147
Hotels and Restaurants	40%	27%	23%	7%	3%	87,000	204
Finance	19%	18%	50%	8%	5%	22,000	100
Real Estate and Business	32%	30%	24%	7%	7%	128,000	297
Public Admin and Defence	35%	15%	40%	7%	3%	16,000	97
Education	23%	25%	31%	16%	5%	43,000	193
Health and Social Work	40%	22%	34%	1%	3%	90,000	163
Other Community	27%	34%	31%	6%	3%	55,000	153
Government Office Region							
East Midlands	31%	28%	34%	6%	1%	63,000	150
East of England	41%	17%	27%	7%	8%	67,000	170
London	30%	30%	29%	7%	4%	109,000	315
North East	42%	26%	22%	8%	2%	22,000	66
North West	34%	27%	30%	5%	3%	91,000	231
Scotland	30%	34%	25%	4%	7%	81,000	210
South East	30%	35%	27%	7%	1%	100,000	270
South West	27%	38%	28%	6%	1%	78,000	162
Wales	32%	28%	26%	9%	5%	54,000	118
West Midlands	30%	33%	31%	6%	1%	66,000	148
Yorkshire and The Humber	36%	30%	22%	2%	9%	56,000	135
Number of flexible working practices available							
1-2	31%	37%	20%	8%	4%	188,000	255
3-4	30%	32%	28%	6%	4%	249,000	543
5-6	33%	27%	31%	6%	3%	237,000	653
7-8	38%	23%	33%	3%	3%	111,000	524
Percentage of female employees							
50% or more	32%	27%	32%	6%	3%	476,000	1,136
25-49%	32%	30%	26%	7%	6%	145,000	390
10- 24%	33%	38%	18%	7%	4%	108,000	252
Less than 10%	38%	27%	31%	4%	-	28,000	130
None	**	**	**	**	**	22,000	32
All workplaces	32%	30%	28%	6%	4%	786,000	1,975
Base: Those where flexible working practices are available							
Notes: Figures are weighted, and based on responses from 1,975 employers							

Table 21: Number of requests there have been from employees to change their working patterns for 3 months or more (banded)

	No requests	1	2	3	4-5	6-10	11 and more	Don't know	Mean number of requests	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	60%	23%	10%	4%	2%	1%	*%	1%	1	728,000	977
50-249 employees	21%	16%	15%	11%	14%	10%	6%	5%	4	75,000	494
250 or more employees	6%	2%	4%	7%	12%	16%	31%	23%	26	11,000	540
Size of organisation											
Less than 100	63%	19%	10%	4%	2%	*%	*%	1%	1	499,000	730
100 to less than 1000	45%	21%	8%	7%	6%	7%	2%	5%	2	95,000	476
1,000 to less than 10,000	48%	26%	11%	3%	5%	2%	3%	2%	2	98,000	452
10,000 or more	40%	23%	14%	7%	4%	4%	7%	1%	4	74,000	264
Ownership											
Private sector	61%	20%	9%	4%	3%	1%	1%	1%	1	663,000	1,435
Third sector	35%	27%	18%	8%	5%	2%	1%	3%	2	70,000	209
Public sector	31%	29%	17%	8%	5%	4%	3%	3%	3	78,000	357
Single or multi											
Single independent establishment	64%	19%	8%	4%	2%	1%	1%	1%	1	396,000	759
Part of a larger organisation	48%	24%	12%	5%	4%	2%	2%	2%	2	418,000	1,252
Union presence											
Has union presence	38%	25%	15%	6%	6%	4%	4%	3%	3	190,000	901
No unions present	62%	21%	9%	4%	2%	1%	1%	1%	1	599,000	1045
Whether any maternity leave in the last 2 years											
Yes	34%	27%	16%	8%	7%	4%	3%	2%	2	321,000	1,209
No	70%	18%	7%	2%	1%	*%	*%	1%	*	484,000	669
All workplaces	56%	22%	10%	4%	3%	2%	1%	2%	1	814,000	2,011
Base: All workplaces with 5 or more employees											
Notes: Figures are weighted, and based on responses from 2,011 employers											

Table 21 cont: Number of requests there have been from employees to change their working patterns for 3 months or more (banded)

	No requests	1	2	3	4-5	6-10	11 or more	Don't know	Mean number of requests	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	82%	15%	2%	1%	*%	*%	*%	*%	*	17,000	82
Manufacturing	67%	9%	11%	6%	4%	3%	*%	1%	1	55,000	101
Utilities	63%	18%	12%	2%	1%	1%	1%	3%	1	6,000	149
Construction	83%	13%	1%	2%	*%	*%	*%	*%	*	47,000	103
Trade	62%	24%	8%	2%	2%	1%	1%	*%	1	187,000	206
Transport and Communication	53%	24%	10%	1%	4%	2%	4%	3%	2	50,000	151
Hotels and Restaurants	49%	25%	10%	5%	4%	2%	3%	2%	2	90,000	208
Finance	49%	19%	17%	7%	5%	1%	1%	3%	2	23,000	103
Real Estate and Business	57%	20%	10%	6%	2%	2%	1%	2%	1	133,000	301
Public Admin and Defence	47%	14%	14%	6%	3%	5%	4%	7%	3	16,000	97
Education	37%	25%	16%	8%	5%	3%	2%	4%	2	43,000	193
Health and Social Work	37%	30%	15%	6%	4%	3%	3%	3%	2	90,000	163
Other Community	53%	23%	15%	6%	1%	2%	*%	*%	1	56,000	154
Government Office Region											
East Midlands	58%	20%	11%	4%	2%	2%	*%	2%	1	66,000	155
East of England	63%	13%	11%	5%	5%	1%	1%	1%	1	74,000	175
London	42%	27%	16%	7%	3%	1%	1%	3%	2	113,000	320
North East	53%	25%	8%	10%	1%	*%	2%	*%	1	22,000	67
North West	53%	27%	9%	3%	4%	1%	3%	1%	2	92,000	234
Scotland	66%	17%	8%	1%	4%	1%	2%	2%	1	82,000	212
South East	56%	25%	8%	4%	2%	2%	2%	2%	1	106,000	277
South West	57%	24%	8%	3%	3%	2%	2%	1%	1	78,000	162
Wales	53%	19%	15%	5%	3%	2%	2%	*%	2	56,000	120
West Midlands	62%	12%	10%	8%	3%	2%	1%	2%	1	68,000	151
Yorkshire and The Humber	55%	28%	8%	1%	2%	3%	1%	2%	1	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	82%	13%	2%	1%	*%	*%	*%	1%	*	188,000	255
3-4	55%	27%	7%	4%	3%	2%	1%	1%	1	249,000	543
5-6	39%	26%	17%	7%	4%	2%	2%	2%	2	237,000	653
7-8	38%	22%	19%	6%	7%	3%	3%	2%	3	111,000	524
Percentage of female employees											
50% or more	49%	25%	12%	5%	3%	2%	2%	2%	2	479,000	1,141
25-49%	53%	24%	11%	4%	3%	1%	2%	2%	1	148,000	396
10- 24%	73%	14%	5%	3%	2%	*%	*%	1%	1	118,000	262
Less than 10%	69%	12%	2%	4%	6%	2%	2%	3%	1	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	56%	22%	10%	4%	3%	2%	1%	2%	1	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 22: Percentage of all flexible working requests in the last 12 months made by male employees

	75% or more	50-74%	25-49%	10-24%	5-9%	Less than 5%	None	Don't know	Mean	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	19%	8%	4%	*%	-	-	69%	-	25%	284,000	420
50-249 employees	13%	13%	13%	8%	1%	1%	51%	1%	25%	55,000	356
250 or more employees	6%	13%	17%	26%	5%	4%	26%	2%	23%	8,000	371
Size of organisation											
Less than 100	22%	7%	4%	1%	-	-	66%	-	29%	179,000	311
100 to less than 1000	12%	13%	11%	6%	*%	*%	58%	*%	23%	48,000	347
1,000 to less than 10,000	13%	9%	4%	3%	1%	1%	68%	*%	20%	49,000	272
10,000 or more	8%	18%	8%	4%	*%	1%	60%	1%	22%	44,000	172
Ownership											
Private sector	21%	11%	5%	2%	*%	*%	61%	*%	29%	251,000	778
Third sector	6%	5%	5%	3%	*%	-	81%	-	12%	43,000	145
Public sector	9%	4%	7%	4%	1%	*%	74%	1%	15%	51,000	219
Single or multi											
Single independent establishment	22%	6%	5%	1%	*%	*%	65%	-	30%	138,000	357
Part of a larger organisation	14%	11%	6%	3%	*%	*%	65%	*%	22%	209,000	790
Union presence											
Has union presence	11%	9%	7%	5%	1%	1%	67%	1%	18%	112,000	585
No unions present	20%	9%	5%	1%	*%	*%	64%	*%	29%	222,000	531
Whether any maternity leave in the last 2 years											
Yes	10%	10%	7%	4%	*%	1%	69%	*%	19%	205,000	901
No	29%	8%	4%	*%	-	-	59%	-	35%	139,000	215
All workplaces	17%	9%	5%	2%	*%	*%	65%	*%	25%	347,000	1,147

Base: Those who have had a request from employees to change their working patterns

Notes: Figures are weighted, and based on responses from 1,147 employers

Table 22 cont: Percentage of all flexible working requests in the last 12 months made by male employees

	75% or more	50-74%	25-49%	10-24%	5-9%	Less than 5%	None	Don't Know	Mean	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	**	**	**	**	**	**	**	**	**	3,000	32
Manufacturing	42%	22%	3%	3%	*%	2%	29%	-	55%	18,000	59
Utilities	39%	18%	3%	2%	*%	-	38%	-	39%	2,000	64
Construction	**	**	**	**	**	**	**	**	**	8,000	44
Trade	23%	8%	4%	2%	*%	-	63%	*%	31%	71,000	110
Transport and Communication	35%	8%	4%	3%	*%	-	50%	*%	36%	22,000	95
Hotels and Restaurants	14%	16%	8%	1%	*%	*%	60%	*%	24%	44,000	139
Finance	-	16%	9%	2%	-	*%	73%	-	12%	11,000	58
Real Estate and Business	11%	7%	9%	1%	*%	1%	71%	-	19%	54,000	177
Public Admin and Defence	16%	7%	2%	7%	1%	1%	62%	4%	22%	7,000	51
Education	5%	6%	12%	5%	-	*%	71%	-	14%	25,000	115
Health and Social Work	3%	4%	1%	3%	1%	1%	89%	*%	6%	54,000	102
Other Community	25%	10%	4%	2%	*%	*%	59%	*%	32%	26,000	101
Government Office Region											
East Midlands	22%	4%	10%	1%	*%	-	63%	-	30%	26,000	83
East of England	11%	14%	14%	4%	*%	*%	57%	-	25%	27,000	104
London	18%	13%	2%	2%	*%	*%	64%	*%	28%	62,000	209
North East	**	**	**	**	**	**	**	**	**	10,000	34
North West	19%	6%	6%	3%	*%	*%	66%	*%	22%	43,000	141
Scotland	12%	14%	2%	3%	*%	-	67%	-	18%	26,000	119
South East	8%	8%	2%	2%	*%	1%	78%	*%	15%	44,000	151
South West	18%	9%	2%	2%	*%	*%	68%	1%	26%	33,000	95
Wales	13%	10%	9%	1%	-	1%	66%	*%	21%	26,000	70
West Midlands	18%	8%	10%	1%	-	*%	63%	-	27%	25,000	75
Yorkshire and The Humber	47%	3%	2%	3%	-	-	44%	1%	50%	25,000	66
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	2,000	2
1-2	12%	1%	5%	*%	*%	-	82%	-	16%	31,000	55
3-4	18%	8%	6%	2%	*%	*%	65%	*%	26%	109,000	295
5-6	18%	10%	5%	2%	*%	1%	64%	*%	27%	139,000	444
7-8	15%	13%	6%	4%	*%	*%	61%	1%	23%	67,000	351
Percentage of female employees											
50% or more	5%	7%	6%	3%	*%	*%	78%	*%	12%	235,000	702
25-49%	30%	15%	4%	1%	*%	*%	49%	-	40%	66,000	241
10- 24%	61%	16%	3%	*%	*%	-	18%	*%	71%	30,000	119
Less than 10%	65%	16%	4%	-	-	4%	12%	-	73%	8,000	60
None	**	**	**	**	**	**	**	**	**	5,000	8
All workplaces	17%	9%	5%	2%	*%	*%	65%	*%	25%	347,000	1,147

Base: Those who have had a request from employees to change their working patterns

Notes: Figures are weighted, and based on responses from 1,147 employers

Table 23: Whether requests for part-time working have been turned down in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	**	**	**	17,000	31
50-249 employees	57%	42%	2%	10,000	62
250 or more employees	59%	38%	3%	3,000	163
Size of organisation					
Less than 100	**	**	**	13,000	29
100 to less than 1000	49%	50%	1%	6,000	101
1,000 to less than 10,000	26%	72%	1%	5,000	80
10,000 or more	**	**	**	4,000	36
Ownership					
Private sector	41%	58%	1%	24,000	168
Third sector	**	**	**	2,000	35
Public sector	34%	62%	4%	4,000	52
Single or multi					
Single independent establishment	39%	61%	*%	11,000	76
Part of a larger organisation	40%	59%	1%	19,000	180
Union presence					
Has union presence	44%	54%	2%	13,000	166
No unions present	38%	62%	-	17,000	87
Whether any maternity leave in the last 2 years					
Yes	48%	50%	1%	21,000	224
No	**	**	**	9,000	18
All workplaces					
	39%	60%	1%	30,000	256

Base: Those who have turned down requests for flexible working
Notes: Figures are weighted, and based on responses from 256 employers

Table 24: Whether requests for job sharing have been turned down in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	**	**	**	17,000	31
50-249 employees	9%	90%	1%	10,000	62
250 or more employees	22%	74%	4%	3,000	163
Size of organisation					
Less than 100	**	**	**	13,000	29
100 to less than 1000	11%	89%	*%	6,000	101
1,000 to less than 10,000	13%	86%	1%	5,000	80
10,000 or more	**	**	**	4,000	36
Ownership					
Private sector	7%	93%	*%	24,000	168
Third sector	**	**	**	2,000	35
Public sector	7%	89%	4%	4,000	52
Single or multi					
Single independent establishment	3%	97%	*%	11,000	76
Part of a larger organisation	9%	90%	1%	19,000	180
Union presence					
Has union presence	8%	90%	2%	13,000	166
No unions present	6%	94%	0%	17,000	87
Whether any maternity leave in the last 2 years					
Yes	8%	91%	1%	21,000	224
No	**	**	**	9,000	18
All workplaces					
	7%	92%	1%	30,000	256

Base: Those who have turned down requests for flexible working
Notes: Figures are weighted, and based on responses from 256 employers

Table 25: Whether requests for flexi-time have been turned down in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	**	**	**	17,000	31
50-249 employees	16%	81%	3%	10,000	62
250 or more employees	28%	69%	3%	3,000	163
Size of organisation					
Less than 100	**	**	**	13,000	29
100 to less than 1000	19%	81%	0%	6,000	101
1,000 to less than 10,000	37%	61%	2%	5,000	80
10,000 or more	**	**	**	4,000	36
Ownership					
Private sector	24%	75%	1%	24,000	168
Third sector	**	**	**	2,000	35
Public sector	27%	70%	4%	4,000	52
Single or multi					
Single independent establishment	19%	81%	-	11,000	76
Part of a larger organisation	27%	71%	2%	19,000	180
Union presence					
Has union presence	21%	76%	3%	13,000	166
No unions present	23%	77%	*%	17,000	87
Whether any maternity leave in the last 2 years					
Yes	19%	79%	2%	21,000	224
No	**	**	**	9,000	18
All workplaces					
	24%	75%	1%	30,000	256
Base: Those who have turned down requests for flexible working					
Notes: Figures are weighted, and based on responses from 256 employers					

Table 26: Whether requests for a compressed working week have been turned down in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	**	**	**	17,000	31
50-249 employees	12%	86%	3%	10,000	62
250 or more employees	26%	67%	7%	3,000	163
Size of organisation					
Less than 100	**	**	**	13,000	29
100 to less than 1000	24%	75%	2%	6,000	101
1,000 to less than 10,000	24%	74%	2%	5,000	80
10,000 or more	**	**	**	4,000	36
Ownership					
Private sector	14%	85%	1%	24,000	168
Third sector	**	**	**	2,000	35
Public sector	37%	56%	7%	4,000	52
Single or multi					
Single independent establishment	24%	75%	*%	11,000	76
Part of a larger organisation	16%	81%	3%	19,000	180
Union presence					
Has union presence	24%	72%	4%	13,000	166
No unions present	17%	83%	*%	17,000	87
Whether any maternity leave in the last 2 years					
Yes	16%	81%	2%	21,000	224
No	**	**	**	9,000	18
All workplaces					
	19%	79%	2%	30,000	256

Base: Those who have turned down requests for flexible working
Notes: Figures are weighted, and based on responses from 256 employers

Table 27: Whether requests for reduced hours for a limited period have been turned down in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	**	**	**	17,000	31
50-249 employees	12%	87%	1%	10,000	62
250 or more employees	20%	77%	3%	3,000	163
Size of organisation					
Less than 100	**	**	**	13,000	29
100 to less than 1000	10%	90%	0%	6,000	101
1,000 to less than 10,000	14%	84%	2%	5,000	80
10,000 or more	**	**	**	4,000	36
Ownership					
Private sector	20%	79%	*%	24,000	168
Third sector	**	**	**	2,000	35
Public sector	22%	74%	4%	4,000	52
Single or multi					
Single independent establishment	33%	67%	*%	11,000	76
Part of a larger organisation	11%	87%	1%	19,000	180
Union presence					
Has union presence	13%	85%	2%	13,000	166
No unions present	21%	79%	*%	17,000	87
Whether any maternity leave in the last 2 years					
Yes	14%	85%	1%	21,000	224
No	**	**	**	9,000	18
All workplaces					
	19%	80%	1%	30,000	256
Base: Those who have turned down requests for flexible working					
Notes: Figures are weighted, and based on responses from 256 employers					

Table 28: Whether requests for home working on a regular basis have been turned down in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	**	**	**	17,000	31
50-249 employees	15%	82%	3%	10,000	62
250 or more employees	27%	70%	3%	3,000	163
Size of organisation					
Less than 100	**	**	**	13,000	29
100 to less than 1000	21%	79%	0%	6,000	101
1,000 to less than 10,000	21%	78%	1%	5,000	80
10,000 or more	**	**	**	4,000	36
Ownership					
Private sector	13%	86%	1%	24,000	168
Third sector	**	**	**	2,000	35
Public sector	20%	76%	4%	4,000	52
Single or multi					
Single independent establishment	16%	84%	0%	11,000	76
Part of a larger organisation	12%	86%	2%	19,000	180
Union presence					
Has union presence	11%	86%	3%	13,000	166
No unions present	16%	84%	*%	17,000	87
Whether any maternity leave in the last 2 years					
Yes	11%	87%	2%	21,000	224
No	**	**	**	9,000	18
All workplaces					
	14%	85%	1%	30,000	256
Base: Those who have turned down requests for flexible working					
Notes: Figures are weighted, and based on responses from 256 employers					

Table 29: Whether requests for worked during school term time only have been turned down in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	**	**	**	17,000	31
50-249 employees	6%	91%	3%	10,000	62
250 or more employees	15%	79%	6%	3,000	163
Size of organisation					
Less than 100	**	**	**	13,000	29
100 to less than 1000	2%	97%	2%	6,000	101
1,000 to less than 10,000	13%	85%	2%	5,000	80
10,000 or more	**	**	**	4,000	36
Ownership					
Private sector	5%	94%	1%	24,000	168
Third sector	**	**	**	2,000	35
Public sector	5%	91%	5%	4,000	52
Single or multi					
Single independent establishment	1%	99%	*%	11,000	76
Part of a larger organisation	7%	90%	3%	19,000	180
Union presence					
Has union presence	10%	86%	4%	13,000	166
No unions present	1%	99%	*%	17,000	87
Whether any maternity leave in the last 2 years					
Yes	5%	92%	2%	21,000	224
No	**	**	**	9,000	18
All workplaces					
	5%	94%	2%	30,000	256
Base: Those who have turned down requests for flexible working					
Notes: Figures are weighted, and based on responses from 256 employers					

Table 30: Whether requests for worked annualised hours have been turned down in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	**	**	**	17,000	31
50-249 employees	3%	94%	3%	10,000	62
250 or more employees	8%	86%	6%	3,000	163
Size of organisation					
Less than 100	**	**	**	13,000	29
100 to less than 1000	*%	99%	1%	6,000	101
1,000 to less than 10,000	15%	83%	2%	5,000	80
10,000 or more	**	**	**	4,000	36
Ownership					
Private sector	3%	96%	1%	24,000	168
Third sector	**	**	**	2,000	35
Public sector	9%	86%	4%	4,000	52
Single or multi					
Single independent establishment	*%	100%	*%	11,000	76
Part of a larger organisation	5%	92%	2%	19,000	180
Union presence					
Has union presence	7%	89%	4%	13,000	166
No unions present	1%	99%	*%	17,000	87
Whether any maternity leave in the last 2 years					
Yes	4%	94%	2%	21,000	224
No	**	**	**	9,000	18
All workplaces					
Base: Those who have turned down requests for flexible working	3%	95%	2%	30,000	256
Notes: Figures are weighted, and based on responses from 256 employers					

Table 31: Whether requests for reduced hours permanently have been turned down in the last 12 months

	Yes	No	Weighted count	Unweighted count
Size of Establishment				
5-49 employees	**	**	17,000	31
50-249 employees	3%	97%	10,000	62
250 or more employees	*%	100%	3,000	163
Size of organisation				
Less than 100	**	**	13,000	29
100 to less than 1000	3%	97%	6,000	101
1,000 to less than 10,000	27%	73%	5,000	80
10,000 or more	**	**	4,000	36
Ownership				
Private sector	9%	91%	24,000	168
Third sector	**	**	2,000	35
Public sector	-	100%	4,000	52
Single or multi				
Single independent establishment	-	100%	11,000	76
Part of a larger organisation	12%	88%	19,000	180
Union presence				
Has union presence	10%	90%	13,000	166
No unions present	6%	94%	17,000	87
Whether any maternity leave in the last 2 years				
Yes	11%	89%	21,000	224
No	**	**	9,000	18
All workplaces				
	8%	92%	30,000	256

Base: Those who have turned down requests for flexible working
Notes: Figures are weighted, and based on responses from 256 employers

Table 32: Whether requests to take extended leave / sabbatical have been turned down in the last 12 months

	Yes	No	Weighted count	Unweighted count
Size of Establishment				
5-49 employees	**	**	17,000	31
50-249 employees	-	100%	10,000	62
250 or more employees	*%	100%	3,000	163
Size of organisation				
Less than 100	**	**	13,000	29
100 to less than 1000	*%	100%	6,000	101
1,000 to less than 10,000	-	100%	5,000	80
10,000 or more	**	**	4,000	36
Ownership				
Private sector	*%	100%	24,000	168
Third sector	**	**	2,000	35
Public sector	-	100%	4,000	52
Single or multi				
Single independent establishment	1%	99%	11,000	76
Part of a larger organisation	-	100%	19,000	180
Union presence				
Has union presence	1%	99%	13,000	166
No unions present	-	100%	17,000	87
Whether any maternity leave in the last 2 years				
Yes	*%	100%	21,000	224
No	**	**	9,000	18
All workplaces				
	*%	100%	30,000	256

Base: Those who have turned down requests for flexible working
Notes: Figures are weighted, and based on responses from 256 employers

Table 33: Whether requests for other types of flexible working have been turned down in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	**	**	**	17,000	31
50-249 employees	-	98%	2%	10,000	62
250 or more employees	3%	93%	5%	3,000	163
Size of organisation					
Less than 100	**	**	**	13,000	29
100 to less than 1000	1%	96%	3%	6,000	101
1,000 to less than 10,000	1%	99%	1%	5,000	80
10,000 or more	**	**	**	4,000	36
Ownership					
Private sector	2%	96%	3%	24,000	168
Third sector	**	**	**	2,000	35
Public sector	1%	94%	5%	4,000	52
Single or multi					
Single independent establishment	3%	92%	5%	11,000	76
Part of a larger organisation	*%	99%	1%	19,000	180
Union presence					
Has union presence	1%	97%	3%	13,000	166
No unions present	2%	95%	3%	17,000	87
Whether any maternity leave in the last 2 years					
Yes	2%	97%	2%	21,000	224
No	**	**	**	9,000	18
All workplaces					
	1%	96%	3%	30,000	256
Base: Those who have turned down requests for flexible working					
Notes: Figures are weighted, and based on responses from 256 employers					

Table 34: Whether the proportion of requests for flexible working the workplace has been able to accept over the past 12 months has increased, decreased or stayed the same

	Increased	Decreased	Stayed the same	Don't know	Weighted count	Unweighted count
Size of Establishment						
5-49 employees	19%	3%	76%	2%	284,000	420
50-249 employees	18%	3%	75%	4%	55,000	356
250 or more employees	22%	4%	70%	3%	8,000	371
Size of organisation						
Less than 100	22%	3%	73%	1%	179,000	311
100 to less than 1000	14%	2%	79%	6%	48,000	347
1,000 to less than 10,000	14%	3%	76%	7%	49,000	272
10,000 or more	13%	2%	84%	1%	44,000	172
Ownership						
Private sector	19%	3%	76%	2%	251,000	778
Third sector	20%	2%	75%	3%	43,000	145
Public sector	15%	2%	79%	4%	51,000	219
Single or multi						
Single independent establishment	21%	4%	75%	*%	138,000	357
Part of a larger organisation	17%	2%	76%	4%	209,000	790
Union presence						
Has union presence	20%	4%	73%	3%	112,000	585
No unions present	19%	2%	77%	2%	222,000	531
Whether any maternity leave in the last 2 years						
Yes	18%	2%	76%	3%	205,000	901
No	20%	4%	74%	2%	139,000	215
All workplaces						
	19%	3%	75%	3%	347,000	1,147

Base: Those who have had request from employees to change their working patterns

Notes: Figures are weighted, and based on responses from 1,147 employers

Table 34 cont: Whether the proportion of requests for flexible working the workplace has been able to accept over the past 12 months has increased, decreased or stayed the same

	Increased	Decreased	Stayed the same	Don't know	Weighted count	Unweighted count
Standard Industrial Classification						
Agriculture, Fishery and Mining	**	**	**	**	3,000	32
Manufacturing	12%	19%	70%	-	18,000	59
Utilities	21%	1%	70%	7%	2,000	64
Construction	**	**	**	**	8,000	44
Trade	19%	1%	80%	1%	71,000	110
Transport and Communication	11%	5%	81%	3%	22,000	95
Hotels and Restaurants	14%	2%	79%	4%	44,000	139
Finance	25%	*%	74%	*%	11,000	58
Real Estate and Business	30%	4%	65%	1%	54,000	177
Public Admin and Defence	10%	1%	86%	3%	7,000	51
Education	21%	*%	78%	1%	25,000	115
Health and Social Work	12%	2%	79%	6%	54,000	102
Other Community	24%	*%	70%	5%	26,000	101
Government Office Region						
East Midlands	12%	*%	87%	1%	26,000	83
East of England	14%	2%	83%	1%	27,000	104
London	20%	*%	80%	*%	62,000	209
North East	**	**	**	**	10,000	34
North West	18%	*%	76%	6%	43,000	141
Scotland	13%	6%	74%	7%	26,000	119
South East	23%	3%	72%	2%	44,000	151
South West	21%	5%	72%	2%	33,000	95
Wales	21%	3%	70%	5%	26,000	70
West Midlands	34%	2%	61%	3%	25,000	75
Yorkshire and The Humber	9%	13%	77%	1%	25,000	66
Number of flexible working practices available						
None	**	**	**	**	2,000	2
1-2	26%	-	73%	*%	31,000	55
3-4	13%	1%	82%	4%	109,000	295
5-6	18%	5%	75%	3%	139,000	444
7-8	28%	4%	67%	2%	67,000	351
Percentage of female employees						
50% or more	18%	1%	78%	3%	235,000	702
25-49%	23%	5%	69%	2%	66,000	241
10- 24%	16%	13%	71%	1%	30,000	119
Less than 10%	17%	1%	79%	2%	8,000	60
None	**	**	**	**	5,000	8
All workplaces	19%	3%	75%	3%	347,000	1,147

Base: Those who have had request from employees to change their working patterns

Notes: Figures are weighted, and based on responses from 1,147 employers

Table 35: Whether any employee has been allowed to move from full-time to part-time working in last 2 years, other than women returning from maternity leave

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	24%	74%	2%	728,000	977
50-249 employees	57%	41%	2%	75,000	494
250 or more employees	79%	17%	5%	11,000	540
Size of organisation					
Less than 100	23%	76%	1%	499,000	730
100 to less than 1000	36%	62%	2%	95,000	476
1,000 to less than 10,000	34%	64%	2%	98,000	452
10,000 or more	37%	58%	5%	74,000	264
Ownership					
Private sector	25%	73%	2%	663,000	1,435
Third sector	30%	69%	1%	70,000	209
Public sector	44%	52%	4%	78,000	357
Single or multi					
Single independent establishment	23%	75%	2%	396,000	759
Part of a larger organisation	32%	66%	2%	418,000	1,252
Union presence					
Has union presence	41%	56%	3%	190,000	901
No unions present	24%	75%	1%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	37%	61%	2%	321,000	1,209
No	21%	78%	2%	484,000	669
All workplaces					
	28%	70%	2%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 35 cont: Whether any employee has been allowed to move from full-time to part-time working in last 2 years, other than women returning from maternity leave

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	14%	85%	*%	17,000	82
Manufacturing	25%	74%	1%	55,000	101
Utilities	22%	77%	1%	6,000	149
Construction	8%	91%	*%	47,000	103
Trade	22%	77%	1%	187,000	206
Transport and Communication	22%	72%	6%	50,000	151
Hotels and Restaurants	34%	63%	3%	90,000	208
Finance	45%	53%	2%	23,000	103
Real Estate and Business	27%	71%	2%	133,000	301
Public Admin and Defence	36%	60%	4%	16,000	97
Education	40%	57%	3%	43,000	193
Health and Social Work	34%	61%	4%	90,000	163
Other Community	31%	68%	1%	56,000	154
Government Office Region					
East Midlands	23%	74%	2%	66,000	155
East of England	26%	74%	*%	74,000	175
London	25%	70%	4%	113,000	320
North East	22%	78%	*%	22,000	67
North West	30%	70%	1%	92,000	234
Scotland	20%	76%	4%	82,000	212
South East	31%	67%	2%	106,000	277
South West	36%	64%	1%	78,000	162
Wales	31%	69%	*%	56,000	120
West Midlands	27%	69%	3%	68,000	151
Yorkshire and The Humber	28%	70%	2%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	12%	86%	2%	188,000	255
3-4	28%	71%	2%	249,000	543
5-6	37%	61%	2%	237,000	653
7-8	40%	57%	3%	111,000	524
Percentage of female employees					
50% or more	31%	67%	2%	479,000	1,141
25-49%	28%	71%	2%	148,000	396
10- 24%	20%	79%	1%	118,000	262
Less than 10%	23%	75%	2%	30,000	138
None	**	**	**	31,000	39
All workplaces	28%	70%	2%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 36: Whether employees were able to keep their existing job when moving from full-time to part-time working

	Always / almost always	Sometimes	Never	Don't know	Weighted count	Unweighted count
Size of Establishment						
5-49 employees	90%	7%	3%	*%	172,472	262
50-249 employees	92%	8%	-	*%	42,443	265
250 or more employees	86%	10%	1%	3%	9,070	419
Size of organisation						
Less than 100	89%	7%	3%	*%	113,663	191
100 to less than 1000	84%	16%	-	*%	33,695	284
1,000 to less than 10,000	94%	3%	1%	1%	33,420	265
10,000 or more	92%	4%	3%	*%	27,473	165
Ownership						
Private sector	89%	8%	3%	*%	166,432	611
Third sector	91%	9%	-	-	20,793	105
Public sector	95%	4%	1%	1%	34,460	222
Single or multi						
Single independent establishment	89%	7%	4%	*%	91,957	281
Part of a larger organisation	91%	8%	1%	*%	132,028	665
Union presence						
Has union presence	90%	7%	1%	1%	78,183	554
No unions present	90%	7%	3%	-	140,665	363
Whether any maternity leave in the last 2 years						
Yes	92%	6%	1%	*%	118,935	681
No	88%	9%	4%	-	100,826	159
All workplaces						
	90%	7%	2%	*%	223,986	946
Base: Those who have had employees switch from full to part time						
Notes: Figures are weighted, and based on responses from 946 employers						

Table 36 cont: Whether employees were able to keep their existing job when moving from full-time to part-time working

	Always / almost always	Sometimes	Never	Don't know	Weighted count	Unweighted count
Standard Industrial Classification						
Agriculture, Fishery and Mining	**	**	**	**	2,504	20
Manufacturing	**	**	**	**	13,875	45
Utilities	**	**	**	**	1,345	48
Construction	**	**	**	**	4,016	28
Trade	76%	15%	8%	*%	41,611	93
Transport and Communication	94%	1%	6%	*%	11,261	74
Hotels and Restaurants	88%	11%	-	*%	30,952	111
Finance	87%	8%	4%	1%	10,428	58
Real Estate and Business	95%	5%	-	*%	36,259	146
Public Admin and Defence	85%	5%	3%	7%	5,769	56
Education	94%	6%	*%	-	17,422	92
Health and Social Work	94%	6%	-	*%	30,987	96
Other Community	100%	-	-	-	17,556	79
Government Office Region						
East Midlands	99%	1%	-	-	15,483	66
East of England	98%	2%	*%	*%	19,033	87
London	89%	11%	-	*%	28,562	164
North East	98%	2%	-	-	4,814	28
North West	94%	*%	6%	*%	27,224	111
Scotland	90%	5%	2%	3%	16,417	92
South East	88%	2%	10%	*%	32,500	127
South West	76%	24%	-	-	27,877	88
Wales	78%	21%	*%	-	17,185	52
West Midlands	95%	4%	-	*%	18,702	68
Yorkshire and The Humber	100%	*%	*%	*%	16,189	63
Number of flexible working practices available						
None	**	**	**	**	309	1
1-2	**	**	**	**	22,616	45
3-4	91%	8%	1%	*%	69,075	215
5-6	92%	8%	1%	*%	87,130	338
7-8	96%	3%	*%	1%	44,855	347
Percentage of female employees						
50% or more	91%	8%	1%	*%	147,736	599
25-49%	92%	5%	2%	*%	40,661	196
10- 24%	80%	6%	13%	*%	23,357	87
Less than 10%	**	**	**	**	7,073	35
None	**	**	**	**	2,162	5
All workplaces	90%	7%	2%	*%	223,986	946

Base: Those who have had employees switch from full to part time

Notes: Figures are weighted, and based on responses from 946 employers

Table 37: Proportion of line managers that have received training on how to manage individuals making use of flexible working arrangements (banded)

	100%	75-99%	50-74%	25-49%	10-24%	5-9%	Less than 5%	None	Don't know	Mean	Weighted count	Unweighted count
Size of Establishment												
5-49 employees	20%	1%	6%	5%	4%	1%	3%	57%	3%	27%	620,031	855
50-249 employees	30%	2%	4%	2%	5%	2%	4%	46%	4%	38%	72,975	472
250 or more employees	40%	4%	7%	4%	4%	2%	3%	30%	6%	54%	11,472	538
Size of organisation												
Less than 100	15%	*%	5%	4%	4%	1%	3%	65%	3%	20%	417,366	630
100 to less than 1000	27%	1%	3%	7%	2%	4%	5%	46%	6%	34%	82,353	459
1,000 to less than 10,000	26%	4%	7%	5%	7%	*%	5%	45%	2%	36%	91,268	437
10,000 or more	38%	2%	10%	8%	5%	*%	2%	34%	1%	49%	69,909	255
Ownership												
Private sector	20%	1%	5%	5%	4%	1%	3%	58%	3%	26%	555,869	1,297
Third sector	28%	2%	10%	5%	5%	1%	4%	41%	4%	39%	69,544	206
Public sector	24%	1%	6%	6%	5%	*%	3%	52%	4%	32%	76,437	353
Single or multi												
Single independent establishment	16%	*%	5%	4%	5%	1%	2%	64%	3%	21%	335,194	678
Part of a larger organisation	26%	1%	7%	5%	4%	1%	4%	48%	4%	34%	369,285	1,187
Union presence												
Has union presence	34%	2%	9%	6%	3%	1%	4%	40%	2%	43%	180,703	880
No unions present	16%	1%	5%	4%	5%	1%	3%	62%	3%	22%	502,376	927
Whether any maternity leave in the last 2 years												
Yes	26%	1%	6%	5%	4%	2%	4%	49%	3%	33%	298,993	1,169
No	17%	1%	6%	5%	5%	1%	3%	61%	2%	24%	396,095	563
All workplaces												
	21%	1%	6%	5%	4%	1%	3%	55%	3%	28%	704,478	1,865
Base: Those who have employees working in any flexible working capacity												
Notes: Figures are weighted, and based on responses from 1,865 employers												

Table 37 cont: Proportion of line managers that have received training on how to manage individuals making use of flexible working (banded)

	100%	75-99%	50-74%	25-49%	10-24%	5-9%	Less than 5%	None	Don't Know	Mean	Weighted count	Unweighted count
Standard Industrial Classification												
Agriculture, Fishery and Mining	8%	-	*%	1%	*%	-	1%	86%	5%	9%	11,715	67
Manufacturing	14%	*%	5%	-	3%	4%	9%	65%	*%	18%	41,380	90
Utilities	14%	*%	4%	6%	6%	1%	12%	56%	1%	20%	4,343	122
Construction	23%	*%	8%	6%	7%	*%	*%	50%	5%	32%	30,996	81
Trade	23%	2%	6%	7%	1%	1%	4%	55%	2%	31%	157,169	188
Transport and Communication	14%	*%	8%	2%	12%	1%	4%	58%	1%	21%	39,632	139
Hotels and Restaurants	22%	*%	8%	6%	5%	2%	2%	51%	3%	31%	86,608	203
Finance	35%	-	5%	4%	7%	1%	-	42%	7%	43%	20,313	94
Real Estate and Business	15%	*%	4%	2%	7%	1%	2%	65%	3%	20%	110,831	282
Public Admin and Defence	33%	-	7%	5%	4%	*%	3%	44%	6%	40%	15,749	96
Education	15%	2%	4%	7%	4%	1%	7%	55%	5%	23%	42,439	190
Health and Social Work	32%	1%	7%	8%	4%	2%	2%	40%	5%	42%	89,395	162
Other Community	17%	*%	5%	3%	3%	1%	6%	64%	2%	21%	53,909	151
Government Office Region												
East Midlands	21%	*%	7%	4%	3%	*%	7%	57%	1%	27%	58,190	142
East of England	27%	1%	6%	2%	7%	*%	2%	54%	2%	34%	58,018	161
London	23%	1%	4%	10%	4%	3%	2%	48%	6%	31%	102,444	303
North East	21%	*%	*%	3%	8%	*%	4%	49%	14%	27%	20,311	62
North West	21%	1%	3%	7%	6%	1%	4%	55%	3%	27%	82,792	218
Scotland	18%	*%	7%	2%	2%	2%	7%	60%	1%	24%	70,517	195
South East	19%	*%	9%	3%	5%	2%	4%	53%	4%	28%	89,265	258
South West	16%	1%	4%	3%	1%	*%	1%	71%	1%	21%	69,949	153
Wales	31%	2%	8%	8%	5%	*%	*%	46%	1%	40%	44,703	108
West Midlands	11%	5%	8%	1%	7%	*%	4%	64%	*%	21%	56,784	137
Yorkshire and The Humber	25%	*%	5%	7%	5%	3%	1%	49%	4%	33%	51,505	128
Number of flexible working practices available												
1-2	12%	2%	6%	3%	3%	0%	2%	69%	4%	19%	143,834	203
3-4	17%	*%	6%	5%	6%	2%	4%	56%	4%	24%	233,440	512
5-6	26%	1%	6%	5%	3%	1%	2%	53%	3%	33%	223,552	637
7-8	32%	1%	4%	7%	6%	2%	6%	41%	1%	39%	103,653	513
Percentage of female employees												
50% or more	23%	1%	7%	5%	4%	1%	3%	53%	3%	31%	457,324	1,119
25-49%	20%	1%	3%	4%	4%	4%	5%	60%	2%	24%	126,277	371
10- 24%	15%	*%	8%	2%	7%	*%	3%	64%	2%	21%	80,673	214
Less than 10%	16%	2%	2%	4%	4%	*%	5%	65%	4%	21%	19,725	105
None	**	**	**	**	**	**	**	**	**	**	13,256	21
All workplaces	21%	1%	6%	5%	4%	1%	3%	55%	3%	28%	704,478	1,865

Base: Those who have employees working in any flexible working capacity

Notes: Figures are weighted, and based on responses from 1,865 employers

Table 38: Whether respondent was aware of the 2009 extension to the right to request flexible working to cover all with children under 17

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	49%	51%	*%	728,000	977
50-249 employees	72%	27%	*%	75,000	494
250 or more employees	92%	8%	*%	11,000	540
Size of organisation					
Less than 100	49%	51%	*%	499,000	730
100 to less than 1000	56%	44%	*%	95,000	476
1,000 to less than 10,000	57%	42%	*%	98,000	452
10,000 or more	60%	40%	1%	74,000	264
Ownership					
Private sector	48%	52%	*%	663,000	1,435
Third sector	75%	25%	0%	70,000	209
Public sector	59%	41%	0%	78,000	357
Single or multi					
Single independent establishment	48%	52%	*%	396,000	759
Part of a larger organisation	55%	45%	*%	418,000	1,252
Union presence					
Has union presence	63%	36%	*%	190,000	901
No unions present	48%	52%	*%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	58%	41%	*%	321,000	1,209
No	47%	53%	*%	484,000	669
All workplaces					
	51%	49%	*%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 38 cont: Whether respondent was aware of the 2009 extension to the right to request flexible working to cover all with children under 17

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	44%	56%	-	17,000	82
Manufacturing	44%	56%	-	55,000	101
Utilities	56%	44%	-	6,000	149
Construction	48%	52%	-	47,000	103
Trade	41%	59%	*%	187,000	206
Transport and Communication	61%	39%	-	50,000	151
Hotels and Restaurants	46%	54%	*%	90,000	208
Finance	55%	45%	-	23,000	103
Real Estate and Business	59%	41%	*%	133,000	301
Public Admin and Defence	70%	30%	-	16,000	97
Education	60%	40%	-	43,000	193
Health and Social Work	65%	35%	-	90,000	163
Other Community	44%	56%	-	56,000	154
Government Office Region					
East Midlands	59%	41%	-	66,000	155
East of England	49%	51%	-	74,000	175
London	52%	47%	1%	113,000	320
North East	52%	48%	-	22,000	67
North West	49%	51%	-	92,000	234
Scotland	45%	55%	-	82,000	212
South East	48%	52%	-	106,000	277
South West	55%	45%	*%	78,000	162
Wales	59%	41%	-	56,000	120
West Midlands	47%	53%	-	68,000	151
Yorkshire and The Humber	56%	44%	-	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	45%	54%	*%	188,000	255
3-4	50%	50%	*%	249,000	543
5-6	56%	44%	-	237,000	653
7-8	62%	38%	-	111,000	524
Percentage of female employees					
50% or more	55%	45%	*%	479,000	1,141
25-49%	47%	52%	*%	148,000	396
10- 24%	39%	61%	-	118,000	262
Less than 10%	60%	39%	*%	30,000	138
None	**	**	**	31,000	39
All workplaces	51%	49%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 39: Whether aware that a pregnant woman with 26 weeks service in 15th week before the baby is due qualifies for Statutory Maternity Pay (unless earnings are very low)

	Aware of the exact detail	Aware but not sure of the detail	Unsure	Definitely not aware	Aware of feature but thought some details were different	Don't know	ANY AWARE	UNSURE / Don't know	Weighted count	Unweighted count
Size of Establishment										
5-49 employees	46%	44%	1%	9%	*%	*%	89%	1%	728,000	977
50-249 employees	65%	29%	1%	5%	-	-	94%	1%	75,000	494
250 or more employees	81%	18%	1%	*%	-	*%	99%	1%	11,000	540
Size of organisation										
Less than 100	47%	43%	1%	9%	-	*%	90%	1%	499,000	730
100 to less than 1000	59%	34%	1%	6%	-	*%	93%	1%	95,000	476
1,000 to less than 10,000	45%	42%	3%	9%	-	-	87%	3%	98,000	452
10,000 or more	47%	44%	2%	6%	1%	-	91%	2%	74,000	264
Ownership										
Private sector	47%	42%	1%	9%	*%	*%	90%	1%	663,000	1,435
Third sector	58%	33%	*%	7%	-	2%	91%	3%	70,000	209
Public sector	42%	53%	2%	4%	-	-	94%	2%	78,000	357
Single or multi										
Single independent establishment	47%	44%	1%	7%	-	*%	92%	1%	396,000	759
Part of a larger organisation	48%	40%	2%	10%	*%	*%	88%	2%	418,000	1,252
Union presence										
Has union presence	52%	43%	1%	5%	-	-	95%	1%	190,000	901
No unions present	46%	42%	1%	10%	*%	*%	89%	2%	599,000	1,045
Whether any maternity leave in the last 2 years										
Yes	62%	33%	1%	4%	-	-	95%	1%	321,000	1,209
No	38%	48%	1%	12%	*%	*%	86%	2%	484,000	669
All workplaces										
	48%	42%	1%	9%	*%	*%	90%	1%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 39 cont: Whether aware that a pregnant woman with 26 weeks service in 15th week before the baby is due qualifies for Statutory Maternity Pay (unless earnings are very low)

	Aware of the exact detail	Aware but not sure of the detail	Unsure	Definitely not aware	Aware of feature but thought some details were different	Don't know	ANY AWARE	UNSURE / DON'T KNOW	Weighted count	Unweighted count
Standard Industrial Classification										
Agriculture, Fishery and Mining	33%	51%	2%	14%	-	-	84%	2%	17,000	82
Manufacturing	35%	49%	-	17%	-	-	83%	-	55,000	101
Utilities	34%	52%	2%	12%	-	-	86%	2%	6,000	149
Construction	46%	42%	-	12%	-	-	88%	-	47,000	103
Trade	40%	46%	2%	13%	*%	-	86%	2%	187,000	206
Transport and Communication	44%	35%	5%	16%	-	*%	79%	5%	50,000	151
Hotels and Restaurants	57%	36%	2%	6%	-	-	92%	2%	90,000	208
Finance	48%	46%	-	6%	-	-	94%	-	23,000	103
Real Estate and Business	56%	40%	*%	4%	-	-	96%	*%	133,000	301
Public Admin and Defence	45%	48%	2%	5%	-	-	94%	2%	16,000	97
Education	60%	34%	1%	5%	-	*%	93%	1%	43,000	193
Health and Social Work	58%	38%	-	4%	-	-	96%	-	90,000	163
Other Community	40%	51%	1%	5%	-	2%	91%	4%	56,000	154
Government Office Region										
East Midlands	48%	36%	3%	14%	-	*%	83%	3%	66,000	155
East of England	48%	45%	1%	6%	-	-	93%	1%	74,000	175
London	53%	37%	1%	8%	-	-	90%	1%	113,000	320
North East	52%	42%	-	6%	-	-	94%	-	22,000	67
North West	44%	51%	*%	4%	*%	-	96%	*%	92,000	234
Scotland	45%	45%	-	8%	-	2%	90%	2%	82,000	212
South East	46%	46%	1%	6%	-	*%	92%	1%	106,000	277
South West	52%	32%	-	16%	-	-	84%	-	78,000	162
Wales	42%	48%	1%	9%	-	-	90%	1%	56,000	120
West Midlands	50%	36%	4%	9%	-	-	87%	4%	68,000	151
Yorkshire and The Humber	45%	44%	*%	11%	-	-	89%	*%	57,000	138
Number of flexible working practices available										
None	**	**	**	**	**	**	**	**	28,000	36
1-2	44%	43%	2%	11%	-	-	87%	2%	188,000	255
3-4	45%	47%	1%	6%	*%	-	93%	1%	249,000	543
5-6	50%	40%	1%	8%	-	1%	90%	2%	237,000	653
7-8	60%	32%	*%	7%	-	*%	92%	*%	111,000	524
Percentage of female employees										
50% or more	52%	40%	1%	6%	*%	*%	92%	2%	479,000	1,141
25-49%	45%	43%	1%	11%	-	-	88%	1%	148,000	396
10- 24%	38%	50%	2%	11%	-	-	88%	2%	118,000	262
Less than 10%	50%	36%	-	14%	-	-	86%	-	30,000	138
None	**	**	**	**	**	**	**	**	31,000	39
All workplaces	48%	42%	1%	9%	*%	*%	90%	1%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 40: Whether aware that employers can get at least some of their Statutory Maternity Pay contributions reimbursed

	Aware of the exact detail	Aware but not sure of the detail	Unsure	Definitely not aware	Aware of feature but thought some details were different	Don't know	ANY AWARE	UNSURE / Don't know	Weighted count	Unweighted count
Size of Establishment										
5-49 employees	34%	37%	5%	23%	*%	*%	72%	5%	728,000	977
50-249 employees	46%	32%	2%	19%	*%	*%	78%	3%	75,000	494
250 or more employees	57%	30%	3%	10%	*%	*%	87%	3%	11,000	540
Size of organisation										
Less than 100	40%	39%	3%	18%	*%	*%	79%	3%	499,000	730
100 to less than 1000	39%	26%	5%	29%	*%	1%	64%	7%	95,000	476
1,000 to less than 10,000	30%	36%	7%	26%	*%	-	67%	7%	98,000	452
10,000 or more	23%	35%	6%	35%	-	-	58%	6%	74,000	264
Ownership										
Private sector	35%	36%	5%	23%	*%	*%	72%	5%	663,000	1,435
Third sector	46%	37%	3%	14%	-	*%	83%	3%	70,000	209
Public sector	28%	41%	4%	26%	-	-	69%	4%	78,000	357
Single or multi										
Single independent establishment	41%	39%	2%	17%	*%	*%	81%	3%	396,000	759
Part of a larger organisation	30%	34%	7%	29%	*%	*%	65%	7%	418,000	1,252
Union presence										
Has union presence	35%	38%	5%	23%	*%	*%	73%	5%	190,000	901
No unions present	37%	37%	5%	22%	*%	*%	73%	5%	599,000	1,045
Whether any maternity leave in the last 2 years										
Yes	44%	33%	3%	19%	*%	*%	77%	4%	321,000	1,209
No	30%	39%	5%	25%	*%	*%	69%	5%	484,000	669
All workplaces										
	36%	36%	4%	23%	*%	*%	72%	5%	814,000	2,011
Base: All workplaces with 5 or more employees										
Notes: Figures are weighted, and based on responses from 2,011 employers										

Table 40 cont: Whether aware that employers can get at least some of their Statutory Maternity Pay contributions reimbursed

	Aware of the exact detail	Aware but not sure of the detail	Unsure	Definitely not aware	Aware of feature but thought some details were different	Don't know	ANY AWARE	UNSURE / DONT KNOW	Weighted count	Unweighted count
Standard Industrial Classification										
Agriculture, Fishery and Mining	28%	58%	3%	11%	-	-	85%	3%	17,000	82
Manufacturing	20%	42%	3%	35%	1%	-	62%	3%	55,000	101
Utilities	24%	44%	7%	24%	-	-	68%	7%	6,000	149
Construction	40%	34%	3%	23%	*%	*%	74%	3%	47,000	103
Trade	26%	36%	6%	31%	1%	-	63%	6%	187,000	206
Transport and Communication	36%	37%	1%	26%	-	1%	72%	2%	50,000	151
Hotels and Restaurants	45%	26%	6%	21%	-	2%	71%	8%	90,000	208
Finance	34%	29%	3%	33%	-	-	63%	3%	23,000	103
Real Estate and Business	44%	40%	3%	12%	*%	-	84%	3%	133,000	301
Public Admin and Defence	29%	45%	1%	25%	-	-	74%	1%	16,000	97
Education	42%	37%	3%	17%	-	1%	80%	4%	43,000	193
Health and Social Work	41%	35%	8%	17%	-	-	76%	8%	90,000	163
Other Community	38%	38%	3%	21%	-	*%	76%	3%	56,000	154
Government Office Region										
East Midlands	33%	40%	10%	17%	-	*%	74%	10%	66,000	155
East of England	29%	35%	6%	29%	1%	*%	64%	6%	74,000	175
London	45%	30%	4%	21%	*%	1%	75%	4%	113,000	320
North East	37%	38%	-	18%	-	6%	76%	6%	22,000	67
North West	28%	45%	5%	23%	-	-	73%	5%	92,000	234
Scotland	33%	36%	4%	26%	2%	-	71%	4%	82,000	212
South East	34%	38%	3%	23%	-	1%	73%	4%	106,000	277
South West	48%	31%	*%	21%	-	-	79%	*%	78,000	162
Wales	23%	43%	11%	23%	-	-	66%	11%	56,000	120
West Midlands	31%	39%	5%	25%	-	-	70%	5%	68,000	151
Yorkshire and The Humber	47%	30%	1%	22%	*%	-	77%	1%	57,000	138
Number of flexible working practices available										
None	**	**	**	**	**	**	**	**	28,000	36
1-2	28%	39%	2%	31%	0%	*%	67%	2%	188,000	255
3-4	38%	36%	6%	19%	1%	*%	74%	6%	249,000	543
5-6	37%	37%	5%	20%	*%	1%	74%	6%	237,000	653
7-8	47%	34%	5%	14%	-	-	81%	5%	111,000	524
Percentage of female employees										
50% or more	39%	35%	5%	21%	*%	*%	74%	5%	479,000	1,141
25-49%	32%	36%	6%	24%	1%	1%	69%	7%	148,000	396
10- 24%	33%	42%	3%	22%	*%	*%	75%	3%	118,000	262
Less than 10%	26%	39%	1%	31%	-	2%	65%	3%	30,000	138
None	**	**	**	**	**	**	**	**	31,000	39
All workplaces	36%	36%	4%	23%	*%	*%	72%	5%	814,000	2,011
Base: All workplaces with 5 or more employees										
Notes: Figures are weighted, and based on responses from 2,011 employers										

Table 41: Number of female staff who took maternity leave in past two years (Banded)

	None	1	2	3	4	5-9	10-24	25 or more	Don't know	ANY	Weighted count	Unweighted count
Size of Establishment												
5-49 employees	65%	21%	8%	3%	1%	1%	*%	-	1%	34%	728,000	977
50-249 employees	17%	11%	16%	13%	9%	20%	10%	1%	2%	81%	75,000	494
250 or more employees	1%	3%	5%	4%	4%	12%	33%	20%	18%	81%	11,000	540
Size of organisation												
Less than 100	67%	19%	7%	3%	1%	2%	*%	-	1%	32%	499,000	730
100 to less than 1000	51%	16%	8%	7%	5%	6%	5%	1%	1%	48%	95,000	476
1,000 to less than 10,000	51%	20%	10%	4%	3%	3%	3%	2%	4%	46%	98,000	452
10,000 or more	40%	18%	19%	6%	6%	5%	4%	1%	2%	58%	74,000	264
Ownership												
Private sector	63%	20%	8%	3%	1%	2%	1%	*%	1%	36%	663,000	1,435
Third sector	50%	17%	13%	7%	4%	5%	3%	*%	*%	49%	70,000	209
Public sector	37%	20%	15%	7%	7%	7%	4%	1%	3%	61%	78,000	357
Single or multi												
Single independent establishment	70%	16%	7%	3%	1%	2%	1%	*%	1%	30%	396,000	759
Part of a larger organisation	50%	24%	10%	5%	3%	4%	2%	1%	2%	49%	418,000	1,252
Union presence												
Has union presence	43%	19%	14%	5%	5%	6%	4%	1%	2%	55%	190,000	901
No unions present	66%	20%	7%	3%	1%	2%	1%	*%	1%	33%	599,000	1,045
Whether any maternity leave in the last 2 years												
Yes	-	51%	22%	9%	5%	8%	4%	1%	-	100%	321,000	1,209
No	100%	-	-	-	-	-	-	-	-	-	484,000	669
All workplaces												
	59%	20%	9%	4%	2%	3%	1%	*%	1%	39%	814,000	2,011
Base: All workplaces with 5 or more employees												
Notes: Figures are weighted, and based on responses from 2,011 employers												

Table 41 cont: Number of female staff who took maternity leave in past two years (Banded)

	None	1	2	3	4	5-9	10-24	25 or more	Don't know	ANY	Weighted count	Unweighted count
Standard Industrial Classification												
Agriculture, Fishery and Mining	85%	10%	3%	*%	1%	*%	*%	*%	-	15%	17,000	82
Manufacturing	76%	8%	11%	2%	1%	1%	1%	1%	*%	24%	55,000	101
Utilities	77%	13%	3%	3%	*%	*%	1%	1%	2%	20%	6,000	149
Construction	83%	10%	4%	2%	*%	*%	*%	*%	*%	17%	47,000	103
Trade	60%	28%	5%	1%	1%	2%	1%	*%	2%	38%	187,000	206
Transport and Communication	72%	13%	4%	5%	1%	3%	2%	*%	*%	28%	50,000	151
Hotels and Restaurants	61%	23%	7%	4%	2%	2%	1%	*%	*%	39%	90,000	208
Finance	54%	11%	12%	9%	7%	3%	2%	1%	1%	45%	23,000	103
Real Estate and Business	56%	24%	10%	3%	1%	2%	1%	*%	1%	42%	133,000	301
Public Admin and Defence	36%	21%	8%	12%	5%	4%	5%	3%	7%	57%	16,000	97
Education	30%	25%	14%	6%	7%	12%	4%	1%	2%	68%	43,000	193
Health and Social Work	37%	18%	20%	8%	5%	8%	2%	1%	1%	62%	90,000	163
Other Community	73%	14%	5%	3%	1%	2%	1%	*%	1%	26%	56,000	154
Government Office Region												
East Midlands	58%	22%	11%	3%	2%	1%	1%	1%	1%	41%	66,000	155
East of England	63%	20%	8%	4%	*%	2%	1%	*%	*%	37%	74,000	175
London	57%	23%	7%	4%	2%	3%	2%	*%	1%	42%	113,000	320
North East	57%	15%	11%	7%	6%	2%	1%	1%	*%	43%	22,000	67
North West	52%	21%	13%	5%	2%	4%	1%	*%	2%	45%	92,000	234
Scotland	62%	19%	7%	5%	2%	2%	2%	*%	1%	37%	82,000	212
South East	60%	23%	6%	3%	2%	2%	2%	*%	2%	38%	106,000	277
South West	60%	15%	10%	4%	4%	4%	1%	*%	*%	40%	78,000	162
Wales	62%	15%	11%	3%	2%	6%	1%	1%	1%	38%	56,000	120
West Midlands	71%	12%	10%	2%	1%	3%	1%	*%	*%	29%	68,000	151
Yorkshire and The Humber	53%	28%	5%	2%	3%	5%	1%	*%	3%	44%	57,000	138
Number of flexible working practices available												
None	**	**	**	**	**	**	**	**	**	**	28,000	36
1-2	68%	22%	5%	1%	*%	1%	*%	*%	1%	31%	188,000	255
3-4	61%	20%	10%	2%	1%	3%	1%	*%	2%	38%	249,000	543
5-6	53%	21%	10%	5%	4%	4%	2%	*%	*%	47%	237,000	653
7-8	49%	15%	11%	9%	3%	5%	4%	1%	2%	49%	111,000	524
Percentage of female employees												
50% or more	48%	25%	10%	5%	3%	5%	2%	1%	2%	50%	479,000	1,141
25-49%	66%	16%	9%	3%	3%	2%	1%	*%	*%	33%	148,000	396
10- 24%	84%	11%	3%	1%	1%	*%	*%	*%	*%	16%	118,000	262
Less than 10%	72%	19%	7%	*%	*%	1%	*%	*%	*%	28%	30,000	138
None	**	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	59%	20%	9%	4%	2%	3%	1%	*%	1%	39%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 42: Percentage of females that took maternity leave who were paid Statutory Maternity Pay

	100%	75-99%	50-74%	25-49%	10-24%	5-9%	Less than 5%	None	Don't know	ANY	Weighted count	Unweighted count
Size of Establishment												
5-49 employees	85%	*%	5%	1%	-	-	-	4%	4%	92%	250,714	400
50-249 employees	86%	5%	3%	-	1%	-	-	1%	4%	94%	60,892	388
250 or more employees	75%	16%	2%	*%	1%	1%	*%	1%	4%	95%	9,280	421
Size of organisation												
Less than 100	87%	1%	6%	1%	-	-	-	5%	1%	94%	161,287	312
100 to less than 1000	84%	5%	2%	*%	1%	*%	*%	*%	8%	92%	45,304	369
1,000 to less than 10,000	92%	2%	2%	-	-	*%	-	1%	3%	96%	44,713	298
10,000 or more	79%	2%	7%	-	*%	*%	-	7%	4%	89%	43,246	177
Ownership												
Private sector	83%	2%	6%	1%	*%	*%	-	5%	4%	91%	237,265	825
Third sector	88%	2%	3%	-	*%	-	-	1%	6%	93%	34,506	147
Public sector	93%	1%	-	1%	*%	-	*%	1%	4%	95%	47,320	231
Single or multi												
Single independent establishment	90%	1%	5%	1%	*%	*%	*%	1%	1%	98%	117,285	382
Part of a larger organisation	82%	2%	4%	*%	*%	*%	-	5%	6%	89%	203,601	827
Union presence												
Has union presence	88%	3%	4%	*%	*%	*%	*%	2%	3%	96%	104,023	626
No unions present	85%	1%	4%	1%	*%	-	-	5%	4%	91%	200,297	541
All workplaces												
	85%	2%	5%	1%	*%	*%	*%	4%	4%	92%	321,000	1,209

Base: Those who have had female staff taking maternity leave in the past 2 years

Notes: Figures are weighted, and based on responses from 1,209 employers

Table 42 cont: Percentage of females that took maternity leave who were paid Statutory Maternity Pay

	100%	75-99%	50-74%	25-49%	10-24%	5-9%	Less than 5%	None	Don't know	ANY	Weighted count	Unweighted count
Standard Industrial Classification												
Agriculture, Fishery and Mining	**	**	**	**	**	**	**	**	**	**	2,607	37
Manufacturing	85%	4%	-	-	-	-	-	11%	-	89%	13,043	57
Utilities	89%	1%	-	2%	-	-	-	2%	6%	93%	1,225	59
Construction	**	**	**	**	**	**	**	**	**	**	8,071	46
Trade	82%	2%	5%	-	*%	*%	-	6%	6%	88%	70,542	116
Transport and Communication	82%	2%	2%	-	-	*%	-	14%	*%	86%	14,029	89
Hotels and Restaurants	83%	3%	7%	-	*%	-	-	4%	2%	94%	35,319	133
Finance	84%	4%	7%	-	-	-	-	1%	4%	96%	10,512	67
Real Estate and Business	89%	1%	*%	*%	*%	-	-	3%	6%	91%	56,424	197
Public Admin and Defence	92%	1%	-	-	1%	-	-	-	6%	94%	9,120	62
Education	92%	2%	1%	-	-	-	*%	2%	3%	95%	29,481	130
Health and Social Work	82%	1%	8%	3%	-	-	-	*%	5%	95%	55,942	114
Other Community	86%	*%	11%	-	*%	-	-	1%	2%	97%	14,571	102
Government Office Region												
East Midlands	77%	2%	6%	-	*%	-	-	9%	6%	85%	27,140	83
East of England	89%	1%	9%	-	-	*%	-	1%	*%	99%	27,185	108
London	88%	2%	2%	1%	*%	*%	-	*%	7%	93%	47,329	213
North East	**	**	**	**	**	**	**	**	**	**	9,328	42
North West	84%	2%	6%	*%	*%	*%	-	5%	3%	92%	41,910	135
Scotland	92%	1%	3%	-	-	-	-	2%	3%	95%	30,073	131
South East	82%	3%	6%	3%	-	-	-	5%	2%	93%	40,519	167
South West	77%	2%	6%	-	*%	-	-	4%	10%	85%	31,173	105
Wales	89%	2%	7%	-	1%	-	-	*%	1%	99%	21,080	67
West Midlands	92%	2%	4%	-	-	-	-	1%	1%	98%	19,770	81
Yorkshire and The Humber	85%	1%	1%	-	-	-	-	10%	3%	87%	25,380	77
Number of flexible working practices available												
None	**	**	**	**	**	**	**	**	**	**	4,230	9
1-2	89%	1%	2%	-	-	*%	-	4%	4%	92%	57,715	100
3-4	80%	2%	6%	-	-	*%	-	8%	3%	89%	94,105	322
5-6	87%	1%	4%	1%	*%	-	*%	1%	6%	93%	110,739	436
7-8	86%	2%	6%	2%	*%	-	-	1%	3%	96%	54,096	342
Percentage of female employees												
50% or more	86%	2%	5%	1%	*%	*%	*%	3%	3%	94%	239,440	771
25-49%	80%	2%	4%	-	*%	-	-	5%	10%	85%	49,494	252
10- 24%	83%	*%	-	*%	-	-	-	12%	4%	84%	18,701	115
Less than 10%	99%	*%	-	-	-	-	-	1%	*%	99%	8,519	50
None	**	**	**	**	**	**	**	**	**	**	1,278	3
All workplaces	85%	2%	5%	1%	*%	*%	*%	4%	4%	92%	321,000	1,209

Base: Those who have had female staff taking maternity leave in the past 2 years

Notes: Figures are weighted, and based on responses from 1,209 employers

Table 43: Whether workplace offers more than the statutory maternity pay

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	11%	69%	20%	728,000	977
50-249 employees	28%	58%	14%	75,000	494
250 or more employees	60%	35%	5%	11,000	540
Size of organisation					
Less than 100	10%	76%	14%	499,000	730
100 to less than 1000	17%	55%	28%	95,000	476
1,000 to less than 10,000	18%	56%	26%	98,000	452
10,000 or more	28%	51%	21%	74,000	264
Ownership					
Private sector	11%	71%	18%	663,000	1,435
Third sector	14%	68%	18%	70,000	209
Public sector	31%	38%	30%	78,000	357
Single or multi					
Single independent establishment	10%	78%	11%	396,000	759
Part of a larger organisation	16%	57%	27%	418,000	1,252
Union presence					
Has union presence	28%	50%	22%	190,000	901
No unions present	9%	74%	17%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	22%	62%	17%	321,000	1,209
No	8%	71%	21%	484,000	669
All workplaces	13%	67%	19%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 43 cont: Whether workplace offers more than the statutory maternity pay

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	8%	57%	35%	17,000	82
Manufacturing	4%	78%	19%	55,000	101
Utilities	13%	68%	19%	6,000	149
Construction	7%	80%	13%	47,000	103
Trade	9%	68%	23%	187,000	206
Transport and Communication	16%	65%	19%	50,000	151
Hotels and Restaurants	7%	81%	12%	90,000	208
Finance	26%	41%	32%	23,000	103
Real Estate and Business	18%	66%	16%	133,000	301
Public Admin and Defence	28%	35%	37%	16,000	97
Education	26%	56%	18%	43,000	193
Health and Social Work	19%	59%	21%	90,000	163
Other Community	13%	70%	17%	56,000	154
Government Office Region					
East Midlands	10%	63%	27%	66,000	155
East of England	15%	75%	10%	74,000	175
London	16%	58%	26%	113,000	320
North East	13%	67%	20%	22,000	67
North West	13%	70%	17%	92,000	234
Scotland	12%	56%	32%	82,000	212
South East	12%	65%	23%	106,000	277
South West	16%	69%	15%	78,000	162
Wales	14%	73%	14%	56,000	120
West Midlands	14%	78%	9%	68,000	151
Yorkshire and The Humber	13%	75%	12%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	6%	70%	24%	188,000	255
3-4	11%	72%	17%	249,000	543
5-6	16%	65%	19%	237,000	653
7-8	27%	57%	16%	111,000	524
Percentage of female employees					
50% or more	15%	66%	19%	479,000	1,141
25-49%	12%	69%	19%	148,000	396
10- 24%	8%	71%	21%	118,000	262
Less than 10%	11%	67%	22%	30,000	138
None	**	**	**	31,000	39
All workplaces	13%	67%	19%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 44: Whether extra-statutory maternity pay is available to all mothers or only some

	ALL mothers	SOME mothers only	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	73%	27%	1%	81,582	135
50-249 employees	67%	33%	-	20,669	148
250 or more employees	59%	41%	*%	6,913	328
Size of organisation					
Less than 100	76%	23%	*%	48,432	92
100 to less than 1000	66%	34%	*%	16,135	177
1,000 to less than 10,000	65%	35%	*%	17,927	208
10,000 or more	67%	31%	1%	20,657	116
Ownership					
Private sector	76%	24%	*%	74,061	332
Third sector	46%	54%	-	9,828	80
Public sector	65%	33%	2%	24,438	195
Single or multi					
Single independent establishment	76%	24%	*%	41,335	173
Part of a larger organisation	68%	32%	1%	67,829	438
Union presence					
Has union presence	70%	29%	1%	52,784	425
No unions present	73%	27%	-	54,884	176
Whether any maternity leave in the last 2 years					
Yes	64%	35%	1%	69,245	458
No	85%	14%	*%	36,967	68
All workplaces	71%	29%	*%	109,164	611

Base: Those who pay more than statutory maternity pay
Notes: Figures are weighted, and based on responses from 611 employers

Table 45: How long mothers receive maternity pay above the statutory minimum (WEEKS COMBINED BANDED)

	1-6 weeks	7-12 weeks	13-18 weeks	19-26 weeks	Over 26 weeks	Weighted count	Unweighted count
Size of Establishment							
5-49 employees	16%	15%	14%	35%	19%	35,735	69
50-249 employees	18%	13%	30%	22%	17%	15,599	111
250 or more employees	13%	18%	24%	33%	11%	6,097	285
Size of organisation							
Less than 100	**	**	**	**	**	20,648	49
100 to less than 1000	10%	20%	31%	28%	11%	12,605	154
1,000 to less than 10,000	23%	15%	16%	25%	21%	9,639	164
10,000 or more	11%	17%	19%	46%	8%	12,813	88
Ownership							
Private sector	24%	15%	16%	25%	20%	34,979	241
Third sector	2%	8%	27%	52%	12%	6,112	70
Public sector	4%	18%	24%	38%	16%	16,317	151
Single or multi							
Single independent establishment	17%	12%	19%	23%	29%	19,375	123
Part of a larger organisation	16%	16%	20%	36%	12%	38,057	342
Union presence							
Has union presence	9%	19%	25%	38%	10%	31,830	339
No unions present	24%	10%	14%	25%	27%	24,443	119
Whether any maternity leave in the last 2 years							
Yes	13%	18%	20%	30%	18%	44,492	373
No	**	**	**	**	**	11,568	27
All workplaces							
	16%	15%	20%	31%	18%	57,431	465

Base: Those who offer extra-statutory maternity pay and knows whether they have a single or differing offer
Notes: Figures are weighted, and based on responses from 465 employers

Table 46: Whether mothers receive full pay for all, part or none of the time that workplace offers extra-statutory pay

	All of this time	Part of this time	None of this time	Don't know	Weighted count	Unweighted count
Size of Establishment						
5-49 employees	37%	42%	5%	16%	71,322	121
50-249 employees	48%	38%	12%	3%	18,550	135
250 or more employees	43%	41%	15%	1%	6,830	324
Size of organisation						
Less than 100	40%	39%	4%	17%	43,054	80
100 to less than 1000	36%	45%	10%	9%	15,947	174
1,000 to less than 10,000	43%	31%	10%	16%	17,613	204
10,000 or more	35%	58%	5%	2%	16,961	108
Ownership						
Private sector	47%	31%	6%	16%	63,553	309
Third sector	23%	55%	11%	11%	9,828	80
Public sector	29%	60%	7%	5%	22,485	187
Single or multi						
Single independent establishment	40%	41%	5%	14%	37,559	162
Part of a larger organisation	39%	41%	8%	12%	59,143	418
Union presence						
Has union presence	37%	51%	8%	4%	47,027	408
No unions present	42%	31%	6%	21%	48,202	163
Whether any maternity leave in the last 2 years						
Yes	43%	42%	7%	7%	63,709	438
No	33%	36%	6%	25%	30,041	57
All workplaces						
	40%	41%	7%	13%	96,702	580

Base: Those who offer extra-statutory maternity pay and knows whether they have a single or differing offer
Notes: Figures are weighted, and based on responses from 580 employers

Table 47: Whether workplace operates schemes to help women who go on maternity leave when they return to work

	Phased return	Re-training when they return to work	A keep in touch scheme	None	Don't know	Weighted count	Unweighted count
Size of Establishment							
5-49 employees	67%	64%	60%	14%	6%	728,000	977
50-249 employees	74%	76%	84%	4%	2%	75,000	494
250 or more employees	80%	83%	96%	1%	*%	11,000	540
Size of organisation							
Less than 100	62%	56%	54%	20%	5%	499,000	730
100 to less than 1000	73%	66%	73%	5%	8%	95,000	476
1,000 to less than 10,000	79%	86%	79%	1%	4%	98,000	452
10,000 or more	86%	90%	79%	3%	*%	74,000	264
Ownership							
Private sector	67%	64%	59%	15%	6%	663,000	1,435
Third sector	71%	67%	83%	8%	4%	70,000	209
Public sector	72%	80%	78%	2%	4%	78,000	357
Single or multi							
Single independent establishment	61%	56%	52%	22%	5%	396,000	759
Part of a larger organisation	75%	74%	72%	5%	5%	418,000	1,252
Union presence							
Has union presence	80%	77%	77%	4%	2%	190,000	901
No unions present	65%	62%	58%	17%	6%	599,000	1,045
Whether any maternity leave in the last 2 years							
Yes	76%	76%	80%	3%	1%	321,000	1,209
No	63%	58%	51%	20%	8%	484,000	669
All workplaces							
	68%	65%	63%	13%	5%	814,000	2,011

Base: All workplaces with 5 or more employees
Notes: Figures are weighted, and based on responses from 2,011 employers

Table 47 cont: Whether workplace operates schemes to help women who go on maternity leave when they return to work

	Phased return	Re-training when they return to work	A keep in touch scheme	None	Don't know	Weighted count	Unweighted count
Standard Industrial Classification							
Agriculture, Fishery and Mining	49%	31%	37%	32%	13%	17,000	82
Manufacturing	54%	44%	47%	27%	6%	55,000	101
Utilities	62%	64%	55%	25%	2%	6,000	149
Construction	52%	44%	55%	29%	7%	47,000	103
Trade	79%	72%	57%	7%	5%	187,000	206
Transport and Communication	66%	65%	59%	12%	13%	50,000	151
Hotels and Restaurants	73%	72%	62%	11%	3%	90,000	208
Finance	73%	75%	70%	6%	7%	23,000	103
Real Estate and Business	63%	59%	68%	15%	3%	133,000	301
Public Admin and Defence	71%	80%	84%	4%	8%	16,000	97
Education	70%	69%	86%	3%	2%	43,000	193
Health and Social Work	70%	80%	71%	9%	2%	90,000	163
Other Community	63%	61%	62%	19%	10%	56,000	154
Government Office Region							
East Midlands	69%	65%	65%	15%	3%	66,000	155
East of England	63%	72%	65%	12%	4%	74,000	175
London	70%	62%	57%	11%	6%	113,000	320
North East	59%	64%	70%	23%	*%	22,000	67
North West	70%	74%	65%	12%	3%	92,000	234
Scotland	70%	65%	54%	14%	9%	82,000	212
South East	68%	56%	59%	13%	8%	106,000	277
South West	72%	71%	65%	16%	4%	78,000	162
Wales	65%	62%	64%	18%	4%	56,000	120
West Midlands	57%	58%	59%	13%	8%	68,000	151
Yorkshire and The Humber	77%	74%	77%	8%	2%	57,000	138
Number of flexible working practices available							
None	**	**	**	**	**	28,000	36
1-2	61%	52%	49%	19%	8%	188,000	255
3-4	67%	66%	66%	14%	4%	249,000	543
5-6	73%	70%	63%	11%	5%	237,000	653
7-8	79%	79%	82%	5%	2%	111,000	524
Percentage of female employees							
50% or more	75%	72%	71%	8%	3%	479,000	1,141
25-49%	58%	57%	48%	20%	9%	148,000	396
10- 24%	62%	61%	58%	14%	5%	118,000	262
Less than 10%	55%	40%	45%	35%	5%	30,000	138
None	**	**	**	**	**	31,000	39
All workplaces	68%	65%	63%	13%	5%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 48: Whether women who came back from maternity leave over the last two years came back to the same job or not

	ALL came back to same / similar job	MOST came back to same / similar job	MOST DID NOT come back to same / similar job	NONE came back to same / similar job	N/A. No women returned to work	N/A still on maternity leave	Don't know	ALL / MOST	MOST NOT / NONE	N/A OR DK	Weighted count	Unweighted count
Size of Establishment												
5-49 employees	70%	12%	1%	2%	6%	8%	1%	82%	3%	15%	250,714	400
50-249 employees	70%	23%	1%	1%	1%	4%	*%	93%	2%	5%	60,892	388
250 or more employees	50%	47%	2%	-	1%	*%	*%	97%	2%	1%	9,280	421
Size of organisation												
Less than 100	71%	12%	1%	1%	7%	7%	1%	83%	2%	15%	161,287	312
100 to less than 1000	69%	25%	*%	1%	4%	1%	-	94%	1%	5%	45,304	369
1,000 to less than 10,000	67%	17%	*%	2%	5%	8%	*%	84%	3%	14%	44,713	298
10,000 or more	65%	20%	2%	1%	*%	8%	4%	85%	3%	12%	43,246	177
Ownership												
Private sector	67%	14%	1%	2%	6%	8%	1%	82%	3%	15%	237,265	825
Third sector	70%	15%	1%	2%	5%	7%	-	85%	3%	13%	34,506	147
Public sector	81%	17%	-	-	*%	2%	*%	97%	-	3%	47,320	231
Single or multi												
Single independent establishment	72%	15%	1%	1%	4%	8%	-	86%	2%	11%	117,285	382
Part of a larger organisation	68%	15%	1%	2%	5%	7%	2%	83%	3%	14%	203,601	827
Union presence												
Has union presence	74%	18%	2%	1%	1%	4%	*%	93%	3%	5%	104,023	626
No unions present	69%	13%	1%	1%	6%	8%	2%	82%	2%	16%	200,297	541
All workplaces												
	70%	15%	1%	2%	5%	7%	1%	84%	3%	13%	321,000	1,209
Base: Those who have had female staff taking maternity leave in the past 2 years												
Notes: Figures are weighted, and based on responses from 1,209 employers												

Table 48 cont: Whether women who came back from maternity leave over the last two years came back to the same job or not

	ALL came back to same / similar job	MOST came back to same / similar job	MOST DID NOT come back to same / similar job	NONE came back to same / similar job	N/A. No women returned to work	N/A still on maternity leave	Don't know	ALL / MOST	MOST NOT / NONE	N/A OR DON'T KNOW	Weighted count	Unweighted count
Standard Industrial Classification												
Agriculture, Fishery and Mining	**	**	**	**	**	**	**	**	**	**	2,607	37
Manufacturing	66%	26%	-	-	1%	7%	-	92%	-	8%	13,043	57
Utilities	76%	11%	-	2%	3%	8%	-	87%	2%	11%	1,225	59
Construction	**	**	**	**	**	**	**	**	**	**	8,071	46
Trade	65%	10%	*%	3%	9%	12%	-	75%	3%	22%	70,542	116
Transport and Communication	68%	12%	*%	4%	1%	3%	12%	80%	4%	17%	14,029	89
Hotels and Restaurants	60%	10%	*%	5%	11%	13%	*%	70%	6%	24%	35,319	133
Finance	60%	29%	6%	-	-	5%	-	90%	6%	5%	10,512	67
Real Estate and Business	78%	16%	*%	1%	*%	4%	1%	94%	1%	5%	56,424	197
Public Admin and Defence	78%	14%	-	3%	-	3%	1%	92%	3%	5%	9,120	62
Education	73%	18%	1%	2%	3%	4%	-	91%	3%	7%	29,481	130
Health and Social Work	75%	18%	2%	-	2%	3%	-	93%	2%	5%	55,942	114
Other Community	60%	15%	-	1%	6%	12%	5%	75%	1%	24%	14,571	102
Government Office Region												
East Midlands	74%	12%	*%	*%	*%	4%	9%	86%	*%	14%	27,140	83
East of England	80%	11%	-	1%	-	5%	3%	91%	1%	8%	27,185	108
London	71%	11%	1%	2%	14%	1%	-	82%	3%	15%	47,329	213
North East	**	**	**	**	**	**	**	**	**	**	9,328	42
North West	72%	11%	*%	1%	2%	14%	-	83%	1%	16%	41,910	135
Scotland	65%	27%	*%	1%	-	6%	-	92%	1%	6%	30,073	131
South East	73%	14%	2%	2%	5%	5%	*%	87%	3%	10%	40,519	167
South West	54%	26%	4%	4%	2%	9%	*%	80%	9%	11%	31,173	105
Wales	86%	6%	-	4%	2%	3%	-	92%	4%	4%	21,080	67
West Midlands	72%	8%	3%	3%	4%	10%	-	81%	6%	14%	19,770	81
Yorkshire and The Humber	50%	17%	-	3%	15%	16%	-	66%	3%	31%	25,380	77
Number of flexible working practices available												
None	**	**	**	**	**	**	**	**	**	**	4,230	9
1-2	64%	6%	1%	3%	9%	17%	-	70%	4%	26%	57,715	100
3-4	64%	18%	2%	2%	8%	4%	3%	82%	4%	14%	94,105	322
5-6	74%	17%	*%	2%	3%	3%	1%	91%	2%	6%	110,739	436
7-8	74%	16%	-	*%	*%	10%	*%	89%	*%	11%	54,096	342
Percentage of female employees												
50% or more	70%	16%	1%	1%	5%	7%	*%	86%	3%	12%	239,440	771
25-49%	76%	9%	*%	3%	4%	7%	2%	85%	3%	12%	49,494	252
10- 24%	51%	11%	3%	5%	5%	17%	9%	62%	8%	30%	18,701	115
Less than 10%	75%	12%	-	-	11%	2%	-	87%	-	13%	8,519	50
None	**	**	**	**	**	**	**	**	**	**	1,278	3
All workplaces	70%	15%	1%	2%	5%	7%	1%	84%	3%	13%	321,000	1,209

Base: Those who have had female staff taking maternity leave in the past 2 years

Notes: Figures are weighted, and based on responses from 1,209 employers

Table 49: Whether in the last 2 years any female employees were working full-time prior to the birth of their child and wanted to return on a part-time basis

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	46%	53%	1%	250,714	400
50-249 employees	76%	22%	2%	60,892	388
250 or more employees	90%	9%	1%	9,280	421
Size of organisation					
Less than 100	50%	49%	1%	161,287	312
100 to less than 1000	71%	28%	1%	45,304	369
1,000 to less than 10,000	52%	46%	2%	44,713	298
10,000 or more	50%	48%	2%	43,246	177
Ownership					
Private sector	49%	50%	1%	237,265	825
Third sector	57%	42%	1%	34,506	147
Public sector	69%	30%	1%	47,320	231
Single or multi					
Single independent establishment	51%	48%	1%	117,285	382
Part of a larger organisation	54%	44%	1%	203,601	827
Union presence					
Has union presence	58%	41%	1%	104,023	626
No unions present	50%	49%	1%	200,297	541
All workplaces					
	53%	46%	1%	321,000	1,209
Base: Those who have had female staff taking maternity leave in the past 2 years					
Notes: Figures are weighted, and based on responses from 1,209 employers					

Table 49 cont: Whether in the last 2 years any female employees were working full-time prior to the birth of their child and wanted to return on a part-time basis

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	**	**	**	2,607	37
Manufacturing	49%	44%	7%	13,043	57
Utilities	65%	34%	2%	1,225	59
Construction	**	**	**	8,071	46
Trade	31%	67%	2%	70,542	116
Transport and Communication	61%	39%	-	14,029	89
Hotels and Restaurants	36%	64%	-	35,319	133
Finance	73%	27%	-	10,512	67
Real Estate and Business	63%	36%	1%	56,424	197
Public Admin and Defence	61%	33%	6%	9,120	62
Education	64%	36%	-	29,481	130
Health and Social Work	72%	28%	*%	55,942	114
Other Community	59%	41%	*%	14,571	102
Government Office Region					
East Midlands	48%	49%	3%	27,140	83
East of England	59%	41%	-	27,185	108
London	51%	48%	1%	47,329	213
North East	**	**	**	9,328	42
North West	44%	56%	-	41,910	135
Scotland	58%	42%	-	30,073	131
South East	46%	54%	*%	40,519	167
South West	69%	31%	*%	31,173	105
Wales	70%	29%	2%	21,080	67
West Midlands	56%	42%	2%	19,770	81
Yorkshire and The Humber	41%	54%	5%	25,380	77
Number of flexible working practices available					
None	**	**	**	4,230	9
1-2	27%	71%	2%	57,715	100
3-4	59%	39%	2%	94,105	322
5-6	60%	40%	*%	110,739	436
7-8	59%	40%	1%	54,096	342
Percentage of female employees					
50% or more	54%	44%	1%	239,440	771
25-49%	51%	49%	*%	49,494	252
10- 24%	40%	58%	2%	18,701	115
Less than 10%	54%	46%	*%	8,519	50
None	**	**	**	1,278	3
All workplaces	53%	46%	1%	321,000	1,209

Base: Those who have had female staff taking maternity leave in the past 2 years

Notes: Figures are weighted, and based on responses from 1,209 employers

Table 50: How often accepted if a female employee working full-time hours prior to the birth of their child wanted to return on a part-time basis

	Accepted in all or nearly all cases	Accepted in some cases	Were not accepted	Don't know	ANY ACCEPTED	Weighted count	Unweighted count
Size of Establishment							
5-49 employees	95%	1%	4%	-	96%	115,915	207
50-249 employees	93%	4%	3%	1%	96%	46,245	292
250 or more employees	89%	10%	1%	*%	99%	8,331	378
Size of organisation							
Less than 100	92%	2%	6%	-	94%	79,994	173
100 to less than 1000	95%	3%	2%	-	98%	32,033	301
1,000 to less than 10,000	94%	4%	*%	2%	98%	23,451	239
10,000 or more	100%	*%	-	-	100%	21,661	129
Ownership							
Private sector	93%	2%	5%	*%	95%	116,391	576
Third sector	96%	3%	1%	-	99%	19,817	113
Public sector	99%	1%	*%	*%	100%	32,487	182
Single or multi							
Single independent establishment	96%	1%	3%	-	97%	59,587	253
Part of a larger organisation	94%	3%	3%	*%	96%	110,904	624
Union presence							
Has union presence	97%	2%	*%	1%	99%	60,038	491
No unions present	93%	2%	6%	-	94%	100,204	357
All workplaces							
	94%	2%	3%	*%	96%	170,491	877
Base: Those who have had returners from maternity leave in the past 2 years wanting to work part-time							
Notes: Figures are weighted, and based on responses from 877 employers							

Table 50 cont: How often accepted if a female employee working full-time hours prior to the birth of their child wanted to return on a part-time basis

	Accepted in all or nearly all cases	Accepted in some cases	Were not accepted	Don't know	ANY ACCEPTED	Weighted count	Unweighted count
Standard Industrial Classification							
Agriculture, Fishery and Mining	**	**	**	**	**	328	17
Manufacturing	**	**	**	**	**	6,430	46
Utilities	**	**	**	**	**	790	41
Construction	**	**	**	**	**	3,303	32
Trade	92%	1%	7%	-	93%	21,807	69
Transport and Communication	89%	8%	3%	-	97%	8,514	68
Hotels and Restaurants	96%	4%	0%	-	100%	12,641	91
Finance	96%	1%	2%	*%	97%	7,721	55
Real Estate and Business	90%	2%	8%	*%	91%	35,575	146
Public Admin and Defence	**	**	**	**	**	5,554	47
Education	96%	2%	2%	-	98%	18,879	92
Health and Social Work	99%	1%	-	-	100%	40,355	91
Other Community	93%	*%	7%	-	93%	8,595	82
Government Office Region							
East Midlands	81%	1%	17%	-	83%	12,964	55
East of England	97%	*%	3%	-	97%	16,059	88
London	92%	5%	3%	-	97%	24,027	161
North East	**	**	**	**	**	5,383	28
North West	97%	2%	1%	-	99%	18,367	92
Scotland	96%	1%	1%	1%	97%	17,549	93
South East	97%	1%	2%	-	98%	18,536	116
South West	99%	1%	*%	-	100%	21,488	83
Wales	90%	*%	9%	1%	91%	14,682	52
West Midlands	96%	4%	-	*%	100%	11,022	57
Yorkshire and The Humber	94%	3%	3%	-	97%	10,415	52
Number of flexible working practices available							
None	**	**	**	**	**	1,577	2
1-2	**	**	**	**	**	15,393	48
3-4	95%	2%	2%	*%	97%	55,584	224
5-6	95%	2%	3%	*%	97%	66,088	318
7-8	95%	3%	3%	*%	97%	31,850	285
Percentage of female employees							
50% or more	96%	2%	3%	*%	97%	130,208	564
25-49%	92%	4%	4%	*%	96%	24,997	187
10- 24%	93%	1%	2%	3%	95%	7,426	78
Less than 10%	**	**	**	**	**	4,570	32
None	**	**	**	**	**	1,267	1
All workplaces	94%	2%	3%	*%	96%	170,491	877

Base: Those who have had returners from maternity leave in the past 2 years wanting to work part-time

Notes: Figures are weighted, and based on responses from 877 employers

Table 51: Whether a woman would be able to keep her existing job if she returned from maternity leave on a part-time basis

	Always / almost always	Sometimes	No	Don't know	EVER ABLE TO	Weighted count	Unweighted count
Size of Establishment							
5-49 employees	91%	5%	3%	1%	96%	111,437	200
50-249 employees	95%	3%	2%	*%	98%	44,624	282
250 or more employees	94%	5%	1%	*%	99%	8,214	373
Size of organisation							
Less than 100	92%	4%	3%	*%	97%	74,892	163
100 to less than 1000	96%	4%	0%	1%	99%	31,394	295
1,000 to less than 10,000	91%	7%	2%	*%	98%	22,977	233
10,000 or more	92%	6%	2%	-	98%	21,661	129
Ownership							
Private sector	90%	6%	3%	2%	96%	110,453	557
Third sector	98%	*%	1%	-	99%	19,600	112
Public sector	97%	1%	2%	-	98%	32,426	180
Single or multi							
Single independent establishment	92%	4%	3%	*%	97%	57,583	246
Part of a larger organisation	92%	4%	2%	1%	97%	106,692	609
Union presence							
Has union presence	95%	3%	2%	*%	98%	59,590	485
No unions present	92%	6%	2%	1%	98%	94,436	341
All workplaces							
	92%	4%	2%	1%	97%	164,275	855

Base: Those who have accepted requests from female staff to switch from full to part-time in the past 2 years

Notes: Figures are weighted, and based on responses from 855 employers

Table 51 cont: How often a woman would be able to keep her existing job if she returned from maternity leave on a part-time basis

	Yes - always / almost always	Yes - sometimes	No	Don't know	EVER ABLE TO	Weighted count	Unweighted count
Standard Industrial Classification							
Agriculture, Fishery and Mining	**	**	**	**	**	295	15
Manufacturing	**	**	**	**	**	6,157	44
Utilities	**	**	**	**	**	790	41
Construction	**	**	**	**	**	3,303	32
Trade	86%	8%	*%	6%	94%	20,372	67
Transport and Communication	80%	9%	8%	3%	89%	8,265	67
Hotels and Restaurants	91%	2%	7%	-	93%	12,641	91
Finance	89%	11%	-	-	100%	7,519	53
Real Estate and Business	94%	2%	4%	-	96%	32,479	139
Public Admin and Defence	89%	-	11%	-	89%	5,554	47
Education	91%	5%	3%	1%	96%	18,548	91
Health and Social Work	99%	1%	-	-	100%	40,355	91
Other Community	84%	16%	-	-	100%	7,998	77
Government Office Region							
East Midlands	95%	3%	*%	2%	97%	10,712	53
East of England	95%	4%	1%	*%	98%	15,574	86
London	89%	3%	8%	-	92%	23,315	157
North East	**	**	**	**	**	5,383	28
North West	94%	4%	2%	-	98%	18,167	90
Scotland	84%	16%	-	-	100%	17,073	90
South East	89%	8%	2%	1%	97%	18,165	113
South West	90%	2%	2%	6%	92%	21,462	82
Wales	94%	*%	6%	-	94%	13,310	50
West Midlands	99%	1%	-	-	100%	10,985	56
Yorkshire and The Humber	98%	2%	-	-	100%	10,129	50
Number of flexible working practices available							
None	**	**	**	**	**	309	1
1-2	**	**	**	**	**	15,061	46
3-4	92%	4%	4%	*%	96%	54,081	215
5-6	95%	1%	2%	2%	96%	63,849	311
7-8	95%	3%	1%	2%	97%	30,975	282
Percentage of female employees							
50% or more	94%	3%	2%	1%	97%	126,877	555
25-49%	86%	4%	7%	2%	91%	23,977	180
10- 24%	87%	9%	4%	-	96%	7,020	75
Less than 10%	**	**	**	**	**	3,110	29
None	**	**	**	**	**	1,267	1
All workplaces							
	92%	4%	2%	1%	97%	164,275	855

Base: Those who have had returners from maternity leave in the past 2 years wanting to work part-time

Notes: Figures are weighted, and based on responses from 877 employers

Table 52: The number of male employees that have had a baby in the last 2 years (banded)

	None	1	2	3	4	5-9	10-24	25 or more	Some but don't know the number	Don't know	ANY	Weighted count	Unweighted count
Size of Establishment													
5-49 employees	66%	20%	9%	3%	1%	1%	-	-	*%	1%	33%	728,000	977
50-249 employees	23%	18%	13%	13%	8%	12%	6%	1%	4%	2%	70%	75,000	494
250 or more employees	1%	2%	2%	5%	3%	15%	23%	16%	25%	7%	66%	11,000	540
Size of organisation													
Less than 100	63%	21%	9%	3%	1%	1%	*%	-	*%	*%	36%	499,000	730
100 to less than 1000	48%	17%	13%	6%	5%	4%	3%	*%	2%	1%	49%	95,000	476
1,000 to less than 10,000	61%	13%	8%	4%	1%	3%	2%	1%	3%	4%	33%	98,000	452
10,000 or more	58%	21%	9%	3%	1%	2%	2%	1%	2%	1%	38%	74,000	264
Ownership													
Private sector	60%	20%	10%	4%	1%	2%	1%	*%	1%	1%	38%	663,000	1,435
Third sector	65%	20%	6%	2%	2%	1%	1%	*%	1%	2%	32%	70,000	209
Public sector	66%	14%	6%	4%	1%	3%	2%	1%	3%	2%	29%	78,000	357
Single or multi													
Single independent establishment	64%	21%	8%	3%	1%	2%	*%	*%	1%	1%	35%	396,000	759
Part of a larger organisation	58%	18%	11%	4%	2%	2%	1%	1%	1%	1%	39%	418,000	1,252
Union presence													
Has union presence	54%	19%	8%	5%	2%	3%	2%	1%	2%	2%	41%	190,000	901
No unions present	64%	20%	9%	3%	1%	1%	*%	*%	1%	1%	35%	599,000	1,045
Whether any maternity leave in the last 2 years													
Yes	52%	19%	12%	6%	2%	4%	2%	1%	2%	1%	45%	321,000	1,209
No	67%	20%	8%	2%	1%	*%	*%	*%	*%	1%	32%	484,000	669
All workplaces													
Base: All workplaces with 5 or more employees	61%	20%	9%	4%	1%	2%	1%	*%	1%	1%	37%	814,000	2,011
Notes: Figures are weighted, and based on responses from 2,011 employers													

Table 52 cont: The number of male employees that have had a baby in the last 2 years (banded)

	None	1	2	3	4	5-9	10-24	25 or more	Some but don't know the number	Don't know	ANY	Weighted count	Unweighted count
Standard Industrial Classification													
Agriculture, Fishery and Mining	51%	27%	12%	7%	*%	1%	*%	-	*%	2%	47%	17,000	82
Manufacturing	52%	28%	5%	5%	1%	5%	1%	1%	1%	1%	46%	55,000	101
Utilities	43%	19%	10%	10%	5%	7%	2%	*%	2%	2%	53%	6,000	149
Construction	33%	33%	22%	4%	1%	5%	1%	*%	*%	*%	66%	47,000	103
Trade	65%	19%	9%	3%	1%	1%	1%	*%	*%	1%	34%	187,000	206
Transport and Communication	48%	20%	15%	8%	1%	1%	3%	1%	2%	1%	49%	50,000	151
Hotels and Restaurants	70%	13%	9%	3%	2%	*%	*%	*%	*%	2%	28%	90,000	208
Finance	58%	22%	8%	2%	1%	4%	2%	1%	1%	-	40%	23,000	103
Real Estate and Business	58%	21%	11%	4%	2%	2%	1%	*%	2%	*%	40%	133,000	301
Public Admin and Defence	53%	18%	4%	4%	2%	5%	2%	2%	6%	4%	37%	16,000	97
Education	59%	16%	10%	5%	2%	4%	1%	*%	1%	2%	38%	43,000	193
Health and Social Work	74%	16%	4%	1%	1%	*%	*%	*%	2%	2%	22%	90,000	163
Other Community	74%	16%	6%	2%	1%	1%	*%	*%	*%	*%	26%	56,000	154
Government Office Region													
East Midlands	72%	17%	4%	2%	*%	2%	1%	1%	1%	*%	27%	66,000	155
East of England	61%	12%	17%	2%	2%	4%	1%	*%	1%	1%	37%	74,000	175
London	57%	19%	13%	3%	3%	2%	1%	*%	1%	1%	41%	113,000	320
North East	58%	11%	19%	5%	*%	3%	1%	*%	*%	2%	40%	22,000	67
North West	58%	24%	6%	6%	1%	1%	1%	*%	1%	2%	39%	92,000	234
Scotland	67%	19%	6%	2%	1%	1%	*%	*%	1%	1%	31%	82,000	212
South East	65%	13%	9%	4%	2%	3%	*%	*%	1%	3%	32%	106,000	277
South West	64%	21%	6%	3%	1%	1%	1%	*%	1%	2%	33%	78,000	162
Wales	61%	23%	6%	7%	*%	1%	1%	*%	1%	*%	38%	56,000	120
West Midlands	55%	31%	7%	3%	1%	1%	1%	*%	*%	1%	44%	68,000	151
Yorkshire and The Humber	51%	25%	16%	2%	1%	1%	1%	*%	2%	*%	47%	57,000	138
Number of flexible working practices available													
None	**	**	**	**	**	**	**	**	**	**	**	28,000	36
1-2	61%	22%	9%	4%	1%	1%	*%	*%	*%	1%	38%	188,000	255
3-4	63%	20%	9%	3%	1%	1%	1%	*%	1%	1%	36%	249,000	543
5-6	61%	18%	11%	4%	1%	2%	1%	*%	1%	1%	37%	237,000	653
7-8	54%	22%	8%	3%	3%	3%	2%	1%	3%	2%	42%	111,000	524
Percentage of female employees													
50% or more	72%	15%	6%	2%	1%	1%	1%	*%	1%	1%	26%	479,000	1,141
25-49%	51%	26%	9%	6%	2%	2%	1%	*%	1%	*%	48%	148,000	396
10- 24%	42%	28%	18%	6%	2%	3%	1%	*%	1%	1%	57%	118,000	262
Less than 10%	18%	28%	21%	18%	2%	5%	2%	1%	4%	2%	77%	30,000	138
None	**	**	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	61%	20%	9%	4%	1%	2%	1%	*%	1%	1%	37%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 53: Percentage of males that have had a baby that took time off around the birth of their child in the last 2 years

	100%	75-99%	50-74%	25-49%	10-24%	None	Don't know	ANY	Weighted count	Unweighted count
Size of Establishment										
5-49 employees	92%	-	2%	1%	-	4%	1%	95%	242,683	399
50-249 employees	88%	3%	2%	*%	-	1%	6%	94%	55,687	398
250 or more employees	62%	2%	3%	1%	1%	*%	29%	70%	10,525	482
Size of organisation										
Less than 100	94%	*%	2%	1%	-	2%	1%	97%	180,844	346
100 to less than 1000	85%	1%	2%	*%	*%	6%	6%	88%	48,853	385
1,000 to less than 10,000	81%	1%	3%	1%	-	7%	8%	85%	34,728	324
10,000 or more	87%	*%	3%	-	-	4%	5%	91%	30,131	182
Ownership										
Private sector	90%	1%	3%	1%	*%	4%	2%	94%	259,671	929
Third sector	96%	*%	*%	*%	-	*%	4%	96%	23,142	122
Public sector	88%	*%	2%	*%	-	1%	9%	91%	25,023	222
Single or multi										
Single independent establishment	93%	*%	2%	1%	*%	2%	2%	96%	140,206	424
Part of a larger organisation	88%	1%	3%	*%	*%	4%	4%	92%	168,689	855
Union presence										
Has union presence	87%	1%	2%	2%	*%	3%	6%	92%	82,489	648
No unions present	91%	1%	3%	*%	*%	4%	2%	94%	214,192	592
Whether any maternity leave in the last 2 years										
Yes	88%	1%	5%	*%	*%	2%	4%	94%	149,894	902
No	93%	*%	*%	1%	-	5%	1%	95%	155,008	285
All workplaces										
	90%	1%	2%	1%	*%	3%	3%	94%	308,895	1,279

Base: Those who have male employees who have had a baby in the past 2 years
Notes: Figures are weighted, and based on responses from 1,279 employers

Table 53 cont: Percentage of males that have had a baby that took time off around the birth of their child in the last 2 years

	100%	75-99%	50-74%	25-49%	10-24%	None	Don't Know	ANY	Weighted count	Unweighted count
Standard Industrial Classification										
Agriculture, Fishery and Mining	92%	*%	*%	1%	-	6%	*%	93%	8,118	51
Manufacturing	84%	1%	2%	5%	*%	5%	2%	93%	25,984	77
Utilities	86%	*%	4%	-	-	5%	4%	91%	3,268	107
Construction	91%	*%	4%	-	-	4%	1%	96%	31,646	79
Trade	94%	*%	1%	-	-	4%	1%	95%	63,953	121
Transport and Communication	91%	2%	1%	-	-	2%	4%	95%	25,544	106
Hotels and Restaurants	88%	*%	1%	1%	-	6%	5%	89%	25,209	118
Finance	85%	1%	9%	1%	-	-	4%	96%	9,742	71
Real Estate and Business	88%	*%	5%	-	*%	4%	3%	93%	55,819	213
Public Admin and Defence	84%	1%	-	1%	-	-	14%	86%	6,880	59
Education	90%	2%	3%	-	-	1%	4%	95%	16,732	94
Health and Social Work	91%	*%	2%	-	-	-	7%	93%	21,395	83
Other Community	99%	*%	-	*%	-	-	1%	99%	14,605	100
Government Office Region										
East Midlands	79%	2%	8%	-	-	8%	3%	89%	18,649	88
East of England	92%	*%	*%	-	-	4%	3%	92%	28,627	111
London	90%	1%	5%	*%	*%	2%	3%	96%	47,817	234
North East	81%	*%	3%	-	-	14%	1%	84%	8,857	46
North West	91%	*%	2%	*%	-	5%	2%	93%	36,986	147
Scotland	87%	*%	3%	-	*%	6%	3%	91%	26,404	135
South East	89%	*%	3%	4%	-	1%	3%	96%	34,556	158
South West	94%	-	1%	*%	*%	2%	3%	96%	26,842	94
Wales	93%	-	2%	*%	-	2%	2%	95%	21,621	81
West Midlands	97%	1%	-	*%	-	1%	1%	98%	30,392	95
Yorkshire and The Humber	89%	1%	*%	*%	-	3%	7%	90%	28,145	90
Number of flexible working practices available										
None	**	**	**	**	**	**	**	**	7,843	16
1-2	89%	*%	4%	2%	-	4%	*%	96%	71,077	139
3-4	92%	*%	1%	*%	*%	4%	3%	93%	90,223	318
5-6	89%	1%	3%	*%	-	3%	3%	93%	90,319	419
7-8	89%	1%	1%	*%	*%	2%	7%	91%	49,433	387
Percentage of female employees										
50% or more	89%	*%	2%	*%	*%	4%	4%	92%	129,487	644
25-49%	90%	1%	2%	*%	-	5%	2%	93%	71,823	284
10- 24%	95%	*%	1%	-	*%	2%	1%	96%	67,896	194
Less than 10%	78%	2%	9%	6%	-	-	5%	95%	24,471	118
None	**	**	**	**	**	**	**	**	14,622	19
All workplaces	90%	1%	2%	1%	*%	3%	3%	94%	308,895	1,279

Base: Those who have male employees who have had a baby in the past 2 years

Notes: Figures are weighted, and based on responses from 1,279 employers

Table 54: SUM.The number of male employees that have taken time off around the birth of their child in the last 2 years (banded)

	None	1	2	3	4	5-9	10-24	25 or more	Some but don't the number	Don't know	ANY	Weighted count	Unweighted count
Size of Establishment													
5-49 employees	4%	59%	25%	7%	2%	2%	-	-	1%	1%	95%	242,683	399
50-249 employees	1%	25%	18%	17%	10%	16%	7%	*%	5%	-	94%	55,687	398
250 or more employees	*%	4%	3%	6%	4%	16%	24%	16%	25%	1%	73%	10,525	482
Size of organisation													
Less than 100	2%	60%	24%	8%	2%	3%	*%	-	1%	1%	97%	180,844	346
100 to less than 1000	6%	31%	22%	12%	9%	8%	6%	1%	4%	1%	89%	48,853	385
1,000 to less than 10,000	7%	32%	24%	9%	3%	10%	5%	3%	7%	*%	86%	34,728	324
10,000 or more	4%	51%	19%	7%	3%	5%	5%	2%	5%	*%	91%	30,131	182
Ownership													
Private sector	4%	51%	24%	9%	3%	4%	2%	1%	2%	1%	94%	259,671	929
Third sector	*%	59%	19%	7%	6%	3%	1%	1%	3%	*%	96%	23,142	122
Public sector	1%	44%	18%	11%	3%	9%	4%	2%	8%	*%	91%	25,023	222
Single or multi													
Single independent establishment	2%	60%	21%	7%	3%	4%	1%	*%	1%	1%	96%	140,206	424
Part of a larger organisation	4%	44%	25%	10%	4%	5%	3%	1%	3%	*%	92%	168,689	855
Union presence													
Has union presence	3%	44%	19%	11%	4%	7%	5%	2%	5%	*%	92%	82,489	648
No unions present	4%	54%	24%	8%	3%	4%	1%	*%	1%	*%	95%	214,192	592
Whether any maternity leave in the last 2 years													
Yes	2%	41%	24%	11%	5%	8%	4%	1%	3%	*%	95%	149,894	902
No	5%	61%	23%	7%	2%	1%	*%	*%	*%	*%	95%	155,008	285
All workplaces													
	3%	51%	23%	9%	4%	5%	2%	1%	2%	*%	94%	308,895	1,279

Base: Those who have male employees who have had a baby in the past 2 years

Notes: Figures are weighted, and based on responses from 1,279 employers

Table 54 cont: SUM.The number of male employees that have taken time off around the birth of their child in the last 2 years (banded)

	None	1	2	3	4	5-9	10-24	25 or more	Some but don't know the number	Don't know	ANY	Weighted count	Unweighted count
Standard Industrial Classification													
Agriculture, Fishery and Mining	6%	50%	27%	15%	*%	1%	*%	*%	*%	-	93%	8,118	51
Manufacturing	5%	60%	12%	4%	3%	10%	3%	1%	2%	*%	93%	25,984	77
Utilities	5%	33%	16%	17%	9%	12%	3%	1%	4%	*%	91%	3,268	107
Construction	4%	49%	33%	2%	1%	8%	2%	*%	*%	-	96%	31,646	79
Trade	4%	52%	26%	9%	3%	3%	2%	*%	1%	-	95%	63,953	121
Transport and Communication	2%	41%	28%	16%	3%	2%	5%	1%	1%	1%	96%	25,544	106
Hotels and Restaurants	6%	40%	30%	11%	6%	1%	*%	*%	2%	3%	89%	25,209	118
Finance	-	62%	13%	6%	2%	9%	4%	2%	4%	-	96%	9,742	71
Real Estate and Business	4%	50%	21%	9%	5%	4%	2%	1%	3%	*%	93%	55,819	213
Public Admin and Defence	-	42%	9%	9%	6%	11%	5%	4%	14%	-	86%	6,880	59
Education	1%	41%	23%	14%	6%	9%	1%	*%	2%	1%	95%	16,732	94
Health and Social Work	-	68%	15%	4%	3%	1%	1%	1%	7%	*%	93%	21,395	83
Other Community	-	62%	24%	7%	2%	3%	1%	*%	*%	-	100%	14,605	100
Government Office Region													
East Midlands	8%	62%	8%	9%	*%	7%	3%	1%	3%	-	89%	18,649	88
East of England	4%	26%	44%	5%	5%	10%	2%	1%	3%	-	92%	28,627	111
London	2%	45%	32%	5%	7%	3%	3%	1%	2%	*%	96%	47,817	234
North East	14%	31%	30%	13%	*%	8%	2%	*%	1%	*%	84%	8,857	46
North West	5%	54%	16%	13%	3%	4%	3%	*%	2%	-	93%	36,986	147
Scotland	6%	57%	16%	7%	4%	5%	1%	1%	3%	*%	91%	26,404	135
South East	1%	47%	24%	8%	7%	8%	2%	1%	2%	1%	96%	34,556	158
South West	2%	60%	20%	10%	2%	3%	1%	*%	2%	-	96%	26,842	94
Wales	2%	59%	15%	17%	*%	3%	1%	*%	2%	*%	95%	21,621	81
West Midlands	1%	69%	15%	7%	3%	3%	1%	*%	1%	*%	98%	30,392	95
Yorkshire and The Humber	3%	50%	29%	5%	1%	2%	3%	1%	3%	4%	91%	28,145	90
Number of flexible working practices available													
None	**	**	**	**	**	**	**	**	**	**	**	7,843	16
1-2	4%	62%	22%	6%	1%	4%	1%	*%	*%	-	96%	71,077	139
3-4	4%	52%	24%	9%	4%	3%	2%	*%	1%	1%	93%	90,223	318
5-6	3%	46%	26%	10%	4%	5%	2%	1%	3%	*%	94%	90,319	419
7-8	2%	48%	17%	7%	6%	7%	5%	1%	6%	*%	92%	49,433	387
Percentage of female employees													
50% or more	4%	54%	21%	6%	4%	5%	2%	1%	3%	*%	93%	129,487	644
25-49%	5%	51%	18%	12%	5%	4%	3%	1%	1%	*%	94%	71,823	284
10- 24%	2%	48%	29%	10%	3%	5%	2%	*%	1%	-	96%	67,896	194
Less than 10%	-	46%	24%	13%	4%	6%	2%	1%	4%	*%	95%	24,471	118
None	**	**	**	**	**	**	**	**	**	**	**	14,622	19
All workplaces	3%	51%	23%	9%	4%	5%	2%	1%	2%	*%	94%	308,895	1,279

Base: Those who have male employees who have had a baby in the past 2 years

Notes: Figures are weighted, and based on responses from 1,279 employers

Table 55: Proportion of fathers who took time off around the birth of their child that were paid Statutory Paternity Pay (COMBINED)

	75% or more	50-74%	25-49%	10-24%	5-9%	Less than 5%	None	Don't know	Weighted count	Unweighted count
Size of Establishment										
5-49 employees	67%	3%	*%	*%	-	-	23%	6%	231,552	383
50-249 employees	78%	5%	3%	1%	-	*%	9%	4%	55,321	395
250 or more employees	80%	4%	2%	2%	1%	*%	5%	7%	10,351	474
Size of organisation										
Less than 100	61%	4%	1%	*%	-	-	28%	6%	176,997	337
100 to less than 1000	80%	1%	1%	*%	*%	*%	8%	9%	45,655	380
1,000 to less than 10,000	79%	7%	*%	1%	*%	-	6%	7%	32,334	316
10,000 or more	83%	1%	1%	1%	*%	*%	13%	1%	28,846	179
Ownership										
Private sector	67%	4%	1%	*%	*%	*%	22%	6%	248,283	907
Third sector	79%	3%	-	-	-	-	9%	9%	23,092	120
Public sector	85%	3%	1%	1%	-	*%	7%	3%	24,790	219
Single or multi										
Single independent establishment	65%	3%	1%	*%	-	-	28%	3%	136,719	417
Part of a larger organisation	73%	4%	1%	1%	*%	*%	14%	8%	160,505	835
Union presence										
Has union presence	84%	2%	1%	1%	*%	*%	10%	2%	79,876	637
No unions present	63%	4%	1%	*%	-	*%	25%	7%	205,134	576
Whether any maternity leave in the last 2 years										
Yes	72%	4%	2%	1%	*%	*%	15%	7%	146,387	890
No	67%	4%	*%	*%	-	-	26%	3%	147,156	274
All workplaces										
	69%	4%	1%	*%	*%	*%	20%	6%	297,224	1,252

Base: Those who have had male employees taking time off around the birth of their child in the past 2 years

Notes: Figures are weighted, and based on responses from 1,252 employers

Table 55 cont: Proportion of fathers who took time off around the birth of their child that were paid Statutory Paternity Pay (COMBINED)

	75% or more	50-74%	25-49%	10-24%	5-9%	Less than 5%	None	Don't Know	Weighted count	Unweighted count
Standard Industrial Classification										
Agriculture, Fishery and Mining	50%	7%	*%	-	-	*%	34%	8%	7,594	50
Manufacturing	73%	4%	*%	-	*%	-	23%	*%	24,560	75
Utilities	73%	4%	1%	2%	-	-	17%	4%	3,093	104
Construction	62%	9%	3%	1%	-	-	23%	2%	30,390	78
Trade	70%	1%	*%	*%	*%	-	17%	11%	61,418	119
Transport and Communication	70%	*%	*%	1%	*%	-	28%	1%	24,819	103
Hotels and Restaurants	65%	12%	*%	*%	-	*%	22%	1%	22,848	114
Finance	70%	1%	2%	-	-	*%	23%	3%	9,742	71
Real Estate and Business	67%	4%	2%	*%	-	-	19%	8%	53,608	205
Public Admin and Defence	73%	3%	3%	-	-	-	13%	8%	6,880	59
Education	84%	2%	*%	-	-	-	13%	1%	16,286	92
Health and Social Work	83%	2%	-	1%	-	-	5%	8%	21,381	82
Other Community	61%	2%	*%	-	-	-	29%	8%	14,605	100
Government Office Region										
East Midlands	55%	5%	*%	-	*%	-	23%	17%	17,186	86
East of England	60%	6%	5%	*%	-	-	29%	*%	27,360	110
London	68%	5%	*%	1%	-	*%	23%	3%	47,046	232
North East	**	**	**	**	**	**	**	**	7,550	43
North West	76%	1%	1%	*%	-	-	17%	5%	35,125	144
Scotland	56%	5%	*%	*%	*%	-	27%	12%	24,925	132
South East	64%	2%	2%	*%	*%	-	20%	13%	34,033	154
South West	79%	*%	-	1%	-	-	9%	11%	26,400	92
Wales	81%	1%	-	-	-	-	19%	-	21,059	79
West Midlands	70%	3%	1%	-	-	-	26%	*%	30,142	93
Yorkshire and The Humber	76%	10%	-	-	-	-	11%	2%	26,398	87
Number of flexible working practices available										
None	**	**	**	**	**	**	**	**	7,843	16
1-2	61%	5%	2%	*%	*%	*%	22%	11%	68,205	134
3-4	69%	4%	*%	*%	-	*%	20%	6%	85,461	308
5-6	73%	4%	1%	*%	*%	-	18%	3%	87,360	413
7-8	74%	1%	1%	1%	*%	*%	19%	3%	48,355	381
Percentage of female employees										
50% or more	74%	3%	1%	*%	*%	*%	15%	7%	123,924	630
25-49%	61%	2%	2%	*%	*%	*%	24%	10%	68,145	277
10- 24%	69%	4%	-	*%	-	*%	25%	2%	66,252	190
Less than 10%	72%	4%	*%	*%	-	-	21%	2%	24,434	117
None	**	**	**	**	**	**	**	**	13,873	18
All workplaces	69%	4%	1%	*%	*%	*%	20%	6%	297,224	1,252

Base: Those who have had male employees taking time off around the birth of their child in the past 2 years

Notes: Figures are weighted, and based on responses from 1,252 employers

Table 56: Whether the cost of paying Statutory Paternity Pay was recovered from HMRC

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	46%	18%	36%	163,859	279
50-249 employees	45%	13%	42%	48,428	338
250 or more employees	48%	13%	39%	9,360	424
Size of organisation					
Less than 100	53%	26%	21%	117,355	239
100 to less than 1000	40%	8%	52%	38,039	330
1,000 to less than 10,000	39%	6%	54%	28,417	277
10,000 or more	29%	6%	64%	24,894	156
Ownership					
Private sector	47%	18%	34%	179,179	745
Third sector	43%	19%	39%	18,840	101
Public sector	37%	3%	60%	22,581	190
Single or multi					
Single independent establishment	54%	25%	21%	95,339	322
Part of a larger organisation	40%	11%	49%	126,307	719
Union presence					
Has union presence	36%	14%	49%	70,252	558
No unions present	52%	18%	29%	139,557	449
Whether any maternity leave in the last 2 years					
Yes	47%	11%	42%	114,720	763
No	45%	23%	32%	104,468	207
All workplaces					
	46%	17%	37%	221,646	1,041
Base: Those who have paid male employees statutory paternity pay in the past 2 years					
Notes: Figures are weighted, and based on responses from 1,041 employers					

Table 56 cont: Whether the cost of paying Statutory Paternity Pay was recovered from HMRC

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	**	**	**	4,360	37
Manufacturing	35%	34%	31%	18,897	67
Utilities	37%	29%	33%	2,462	88
Construction	50%	18%	32%	22,710	65
Trade	63%	12%	25%	44,220	97
Transport and Communication	43%	14%	43%	17,716	87
Hotels and Restaurants	22%	25%	53%	17,665	93
Finance	52%	13%	35%	7,187	56
Real Estate and Business	48%	17%	36%	39,175	172
Public Admin and Defence	27%	2%	71%	5,607	50
Education	32%	18%	50%	13,989	79
Health and Social Work	49%	10%	41%	18,500	69
Other Community	46%	5%	49%	9,159	81
Government Office Region					
East Midlands	42%	21%	37%	10,397	63
East of England	44%	8%	48%	19,542	98
London	52%	23%	24%	35,129	198
North East	44%	1%	54%	6,996	38
North West	29%	25%	46%	27,587	114
Scotland	39%	15%	45%	15,223	104
South East	52%	8%	41%	22,966	127
South West	66%	12%	22%	21,258	79
Wales	33%	14%	53%	17,103	68
West Midlands	36%	30%	34%	22,394	80
Yorkshire and The Humber	61%	10%	29%	23,052	72
Number of flexible working practices available					
None	**	**	**	5,984	13
1-2	48%	13%	39%	46,042	100
3-4	45%	21%	33%	63,017	258
5-6	40%	15%	45%	68,811	356
7-8	51%	18%	32%	37,792	314
Percentage of female employees					
50% or more	46%	10%	44%	97,273	529
25-49%	48%	14%	38%	44,866	230
10- 24%	44%	30%	26%	48,704	155
Less than 10%	40%	31%	29%	19,094	95
None	**	**	**	11,311	15
All workplaces	46%	17%	37%	221,646	1,041

Base: Those who have paid male employees statutory paternity pay in the past 2 years

Notes: Figures are weighted, and based on responses from 1,041 employers

Table 57: Whether fathers at establishment have taken holiday or annual leave instead of taking paternity leave in the last 2 years

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	19%	77%	4%	231,552	383
50-249 employees	31%	65%	5%	55,321	395
250 or more employees	28%	60%	11%	10,351	474
Size of organisation					
Less than 100	24%	73%	4%	176,997	337
100 to less than 1000	25%	67%	8%	45,655	380
1,000 to less than 10,000	22%	73%	5%	32,334	316
10,000 or more	12%	88%	1%	28,846	179
Ownership					
Private sector	24%	72%	4%	248,283	907
Third sector	14%	79%	6%	23,092	120
Public sector	9%	86%	5%	24,790	219
Single or multi					
Single independent establishment	23%	74%	3%	136,719	417
Part of a larger organisation	21%	73%	6%	160,505	835
Union presence					
Has union presence	15%	82%	3%	79,876	637
No unions present	25%	70%	5%	205,134	576
Whether any maternity leave in the last 2 years					
Yes	25%	70%	4%	146,387	890
No	19%	78%	4%	147,156	274
All workplaces					
	22%	74%	4%	297,224	1,252

Base: Those who have had male employees taking time off around the birth of their child in the past 2 years
Notes: Figures are weighted, and based on responses from 1,252 employers

Table 57 cont: Whether fathers at establishment have taken holiday or annual leave instead of taking paternity leave in the last 2 years

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	14%	84%	1%	7,594	50
Manufacturing	41%	57%	2%	24,560	75
Utilities	16%	78%	7%	3,093	104
Construction	29%	67%	4%	30,390	78
Trade	18%	78%	4%	61,418	119
Transport and Communication	18%	78%	4%	24,819	103
Hotels and Restaurants	23%	72%	5%	22,848	114
Finance	22%	73%	4%	9,742	71
Real Estate and Business	25%	68%	6%	53,608	205
Public Admin and Defence	7%	84%	9%	6,880	59
Education	11%	85%	4%	16,286	92
Health and Social Work	11%	85%	4%	21,381	82
Other Community	26%	72%	1%	14,605	100
Government Office Region					
East Midlands	41%	58%	1%	17,186	86
East of England	36%	64%	*%	27,360	110
London	25%	71%	4%	47,046	232
North East	**	**	**	7,550	43
North West	17%	76%	6%	35,125	144
Scotland	18%	75%	6%	24,925	132
South East	21%	66%	13%	34,033	154
South West	22%	77%	2%	26,400	92
Wales	11%	87%	1%	21,059	79
West Midlands	16%	82%	2%	30,142	93
Yorkshire and The Humber	15%	81%	4%	26,398	87
Number of flexible working practices available					
None	**	**	**	7,843	16
1-2	16%	76%	8%	68,205	134
3-4	21%	76%	2%	85,461	308
5-6	25%	71%	3%	87,360	413
7-8	27%	68%	5%	48,355	381
Percentage of female employees					
50% or more	19%	75%	6%	123,924	630
25-49%	23%	72%	5%	68,145	277
10- 24%	25%	73%	3%	66,252	190
Less than 10%	27%	73%	1%	24,434	117
None	**	**	**	13,873	18
All workplaces	22%	74%	4%	297,224	1,252

Base: Those who have had male employees taking time off around the birth of their child in the past 2 years

Notes: Figures are weighted, and based on responses from 1,252 employers

Table 58: Whether any fathers have topped up paternity leave with holiday or annual leave in the last 2 years

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	38%	57%	5%	231,552	383
50-249 employees	57%	37%	6%	55,321	395
250 or more employees	77%	14%	9%	10,351	474
Size of organisation					
Less than 100	30%	66%	5%	176,997	337
100 to less than 1000	50%	39%	11%	45,655	380
1,000 to less than 10,000	68%	25%	7%	32,334	316
10,000 or more	75%	23%	1%	28,846	179
Ownership					
Private sector	40%	55%	5%	248,283	907
Third sector	60%	35%	5%	23,092	120
Public sector	54%	39%	6%	24,790	219
Single or multi					
Single independent establishment	31%	67%	2%	136,719	417
Part of a larger organisation	53%	39%	8%	160,505	835
Union presence					
Has union presence	60%	36%	4%	79,876	637
No unions present	34%	59%	6%	205,134	576
Whether any maternity leave in the last 2 years					
Yes	50%	45%	6%	146,387	890
No	36%	60%	4%	147,156	274
All workplaces					
	43%	52%	5%	297,224	1,252

Base: Those who have had male employees taking time off around the birth of their child in the past 2 years
Notes: Figures are weighted, and based on responses from 1,252 employers

Table 58 cont: Whether any fathers have topped up paternity leave with holiday or annual leave in the last 2 years

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	30%	56%	14%	7,594	50
Manufacturing	31%	67%	1%	24,560	75
Utilities	50%	44%	6%	3,093	104
Construction	25%	72%	3%	30,390	78
Trade	42%	53%	5%	61,418	119
Transport and Communication	49%	44%	7%	24,819	103
Hotels and Restaurants	30%	69%	1%	22,848	114
Finance	45%	48%	7%	9,742	71
Real Estate and Business	53%	38%	8%	53,608	205
Public Admin and Defence	53%	33%	13%	6,880	59
Education	39%	57%	4%	16,286	92
Health and Social Work	58%	41%	1%	21,381	82
Other Community	52%	37%	11%	14,605	100
Government Office Region					
East Midlands	38%	52%	10%	17,186	86
East of England	45%	53%	2%	27,360	110
London	45%	54%	1%	47,046	232
<i>North East</i>	**	**	**	7,550	43
North West	54%	40%	6%	35,125	144
Scotland	44%	44%	12%	24,925	132
South East	35%	50%	15%	34,033	154
South West	25%	73%	2%	26,400	92
Wales	43%	56%	1%	21,059	79
West Midlands	34%	62%	3%	30,142	93
Yorkshire and The Humber	60%	38%	2%	26,398	87
Number of flexible working practices available					
None	**	**	**	7,843	16
1-2	25%	66%	8%	68,205	134
3-4	44%	53%	4%	85,461	308
5-6	48%	46%	6%	87,360	413
7-8	57%	40%	4%	48,355	381
Percentage of female employees					
50% or more	48%	45%	7%	123,924	630
25-49%	33%	61%	7%	68,145	277
10- 24%	44%	52%	3%	66,252	190
Less than 10%	40%	58%	1%	24,434	117
None	**	**	**	13,873	18
All workplaces	43%	52%	5%	297,224	1,252

Base: Those who have had male employees taking time off around the birth of their child in the past 2 years

Notes: Figures are weighted, and based on responses from 1,252 employers

Table 59: Whether fathers at establishment are allowed a longer period of paternity leave than the statutory amount (2 weeks off work)

	Yes	No	It depends on the employee's job role	It depends on the employee's level of seniority	It depends on the employee's length of service	Don't know	IT DEPENDS	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	26%	56%	*%	*%	1%	18%	1%	728,000	977
50-249 employees	35%	54%	1%	1%	*%	9%	2%	75,000	494
250 or more employees	39%	58%	*%	*%	*%	2%	1%	11,000	540
Size of organisation									
Less than 100	20%	69%	1%	*%	1%	11%	1%	499,000	730
100 to less than 1000	28%	46%	*%	*%	*%	26%	*%	95,000	476
1,000 to less than 10,000	46%	34%	-	*%	-	20%	*%	98,000	452
10,000 or more	46%	30%	*%	-	-	24%	*%	74,000	264
Ownership									
Private sector	26%	58%	*%	*%	1%	16%	1%	663,000	1,435
Third sector	28%	57%	*%	*%	*%	15%	*%	70,000	209
Public sector	38%	37%	-	*%	-	25%	*%	78,000	357
Single or multi									
Single independent establishment	20%	70%	1%	1%	1%	9%	1%	396,000	759
Part of a larger organisation	34%	42%	*%	*%	*%	24%	*%	418,000	1,252
Union presence									
Has union presence	38%	43%	*%	-	-	18%	*%	190,000	901
No unions present	23%	61%	1%	*%	1%	16%	1%	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	32%	51%	*%	*%	*%	17%	*%	321,000	1,209
No	23%	59%	1%	*%	1%	17%	1%	484,000	669
All workplaces									
	27%	56%	*%	*%	1%	17%	1%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 59 cont: Whether fathers at establishment are allowed a longer period of paternity leave than the statutory amount (2 weeks off work)

	Yes	No	It depends on the employee's job role	It depends on the employee's level of seniority	It depends on the employee's length of service	Don't know	IT DEPENDS	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	19%	61%	*%	-	*%	20%	*%	17,000	82
Manufacturing	29%	58%	-	-	3%	11%	3%	55,000	101
Utilities	34%	58%	1%	-	-	6%	1%	6,000	149
Construction	30%	60%	-	-	-	10%	-	47,000	103
Trade	25%	55%	1%	1%	1%	19%	1%	187,000	206
Transport and Communication	22%	63%	*%	*%	2%	13%	2%	50,000	151
Hotels and Restaurants	33%	49%	*%	-	*%	18%	*%	90,000	208
Finance	33%	48%	-	-	*%	18%	*%	23,000	103
Real Estate and Business	23%	63%	*%	*%	*%	14%	*%	133,000	301
Public Admin and Defence	46%	34%	-	-	-	20%	-	16,000	97
Education	29%	52%	1%	1%	-	18%	1%	43,000	193
Health and Social Work	30%	51%	-	-	-	19%	-	90,000	163
Other Community	17%	56%	1%	1%	1%	26%	1%	56,000	154
Government Office Region									
East Midlands	34%	45%	1%	*%	*%	20%	1%	66,000	155
East of England	27%	57%	2%	2%	2%	14%	2%	74,000	175
London	23%	55%	1%	1%	1%	21%	1%	113,000	320
North East	32%	50%	-	-	-	18%	-	22,000	67
North West	28%	57%	-	-	-	15%	-	92,000	234
Scotland	22%	48%	-	-	*%	30%	*%	82,000	212
South East	27%	56%	-	-	1%	17%	1%	106,000	277
South West	21%	69%	*%	-	2%	8%	2%	78,000	162
Wales	30%	58%	-	-	-	13%	-	56,000	120
West Midlands	23%	60%	*%	-	-	17%	*%	68,000	151
Yorkshire and The Humber	37%	54%	1%	*%	*%	9%	1%	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	13%	65%	-	*%	-	21%	*%	188,000	255
3-4	24%	56%	*%	-	1%	18%	1%	249,000	543
5-6	31%	52%	1%	1%	1%	16%	2%	237,000	653
7-8	45%	46%	*%	*%	*%	9%	*%	111,000	524
Percentage of female employees									
50% or more	26%	54%	*%	*%	*%	20%	*%	479,000	1,141
25-49%	29%	55%	1%	*%	1%	14%	1%	148,000	396
10- 24%	26%	61%	1%	1%	2%	10%	2%	118,000	262
Less than 10%	20%	73%	-	-	-	7%	-	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	27%	56%	*%	*%	1%	17%	1%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 60: The amount of extra paternity leave provided to fathers at establishment (WEEKS COMBINED)

	Less than 1 week	1 week or more but less than 2 weeks	2 weeks or more but less than 3 weeks	3 weeks or more but less than 4 weeks	4 weeks or more but less than 5 weeks	5 weeks or more	Don't know	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	2%	7%	19%	3%	6%	8%	55%	191,694	283
50-249 employees	4%	6%	27%	1%	5%	10%	47%	27,727	187
250 or more employees	5%	8%	20%	*%	7%	17%	43%	4,520	187
Size of organisation									
Less than 100	2%	10%	21%	4%	8%	10%	45%	102,670	176
100 to less than 1000	2%	12%	19%	*%	2%	12%	51%	26,538	151
1,000 to less than 10,000	1%	2%	24%	2%	1%	3%	68%	45,734	170
10,000 or more	6%	2%	14%	4%	5%	7%	62%	34,366	130
Ownership									
Private sector	2%	7%	23%	2%	6%	8%	52%	174,586	447
Third sector	2%	8%	10%	10%	3%	7%	60%	19,496	69
Public sector	5%	4%	11%	3%	7%	8%	62%	29,852	140
Single or multi									
Single independent establishment	3%	11%	17%	5%	8%	10%	46%	81,634	196
Part of a larger organisation	2%	5%	22%	1%	4%	7%	58%	142,307	461
Union presence									
Has union presence	2%	3%	19%	4%	5%	10%	57%	72,928	353
No unions present	2%	10%	20%	2%	6%	8%	51%	141,493	284
Whether any maternity leave in the last 2 years									
Yes	3%	4%	21%	1%	5%	11%	54%	102,291	426
No	1%	10%	18%	4%	6%	6%	54%	118,516	192
All workplaces									
	2%	7%	20%	3%	6%	8%	54%	223,940	657
Base: Those who allow a longer period of paternity leave									
Notes: Figures are weighted, and based on responses from 657 employers									

Table 60 cont: The amount of extra paternity leave provided to fathers at establishment (WEEKS COMBINED)

	Less than 1 week	1 week or more but less than 2 weeks	2 weeks or more but less than 3 weeks	3 weeks or more but less than 4 weeks	4 weeks or more but less than 5 weeks	5 weeks or more	Don't know	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	**	**	**	**	**	**	**	3,267	25
Manufacturing	**	**	**	**	**	**	**	17,343	29
Utilities	2%	8%	18%	3%	10%	2%	57%	2,135	50
<i>Construction</i>	**	**	**	**	**	**	**	14,341	39
Trade	3%	8%	22%	3%	3%	11%	51%	48,273	83
Transport and Communication	**	**	**	**	**	**	**	11,661	45
Hotels and Restaurants	4%	*%	28%	*%	14%	3%	50%	29,772	74
<i>Finance</i>	**	**	**	**	**	**	**	7,848	36
Real Estate and Business	1%	13%	24%	-	1%	10%	52%	31,347	74
Public Admin and Defence	**	**	**	**	**	**	**	7,290	41
Education	4%	9%	13%	-	4%	14%	55%	12,933	53
Health and Social Work	2%	3%	21%	7%	7%	6%	55%	27,245	63
Other Community	**	**	**	**	**	**	**	10,485	45
Government Office Region									
East Midlands	-	*%	12%	-	11%	22%	56%	23,067	54
East of England	**	**	**	**	**	**	**	21,631	49
London	6%	25%	24%	3%	4%	2%	36%	27,489	94
North East	**	**	**	**	**	**	**	6,923	26
North West	1%	8%	23%	-	6%	4%	58%	26,143	86
Scotland	*%	2%	25%	*%	12%	3%	58%	17,819	67
South East	2%	6%	23%	*%	7%	14%	48%	29,439	96
South West	**	**	**	**	**	**	**	17,631	47
Wales	**	**	**	**	**	**	**	16,425	37
West Midlands	1%	3%	18%	*%	4%	6%	68%	15,635	57
Yorkshire and The Humber	**	**	**	**	**	**	**	21,739	44
Number of flexible working practices available									
None	**	**	**	**	**	**	**	9,575	11
1-2	*%	6%	24%	7%	*%	5%	57%	24,892	57
3-4	2%	10%	17%	2%	4%	9%	56%	62,555	155
5-6	4%	5%	21%	3%	6%	6%	55%	76,781	231
7-8	1%	6%	26%	*%	5%	14%	47%	50,138	203
Percentage of female employees									
50% or more	3%	4%	21%	3%	5%	9%	56%	124,154	379
25-49%	*%	12%	25%	3%	2%	9%	50%	45,360	129
10- 24%	4%	13%	8%	1%	10%	6%	57%	33,975	82
Less than 10%	**	**	**	**	**	**	**	5,986	40
None	**	**	**	**	**	**	**	10,822	17
All workplaces	2%	7%	20%	3%	6%	8%	54%	223,940	657
Base: Those who allow a longer period of paternity leave									
Notes: Figures are weighted, and based on responses from 657 employers									

Table 61: Whether establishment pays fathers more than the statutory rate for paternity pay when they take paternity leave

	Yes	No	It depends on the employee's job role	It depends on the employee's level of seniority	It depends on the employee's length of service	Don't know	IT DEPENDS	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	15%	58%	1%	*%	*%	26%	1%	728,000	977
50-249 employees	29%	57%	*%	*%	*%	14%	1%	75,000	494
250 or more employees	53%	41%	0%	*%	*%	5%	1%	11,000	540
Size of organisation									
Less than 100	16%	66%	1%	*%	*%	16%	1%	499,000	730
100 to less than 1000	17%	47%	1%	*%	1%	34%	1%	95,000	476
1,000 to less than 10,000	16%	51%	-	*%	*%	33%	*%	98,000	452
10,000 or more	23%	38%	2%	*%	-	37%	2%	74,000	264
Ownership									
Private sector	16%	60%	1%	*%	*%	23%	1%	663,000	1,435
Third sector	15%	65%	-	-	-	21%	-	70,000	209
Public sector	28%	34%	-	-	*%	38%	*%	78,000	357
Single or multi									
Single independent establishment	16%	70%	1%	*%	*%	13%	1%	396,000	759
Part of a larger organisation	17%	46%	1%	*%	*%	35%	1%	418,000	1,252
Union presence									
Has union presence	24%	45%	1%	*%	*%	30%	1%	190,000	901
No unions present	15%	62%	1%	*%	*%	22%	1%	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	18%	57%	*%	*%	*%	24%	1%	321,000	1,209
No	16%	58%	1%	*%	*%	25%	1%	484,000	669
All workplaces									
	17%	58%	1%	*%	*%	25%	1%	814,000	2,011
Base: Those who allow a longer period of paternity leave									
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 61 cont: Whether establishment pays fathers more than the statutory rate for paternity pay when they take paternity leave

	Yes	No	It depends on the employee's job role	It depends on the employee's level of seniority	It depends on the employee's length of service	Don't know	IT DEPENDS	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	17%	54%	3%	-	-	26%	3%	17,000	82
Manufacturing	19%	72%	1%	-	1%	7%	2%	55,000	101
Utilities	29%	57%	2%	-	-	11%	2%	6,000	149
Construction	19%	69%	-	*%	*%	12%	*%	47,000	103
Trade	12%	56%	1%	-	-	32%	1%	187,000	206
Transport and Communication	21%	59%	*%	*%	1%	19%	2%	50,000	151
Hotels and Restaurants	12%	60%	1%	1%	*%	26%	1%	90,000	208
Finance	20%	47%	2%	2%	2%	31%	2%	23,000	103
Real Estate and Business	22%	57%	1%	-	*%	20%	1%	133,000	301
Public Admin and Defence	36%	25%	-	-	-	40%	-	16,000	97
Education	25%	49%	-	1%	-	25%	1%	43,000	193
Health and Social Work	12%	61%	-	-	*%	28%	*%	90,000	163
Other Community	16%	49%	-	-	*%	35%	*%	56,000	154
Government Office Region									
East Midlands	12%	53%	-	*%	-	35%	*%	66,000	155
East of England	18%	60%	2%	1%	1%	19%	2%	74,000	175
London	17%	55%	-	*%	*%	27%	*%	113,000	320
North East	9%	67%	-	-	-	24%	-	22,000	67
North West	21%	56%	1%	*%	-	22%	1%	92,000	234
Scotland	16%	46%	*%	-	-	38%	*%	82,000	212
South East	15%	59%	1%	*%	1%	24%	2%	106,000	277
South West	10%	67%	1%	1%	-	22%	1%	78,000	162
Wales	27%	50%	-	-	1%	22%	1%	56,000	120
West Midlands	18%	61%	1%	-	*%	20%	1%	68,000	151
Yorkshire and The Humber	18%	67%	*%	-	-	15%	*%	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	7%	58%	*%	*%	-	34%	*%	188,000	255
3-4	12%	64%	1%	*%	*%	23%	1%	249,000	543
5-6	22%	56%	1%	1%	*%	21%	1%	237,000	653
7-8	27%	54%	1%	*%	1%	17%	2%	111,000	524
Percentage of female employees									
50% or more	14%	58%	1%	*%	*%	28%	1%	479,000	1,141
25-49%	16%	61%	*%	*%	*%	23%	1%	148,000	396
10- 24%	25%	55%	*%	*%	-	20%	*%	118,000	262
Less than 10%	24%	69%	-	*%	*%	6%	1%	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	17%	58%	1%	*%	*%	25%	1%	814,000	2,011

Base: Those who allow a longer period of paternity leave

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 62 cont: Whether fathers receive full pay for all, part, or none of the time during paternity leave

	All of this time	Part of this time	None of this time	Don't know	All / part of the time	Weighted count	Unweighted count
Size of Establishment							
5-49 employees	74%	18%	4%	4%	92%	116,080	184
50-249 employees	58%	34%	2%	6%	92%	22,124	153
250 or more employees	56%	39%	3%	2%	95%	6,197	287
Size of organisation							
Less than 100	79%	14%	3%	4%	93%	85,658	132
100 to less than 1000	58%	28%	10%	3%	87%	17,547	170
1,000 to less than 10,000	57%	38%	*%	5%	95%	15,961	195
10,000 or more	65%	24%	3%	8%	89%	19,070	108
Ownership							
Private sector	71%	20%	5%	5%	90%	111,262	377
Third sector	72%	27%	1%	*%	99%	10,497	70
Public sector	68%	29%	*%	3%	97%	21,806	173
Single or multi							
Single independent establishment	81%	15%	2%	2%	96%	67,253	182
Part of a larger organisation	62%	27%	5%	6%	89%	77,148	442
Union presence							
Has union presence	63%	31%	4%	2%	94%	47,283	392
No unions present	74%	16%	3%	6%	91%	95,177	223
Whether any maternity leave in the last 2 years							
Yes	60%	33%	4%	3%	93%	60,151	430
No	79%	12%	4%	5%	91%	82,460	128
All workplaces							
	71%	21%	4%	4%	92%	144,401	624

Base: Those who offer extra statutory-paternity pay

Notes: Figures are weighted, and based on responses from 624 employers

Table 62 cont: Whether fathers receive full pay for all, part, or none of the time during paternity leave

	All of this time	Part of this time	None of this time	Don't know	ANY	Weighted count	Unweighted count
Standard Industrial Classification							
Agriculture, Fishery and Mining	**	**	**	**	**	3,469	19
Manufacturing	**	**	**	**	**	11,638	38
Utilities	73%	27%	-	-	100%	1,886	54
Construction	**	**	**	**	**	9,092	25
Trade	59%	28%	13%	-	87%	22,949	52
Transport and Communication	82%	7%	1%	10%	89%	11,211	53
Hotels and Restaurants	**	**	**	**	**	12,122	41
Finance	**	**	**	**	**	5,077	37
Real Estate and Business	71%	16%	6%	8%	87%	30,729	94
Public Admin and Defence	**	**	**	**	**	5,701	44
Education	70%	30%	*%	-	100%	11,154	65
Health and Social Work	**	**	**	**	**	10,415	49
Other Community	79%	18%	3%	*%	97%	8,959	53
Government Office Region							
East Midlands	**	**	**	**	**	8,166	37
East of England	66%	24%	10%	-	90%	14,985	54
London	78%	21%	*%	-	100%	20,068	124
North East	**	**	**	**	**	1,943	21
North West	78%	17%	1%	4%	95%	20,100	72
Scotland	72%	27%	*%	1%	99%	12,999	70
South East	76%	14%	*%	10%	90%	18,444	79
<i>South West</i>	**	**	**	**	**	8,562	35
Wales	**	**	**	**	**	15,636	46
West Midlands	**	**	**	**	**	12,923	42
Yorkshire and The Humber	**	**	**	**	**	10,576	44
Number of flexible working practices available							
None	**	**	**	**	**	9,409	9
1-2	**	**	**	**	**	13,776	40
3-4	70%	26%	*%	3%	97%	33,057	113
5-6	64%	27%	5%	4%	91%	55,307	206
7-8	69%	19%	7%	5%	88%	32,852	256
Percentage of female employees							
50% or more	63%	26%	5%	6%	89%	71,278	349
25-49%	73%	19%	1%	6%	93%	24,360	132
10- 24%	83%	10%	4%	2%	94%	29,606	74
Less than 10%	**	**	**	**	**	7,377	44
None	**	**	**	**	**	9,543	12
All workplaces	71%	21%	4%	4%	92%	144,401	624

Base: Those who offer extra statutory-paternity pay

Notes: Figures are weighted, and based on responses from 624 employers

Table 63: Whether in the last 2 years the workplace has allowed fathers to split their paternity leave into individual days or weeks, rather than taking it in a single block

	Yes, allowed individual days or weeks to be taken	No, those taking paternity leave have to take it in a single block	We have not had a request to split the leave	Don't know	Weighted count	Unweighted count
Size of Establishment						
5-49 employees	17%	50%	26%	6%	231,552	383
50-249 employees	22%	46%	25%	6%	55,321	395
250 or more employees	32%	50%	13%	5%	10,351	474
Size of organisation						
Less than 100	19%	53%	22%	5%	176,997	337
100 to less than 1000	20%	47%	23%	10%	45,655	380
1,000 to less than 10,000	15%	47%	31%	7%	32,334	316
10,000 or more	21%	36%	38%	5%	28,846	179
Ownership						
Private sector	17%	51%	25%	7%	248,283	907
Third sector	18%	51%	25%	6%	23,092	120
Public sector	32%	31%	33%	5%	24,790	219
Single or multi						
Single independent establishment	18%	57%	22%	3%	136,719	417
Part of a larger organisation	19%	43%	28%	9%	160,505	835
Union presence						
Has union presence	24%	40%	31%	4%	79,876	637
No unions present	17%	52%	24%	7%	205,134	576
Whether any maternity leave in the last 2 years						
Yes	21%	45%	25%	9%	146,387	890
No	16%	54%	27%	3%	147,156	274
All workplaces						
	19%	49%	26%	6%	297,224	1,252

Base: Those who have had male employees taking time off around the birth of their child in the past 2 years

Notes: Figures are weighted, and based on responses from 1,252 employers

Table 63 cont: Whether in the last 2 years the workplace has allowed fathers to split their paternity leave into individual days or weeks, rather than taking it in a single block

	Yes, allowed individual days or weeks to be taken	No, those taking paternity leave have to take it in a single block	We have not had a request to split the leave	Don't know	Weighted count	Unweighted count
Standard Industrial Classification						
Agriculture, Fishery and Mining	28%	44%	28%	-	7,594	50
Manufacturing	33%	43%	23%	1%	24,560	75
Utilities	20%	65%	11%	3%	3,093	104
Construction	7%	74%	15%	5%	30,390	78
Trade	18%	52%	22%	7%	61,418	119
Transport and Communication	27%	31%	39%	3%	24,819	103
Hotels and Restaurants	11%	51%	25%	13%	22,848	114
Finance	12%	45%	39%	4%	9,742	71
Real Estate and Business	17%	44%	32%	8%	53,608	205
Public Admin and Defence	31%	31%	28%	11%	6,880	59
Education	27%	45%	25%	3%	16,286	92
Health and Social Work	18%	59%	21%	2%	21,381	82
Other Community	10%	50%	24%	16%	14,605	100
Government Office Region						
East Midlands	14%	40%	29%	17%	17,186	86
East of England	22%	53%	24%	1%	27,360	110
London	27%	51%	19%	3%	47,046	232
North East	**	**	**	**	7,550	43
North West	11%	54%	25%	10%	35,125	144
Scotland	18%	55%	19%	8%	24,925	132
South East	21%	40%	23%	15%	34,033	154
South West	22%	46%	27%	5%	26,400	92
Wales	27%	41%	29%	2%	21,059	79
West Midlands	10%	53%	34%	3%	30,142	93
Yorkshire and The Humber	14%	49%	34%	2%	26,398	87
Number of flexible working practices available						
None	**	**	**	**	7,843	16
1-2	16%	40%	33%	12%	68,205	134
3-4	16%	58%	21%	4%	85,461	308
5-6	25%	44%	25%	6%	87,360	413
7-8	18%	49%	28%	4%	48,355	381
Percentage of female employees						
50% or more	23%	41%	27%	9%	123,924	630
25-49%	13%	49%	33%	5%	68,145	277
10- 24%	13%	60%	23%	4%	66,252	190
Less than 10%	28%	48%	19%	5%	24,434	117
None	**	**	**	**	13,873	18
All workplaces	19%	49%	26%	6%	297,224	1,252

Base: Those who have had male employees taking time off around the birth of their child in the past 2 years

Notes: Figures are weighted, and based on responses from 1,252 employers

Table 64: Whether respondent was aware of the change in paternity leave rights allowing fathers to take 26 weeks additional paternity leave

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	62%	37%	*%	728,000	977
50-249 employees	80%	19%	*%	75,000	494
250 or more employees	94%	6%	-	11,000	540
Size of organisation					
Less than 100	66%	34%	*%	499,000	730
100 to less than 1000	65%	35%	0%	95,000	476
1,000 to less than 10,000	60%	40%	*%	98,000	452
10,000 or more	67%	32%	1%	74,000	264
Ownership					
Private sector	64%	36%	*%	663,000	1,435
Third sector	77%	23%	-	70,000	209
Public sector	63%	37%	*%	78,000	357
Single or multi					
Single independent establishment	65%	35%	*%	396,000	759
Part of a larger organisation	64%	36%	*%	418,000	1,252
Union presence					
Has union presence	67%	32%	1%	190,000	901
No unions present	64%	36%	*%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	71%	29%	*%	321,000	1,209
No	60%	39%	*%	484,000	669
All workplaces					
	64%	35%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 64 cont: Whether respondent was aware of the change in paternity leave rights allowing fathers to take 26 weeks additional paternity leave

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	56%	44%	-	17,000	82
Manufacturing	54%	45%	1%	55,000	101
Utilities	61%	39%	*%	6,000	149
Construction	68%	32%	-	47,000	103
Trade	49%	51%	*%	187,000	206
Transport and Communication	76%	24%	-	50,000	151
Hotels and Restaurants	61%	39%	*%	90,000	208
Finance	75%	25%	-	23,000	103
Real Estate and Business	81%	19%	-	133,000	301
Public Admin and Defence	82%	18%	-	16,000	97
Education	66%	34%	-	43,000	193
Health and Social Work	73%	26%	*%	90,000	163
Other Community	59%	38%	2%	56,000	154
Government Office Region					
East Midlands	63%	37%	-	66,000	155
East of England	70%	30%	-	74,000	175
London	62%	37%	*%	113,000	320
North East	55%	45%	-	22,000	67
North West	70%	30%	-	92,000	234
Scotland	60%	39%	2%	82,000	212
South East	61%	39%	-	106,000	277
South West	70%	29%	1%	78,000	162
Wales	79%	21%	-	56,000	120
West Midlands	56%	44%	*%	68,000	151
Yorkshire and The Humber	61%	39%	*%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	53%	46%	1%	188,000	255
3-4	65%	34%	*%	249,000	543
5-6	69%	31%	*%	237,000	653
7-8	76%	23%	*%	111,000	524
Percentage of female employees					
50% or more	69%	31%	*%	479,000	1,141
25-49%	61%	39%	-	148,000	396
10- 24%	58%	42%	*%	118,000	262
Less than 10%	70%	30%	-	30,000	138
None	**	**	**	31,000	39
All workplaces	64%	35%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 65: Whether workplace allows male employees to take time off to attend antenatal appointments

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	81%	8%	11%	728,000	977
50-249 employees	82%	10%	8%	75,000	494
250 or more employees	81%	9%	10%	11,000	540
Size of organisation					
Less than 100	82%	9%	8%	499,000	730
100 to less than 1000	79%	6%	15%	95,000	476
1,000 to less than 10,000	84%	5%	11%	98,000	452
10,000 or more	81%	8%	11%	74,000	264
Ownership					
Private sector	81%	9%	10%	663,000	1,435
Third sector	81%	10%	10%	70,000	209
Public sector	81%	5%	14%	78,000	357
Single or multi					
Single independent establishment	82%	10%	8%	396,000	759
Part of a larger organisation	80%	7%	13%	418,000	1,252
Union presence					
Has union presence	85%	4%	11%	190,000	901
No unions present	81%	9%	10%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	82%	8%	10%	321,000	1,209
No	81%	9%	11%	484,000	669
All workplaces					
	81%	8%	11%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 65 cont: Whether workplace allows male employees to take time off to attend antenatal appointments

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	89%	*%	11%	17,000	82
Manufacturing	81%	14%	4%	55,000	101
Utilities	85%	10%	6%	6,000	149
Construction	84%	8%	8%	47,000	103
Trade	79%	6%	14%	187,000	206
Transport and Communication	75%	15%	10%	50,000	151
Hotels and Restaurants	89%	5%	5%	90,000	208
Finance	86%	3%	11%	23,000	103
Real Estate and Business	80%	11%	9%	133,000	301
Public Admin and Defence	79%	9%	11%	16,000	97
Education	88%	4%	8%	43,000	193
Health and Social Work	79%	12%	9%	90,000	163
Other Community	74%	5%	21%	56,000	154
Government Office Region					
East Midlands	73%	11%	16%	66,000	155
East of England	86%	13%	2%	74,000	175
London	79%	9%	12%	113,000	320
North East	91%	7%	2%	22,000	67
North West	83%	3%	14%	92,000	234
Scotland	73%	6%	21%	82,000	212
South East	79%	10%	11%	106,000	277
South West	89%	5%	7%	78,000	162
Wales	84%	12%	4%	56,000	120
West Midlands	79%	8%	13%	68,000	151
Yorkshire and The Humber	87%	9%	4%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	74%	10%	16%	188,000	255
3-4	79%	12%	9%	249,000	543
5-6	85%	6%	9%	237,000	653
7-8	89%	5%	6%	111,000	524
Percentage of female employees					
50% or more	80%	8%	12%	479,000	1,141
25-49%	82%	8%	10%	148,000	396
10- 24%	84%	10%	5%	118,000	262
Less than 10%	85%	12%	3%	30,000	138
None	**	**	**	31,000	39
All workplaces	81%	8%	11%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 66: The number of antenatal appointment that male employees are allowed time off to attend

	1	2	3	More than 3	No limit placed	Don't know	Weighted count	Unweighted count
Size of Establishment								
5-49 employees	1%	4%	5%	14%	57%	21%	589,694	814
50-249 employees	2%	3%	7%	16%	53%	19%	61,742	419
250 or more employees	*%	5%	6%	17%	58%	14%	9,276	437
Size of organisation								
Less than 100	1%	4%	6%	15%	60%	14%	411,046	617
100 to less than 1000	2%	2%	2%	12%	48%	34%	74,815	392
1,000 to less than 10,000	*%	1%	2%	17%	49%	31%	82,157	366
10,000 or more	-	4%	3%	11%	54%	28%	60,237	228
Ownership								
Private sector	1%	4%	5%	13%	58%	19%	539,836	1,196
Third sector	0%	1%	2%	19%	57%	21%	56,593	177
Public sector	1%	2%	8%	16%	45%	29%	62,914	292
Single or multi								
Single independent establishment	1%	5%	6%	14%	61%	13%	326,397	634
Part of a larger organisation	1%	2%	4%	14%	52%	27%	334,316	1,036
Union presence								
Has union presence	1%	3%	5%	16%	52%	24%	161,126	741
No unions present	1%	4%	5%	14%	58%	19%	482,989	877
Whether any maternity leave in the last 2 years								
Yes	1%	2%	4%	14%	58%	21%	263,650	1,018
No	1%	5%	6%	14%	55%	19%	390,693	550
All workplaces								
	1%	4%	5%	14%	56%	20%	660,712	1,670
Base: Those who allow male employees time off to attend antenatal classes								
Notes: Figures are weighted, and based on responses from 1,670 employers								

Table 66 cont: The number of antenatal appointment that male employees are allowed time off to attend

	1	2	3	More than 3	No limit placed	Don't know	Weighted count	Unweighted count
Standard Industrial Classification								
Agriculture, Fishery and Mining	1%	1%	11%	14%	57%	16%	15,420	75
Manufacturing	2%	2%	*%	18%	68%	11%	45,071	77
Utilities	*%	4%	7%	15%	60%	14%	5,079	122
Construction	-	6%	5%	7%	64%	18%	39,854	82
Trade	1%	6%	5%	12%	53%	23%	148,004	176
Transport and Communication	-	9%	7%	11%	50%	23%	37,815	123
Hotels and Restaurants	1%	4%	5%	14%	62%	14%	80,269	185
Finance	*%	9%	1%	17%	61%	12%	20,200	85
Real Estate and Business	1%	1%	3%	14%	58%	24%	105,895	246
Public Admin and Defence	1%	*%	4%	20%	38%	37%	12,643	73
Education	1%	2%	6%	12%	56%	23%	38,053	168
Health and Social Work	-	1%	5%	20%	54%	20%	71,000	134
Other Community	*%	1%	11%	17%	47%	24%	41,590	124
Government Office Region								
East Midlands	-	*%	2%	13%	56%	29%	48,365	129
East of England	-	8%	4%	6%	67%	15%	63,290	153
London	*%	3%	6%	21%	51%	19%	89,265	260
North East	-	5%	6%	17%	43%	29%	19,855	59
North West	*%	1%	5%	16%	53%	25%	76,843	198
Scotland	2%	2%	2%	22%	53%	18%	59,394	163
South East	1%	8%	1%	6%	62%	21%	83,658	231
South West	1%	4%	10%	10%	56%	18%	69,268	140
Wales	*%	*%	10%	16%	57%	17%	46,766	99
West Midlands	1%	*%	8%	14%	58%	19%	53,946	125
Yorkshire and The Humber	1%	5%	1%	18%	55%	20%	50,062	113
Number of flexible working practices available								
None	**	**	**	**	**	**	23,543	27
1-2	-	6%	3%	17%	54%	21%	139,300	197
3-4	*%	2%	6%	10%	58%	22%	197,063	433
5-6	2%	2%	5%	16%	56%	19%	201,933	560
7-8	*%	4%	5%	18%	55%	19%	98,874	453
Percentage of female employees								
50% or more	1%	2%	4%	16%	52%	25%	383,579	955
25-49%	*%	3%	5%	10%	64%	18%	120,934	334
10- 24%	1%	9%	7%	13%	57%	12%	99,951	215
Less than 10%	-	2%	8%	15%	69%	7%	25,788	109
None	**	**	**	**	**	**	25,068	30
All workplaces	1%	4%	5%	14%	56%	20%	660,712	1,670

Base: Those who allow male employees time off to attend antenatal classes

Notes: Figures are weighted, and based on responses from 1,670 employers

Table 67: How time taken off for male staff to attend antenatal appointments is treated

	Time off but make it up later	As special paid leave	As leave without pay	As annual leave / holiday	It would depend entirely on individual preference	Never been asked	It depends on the employee's length of service	It depends on the employee's job role	It depend on the employee's level of seniority	Other	Don't know	IT DEPENDS	Weighted count	Unweighted count
Size of Establishment														
5-49 employees	45%	35%	15%	14%	4%	3%	*%	*%	*%	1%	8%	5%	589,694	814
50-249 employees	42%	47%	19%	18%	3%	4%	-	1%	-	-	3%	4%	61,742	419
250 or more employees	43%	47%	24%	25%	5%	-	*%	1%	*%	3%	1%	6%	9,276	437
Size of organisation														
Less than 100	46%	36%	17%	14%	3%	3%	*%	*%	*%	1%	5%	4%	411,046	617
100 to less than 1000	49%	40%	14%	20%	2%	1%	-	*%	-	*%	8%	2%	74,815	392
1,000 to less than 10,000	37%	38%	12%	11%	11%	3%	*%	*%	*%	*%	5%	11%	82,157	366
10,000 or more	46%	39%	17%	18%	4%	7%	-	*%	1%	*%	7%	5%	60,237	228
Ownership														
Private sector	48%	32%	17%	16%	4%	3%	*%	*%	*%	1%	7%	5%	539,836	1,196
Third sector	39%	53%	14%	11%	2%	2%	-	*%	-	-	10%	2%	56,593	177
Public sector	24%	62%	4%	10%	4%	6%	-	*%	-	*%	10%	4%	62,914	292
Single or multi														
Single independent establishment	48%	37%	17%	14%	3%	3%	-	*%	-	*%	4%	4%	326,397	634
Part of a larger organisation	42%	36%	14%	15%	5%	3%	1%	*%	*%	1%	11%	6%	334,316	1,036
Union presence														
Has union presence	40%	47%	13%	16%	5%	3%	*%	*%	*%	*%	8%	5%	161,126	741
No unions present	47%	33%	16%	14%	4%	3%	*%	*%	*%	*%	6%	5%	482,989	877
Whether any maternity leave in the last 2 years														
Yes	42%	40%	16%	14%	4%	4%	1%	1%	*%	*%	8%	5%	263,650	1,018
No	46%	35%	15%	15%	4%	3%	*%	*%	*%	1%	7%	4%	390,693	550
All workplaces	45%	37%	15%	15%	4%	3%	*%	*%	*%	1%	7%	5%	660,712	1,670
Base: Those who allow male employees time off to attend antenatal classes														
Notes: Figures are weighted, and based on responses from 1,670 employers														

Table 67 cont: How time taken off for male staff to attend antenatal appointments is treated

	Time off but make it up later	As special paid leave	As leave without pay	As annual leave / holiday	It would depend entirely on individual preference	Never been asked	It depends on the employee's length of service	It depends on the employee's job role	It depend on the employee's level of seniority	Other	Don't know	IT DEPENDS	Weighted count	Unweighted count
Standard Industrial Classification														
Agriculture, Fishery and Mining	44%	31%	14%	8%	6%	2%	-	*%	-	-	6%	6%	15,420	75
Manufacturing	55%	25%	27%	22%	5%	5%	-	-	-	3%	-	5%	45,071	77
Utilities	41%	36%	13%	19%	9%	3%	1%	*%	1%	1%	2%	11%	5,079	122
Construction	35%	43%	23%	24%	5%	3%	*%	*%	*%	*%	-	5%	39,854	82
Trade	41%	33%	14%	17%	6%	3%	1%	-	-	*%	10%	6%	148,004	176
Transport and Communication	51%	38%	21%	16%	5%	4%	-	2%	-	*%	5%	7%	37,815	123
Hotels and Restaurants	53%	18%	23%	14%	4%	4%	1%	1%	*%	1%	10%	5%	80,269	185
Finance	59%	53%	5%	21%	2%	4%	-	*%	-	3%	9%	2%	20,200	85
Real Estate and Business	54%	37%	15%	14%	3%	1%	-	*%	-	1%	3%	3%	105,895	246
Public Admin and Defence	39%	54%	5%	13%	4%	4%	2%	-	-	-	9%	7%	12,643	73
Education	31%	58%	10%	6%	2%	4%	-	*%	-	-	5%	2%	38,053	168
Health and Social Work	32%	50%	9%	11%	6%	2%	-	*%	-	*%	14%	6%	71,000	134
Other Community	42%	34%	9%	5%	*%	12%	-	*%	-	-	10%	*%	41,590	124
Government Office Region														
East Midlands	44%	37%	20%	13%	7%	3%	1%	*%	-	*%	10%	8%	48,365	129
East of England	56%	32%	11%	15%	3%	4%	*%	*%	*%	2%	4%	3%	63,290	153
London	42%	36%	4%	14%	3%	4%	-	*%	*%	1%	12%	3%	89,265	260
North East	44%	44%	18%	27%	5%	2%	-	*%	-	*%	6%	5%	19,855	59
North West	51%	32%	17%	17%	7%	-	-	1%	-	1%	5%	8%	76,843	198
Scotland	44%	39%	7%	9%	4%	5%	*%	-	-	*%	8%	4%	59,394	163
South East	43%	39%	21%	14%	4%	3%	1%	1%	-	*%	7%	5%	83,658	231
South West	40%	43%	20%	15%	1%	10%	2%	-	-	2%	3%	3%	69,268	140
Wales	41%	31%	22%	8%	10%	4%	-	-	-	*%	4%	10%	46,766	99
West Midlands	46%	37%	17%	17%	3%	1%	-	-	-	*%	11%	3%	53,946	125
Yorkshire and The Humber	41%	37%	17%	20%	1%	*%	-	*%	-	-	9%	1%	50,062	113
Number of flexible working practices available														
None	**	**	**	**	**	**	**	**	**	**	**	**	23,543	27
1-2	45%	38%	18%	14%	3%	4%	1%	-	*%	*%	9%	4%	139,300	197
3-4	40%	35%	18%	15%	2%	6%	*%	-	-	*%	7%	2%	197,063	433
5-6	46%	37%	14%	12%	5%	1%	*%	1%	*%	2%	8%	6%	201,933	560
7-8	46%	39%	12%	18%	10%	3%	*%	*%	*%	1%	5%	10%	98,874	453
Percentage of female employees														
50% or more	43%	39%	14%	12%	5%	4%	*%	*%	*%	1%	10%	5%	383,579	955
25-49%	48%	32%	13%	13%	4%	3%	1%	*%	*%	1%	8%	6%	120,934	334
10- 24%	45%	39%	20%	22%	2%	2%	*%	-	-	*%	1%	2%	99,951	215
Less than 10%	67%	23%	39%	33%	7%	-	-	2%	-	*%	-	10%	25,788	109
None	**	**	**	**	**	**	**	**	**	**	**	**	25,068	30
All workplaces	45%	37%	15%	15%	4%	3%	*%	*%	*%	1%	7%	5%	660,712	1,670

Base: Those who allow male employees time off to attend antenatal classes

Notes: Figures are weighted, and based on responses from 1,670 employers

Table 68: Whether the benefits the workplace provides for primary adopters and their partners matches those provided to birth parents

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	70%	4%	26%	728,000	977
50-249 employees	83%	2%	16%	75,000	494
250 or more employees	92%	2%	6%	11,000	540
Size of organisation					
Less than 100	75%	5%	20%	499,000	730
100 to less than 1000	63%	1%	35%	95,000	476
1,000 to less than 10,000	67%	4%	29%	98,000	452
10,000 or more	70%	1%	29%	74,000	264
Ownership					
Private sector	70%	4%	26%	663,000	1,435
Third sector	79%	5%	16%	70,000	209
Public sector	80%	1%	19%	78,000	357
Single or multi					
Single independent establishment	76%	6%	18%	396,000	759
Part of a larger organisation	67%	2%	31%	418,000	1,252
Union presence					
Has union presence	72%	4%	25%	190,000	901
No unions present	71%	4%	25%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	79%	2%	19%	321,000	1,209
No	67%	5%	29%	484,000	669
All workplaces					
	71%	4%	25%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 68 cont: Whether the benefits the workplace provides for primary adopters and their partners matches those provided to birth parents

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	50%	12%	38%	17,000	82
Manufacturing	70%	3%	28%	55,000	101
Utilities	80%	3%	17%	6,000	149
Construction	71%	5%	25%	47,000	103
Trade	60%	2%	38%	187,000	206
Transport and Communication	68%	3%	29%	50,000	151
Hotels and Restaurants	72%	4%	24%	90,000	208
Finance	76%	-	24%	23,000	103
Real Estate and Business	78%	5%	17%	133,000	301
Public Admin and Defence	71%	2%	27%	16,000	97
Education	83%	3%	14%	43,000	193
Health and Social Work	81%	6%	12%	90,000	163
Other Community	76%	4%	20%	56,000	154
Government Office Region					
East Midlands	79%	*%	21%	66,000	155
East of England	78%	5%	18%	74,000	175
London	62%	5%	33%	113,000	320
North East	69%	9%	22%	22,000	67
North West	75%	1%	24%	92,000	234
Scotland	68%	3%	29%	82,000	212
South East	68%	6%	26%	106,000	277
South West	66%	4%	29%	78,000	162
Wales	80%	1%	19%	56,000	120
West Midlands	69%	4%	26%	68,000	151
Yorkshire and The Humber	80%	4%	17%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	54%	8%	38%	188,000	255
3-4	70%	3%	26%	249,000	543
5-6	78%	2%	20%	237,000	653
7-8	91%	1%	7%	111,000	524
Percentage of female employees					
50% or more	71%	4%	25%	479,000	1,141
25-49%	73%	2%	25%	148,000	396
10- 24%	73%	4%	23%	118,000	262
Less than 10%	74%	12%	15%	30,000	138
None	**	**	**	31,000	39
All workplaces	71%	4%	25%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 69: Whether any employees have taken unpaid parental leave to look after their children in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	12%	86%	2%	728,000	977
50-249 employees	24%	73%	3%	75,000	494
250 or more employees	49%	43%	8%	11,000	540
Size of organisation					
Less than 100	14%	84%	2%	499,000	730
100 to less than 1000	13%	85%	2%	95,000	476
1,000 to less than 10,000	12%	85%	3%	98,000	452
10,000 or more	16%	83%	1%	74,000	264
Ownership					
Private sector	12%	86%	2%	663,000	1,435
Third sector	19%	79%	2%	70,000	209
Public sector	21%	76%	2%	78,000	357
Single or multi					
Single independent establishment	15%	84%	1%	396,000	759
Part of a larger organisation	13%	85%	2%	418,000	1,252
Union presence					
Has union presence	18%	81%	2%	190,000	901
No unions present	12%	86%	2%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	18%	79%	3%	321,000	1,209
No	11%	88%	1%	484,000	669
All workplaces					
	14%	84%	2%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 69 cont: Whether any employees have taken unpaid parental leave to look after their children in the last 12 months

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	8%	92%	-	17,000	82
Manufacturing	15%	83%	3%	55,000	101
Utilities	12%	86%	2%	6,000	149
Construction	14%	86%	1%	47,000	103
Trade	8%	90%	2%	187,000	206
Transport and Communication	15%	84%	1%	50,000	151
Hotels and Restaurants	13%	85%	2%	90,000	208
Finance	18%	80%	2%	23,000	103
Real Estate and Business	14%	85%	1%	133,000	301
Public Admin and Defence	16%	79%	5%	16,000	97
Education	25%	73%	2%	43,000	193
Health and Social Work	15%	83%	2%	90,000	163
Other Community	22%	75%	3%	56,000	154
Government Office Region					
East Midlands	16%	83%	1%	66,000	155
East of England	12%	87%	1%	74,000	175
London	15%	84%	1%	113,000	320
North East	14%	80%	6%	22,000	67
North West	16%	82%	2%	92,000	234
Scotland	8%	88%	3%	82,000	212
South East	12%	85%	3%	106,000	277
South West	18%	80%	3%	78,000	162
Wales	11%	85%	3%	56,000	120
West Midlands	14%	85%	1%	68,000	151
Yorkshire and The Humber	15%	85%	1%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	3%	94%	3%	188,000	255
3-4	16%	83%	1%	249,000	543
5-6	17%	82%	1%	237,000	653
7-8	20%	76%	3%	111,000	524
Percentage of female employees					
50% or more	13%	85%	2%	479,000	1,141
25-49%	13%	84%	3%	148,000	396
10- 24%	17%	82%	1%	118,000	262
Less than 10%	16%	82%	1%	30,000	138
None	**	**	**	31,000	39
All workplaces					
	14%	84%	2%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 70: Whether it is only parents with children under 5 and those with disabled children under 18 that have the right to parental leave at the workplace

	Only those who have the legislative right to unpaid parental leave	All parents	Other	Don't know	Weighted count	Unweighted count
Size of Establishment						
5-49 employees	13%	68%	1%	18%	728,000	977
50-249 employees	23%	65%	2%	10%	75,000	494
250 or more employees	37%	58%	1%	4%	11,000	540
Size of organisation						
Less than 100	16%	70%	1%	14%	499,000	730
100 to less than 1000	18%	61%	1%	21%	95,000	476
1,000 to less than 10,000	12%	71%	1%	16%	98,000	452
10,000 or more	10%	69%	1%	20%	74,000	264
Ownership						
Private sector	14%	67%	1%	17%	663,000	1,435
Third sector	19%	71%	1%	9%	70,000	209
Public sector	13%	69%	3%	15%	78,000	357
Single or multi						
Single independent establishment	15%	73%	1%	11%	396,000	759
Part of a larger organisation	14%	63%	1%	22%	418,000	1,252
Union presence						
Has union presence	12%	70%	2%	15%	190,000	901
No unions present	16%	67%	1%	17%	599,000	1,045
Whether any maternity leave in the last 2 years						
Yes	17%	67%	2%	14%	321,000	1,209
No	12%	69%	*%	19%	484,000	669
All workplaces						
	15%	68%	1%	17%	814,000	2,011

Base: All workplaces with 5 or more employees
Notes: Figures are weighted, and based on responses from 2,011 employers

Table 70 cont: Whether it is only parents with children under 5 and those with disabled children under 18 that have the right to parental leave at the workplace

	Only those who have the legislative right to unpaid parental leave	All parents	Other	Don't know	Weighted count	Unweighted count
Standard Industrial Classification						
Agriculture, Fishery and Mining	18%	62%	6%	14%	17,000	82
Manufacturing	16%	71%	*%	12%	55,000	101
Utilities	13%	75%	-	11%	6,000	149
Construction	14%	78%	*%	8%	47,000	103
Trade	15%	61%	*%	23%	187,000	206
Transport and Communication	19%	62%	-	19%	50,000	151
Hotels and Restaurants	6%	78%	*%	16%	90,000	208
Finance	8%	64%	*%	27%	23,000	103
Real Estate and Business	18%	65%	2%	16%	133,000	301
Public Admin and Defence	17%	56%	2%	25%	16,000	97
Education	15%	79%	*%	5%	43,000	193
Health and Social Work	15%	68%	4%	13%	90,000	163
Other Community	14%	68%	1%	17%	56,000	154
Government Office Region						
East Midlands	8%	72%	3%	16%	66,000	155
East of England	16%	69%	*%	15%	74,000	175
London	14%	69%	1%	16%	113,000	320
North East	8%	73%	1%	18%	22,000	67
North West	10%	76%	1%	13%	92,000	234
Scotland	21%	63%	*%	15%	82,000	212
South East	17%	58%	2%	23%	106,000	277
South West	20%	63%	2%	15%	78,000	162
Wales	10%	77%	1%	11%	56,000	120
West Midlands	11%	65%	*%	23%	68,000	151
Yorkshire and The Humber	18%	66%	-	16%	57,000	138
Number of flexible working practices available						
None	**	**	**	**	28,000	36
1-2	16%	61%	*%	23%	188,000	255
3-4	19%	64%	1%	16%	249,000	543
5-6	12%	73%	2%	14%	237,000	653
7-8	11%	77%	2%	10%	111,000	524
Percentage of female employees						
50% or more	15%	67%	1%	17%	479,000	1,141
25-49%	13%	63%	1%	23%	148,000	396
10- 24%	13%	76%	1%	10%	118,000	262
Less than 10%	26%	66%	*%	8%	30,000	138
None	**	**	**	**	31,000	39
All workplaces	15%	68%	1%	17%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 71: Whether respondent was aware that in March 2013 the unpaid parental leave that parents can take was increased from 13 to 18 weeks

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	30%	69%	1%	728,000	977
50-249 employees	54%	46%	*%	75,000	494
250 or more employees	81%	18%	1%	11,000	540
Size of organisation					
Less than 100	34%	64%	1%	499,000	730
100 to less than 1000	41%	59%	-	95,000	476
1,000 to less than 10,000	30%	70%	*%	98,000	452
10,000 or more	30%	69%	1%	74,000	264
Ownership					
Private sector	33%	66%	1%	663,000	1,435
Third sector	43%	56%	1%	70,000	209
Public sector	29%	70%	1%	78,000	357
Single or multi					
Single independent establishment	36%	63%	1%	396,000	759
Part of a larger organisation	31%	69%	*%	418,000	1,252
Union presence					
Has union presence	35%	64%	1%	190,000	901
No unions present	33%	66%	1%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	39%	60%	1%	321,000	1,209
No	29%	70%	1%	484,000	669
All workplaces					
	33%	66%	1%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 71 cont: Whether respondent was aware that in March 2013 the unpaid parental leave that parents can take was increased from 13 to 18 weeks

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	21%	76%	3%	17,000	82
Manufacturing	33%	67%	-	55,000	101
Utilities	34%	66%	*%	6,000	149
Construction	34%	66%	-	47,000	103
Trade	18%	82%	*%	187,000	206
Transport and Communication	36%	64%	*%	50,000	151
Hotels and Restaurants	37%	63%	-	90,000	208
Finance	36%	64%	-	23,000	103
Real Estate and Business	46%	53%	1%	133,000	301
Public Admin and Defence	34%	66%	-	16,000	97
Education	37%	63%	-	43,000	193
Health and Social Work	41%	58%	1%	90,000	163
Other Community	34%	60%	6%	56,000	154
Government Office Region					
East Midlands	27%	73%	-	66,000	155
East of England	28%	70%	2%	74,000	175
London	38%	61%	1%	113,000	320
North East	32%	68%	-	22,000	67
North West	37%	63%	*%	92,000	234
Scotland	34%	63%	3%	82,000	212
South East	32%	68%	*%	106,000	277
South West	41%	58%	1%	78,000	162
Wales	37%	63%	-	56,000	120
West Midlands	28%	72%	*%	68,000	151
Yorkshire and The Humber	28%	72%	*%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	22%	77%	1%	188,000	255
3-4	33%	67%	*%	249,000	543
5-6	39%	59%	2%	237,000	653
7-8	48%	52%	*%	111,000	524
Percentage of female employees					
50% or more	35%	63%	1%	479,000	1,141
25-49%	36%	64%	-	148,000	396
10- 24%	26%	74%	*%	118,000	262
Less than 10%	43%	57%	*%	30,000	138
None	**	**	**	31,000	39
All workplaces	33%	66%	1%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 72: Whether requests to take time off at short notice to care for family members, or someone who depends on them for care, would be always, sometimes or never agreed to

	Be agreed to in all or nearly all cases	Be agreed to in some cases	Never be agreed to	It would be dependent entirely on individual circumstances	It depends on the employee's job role	Depends on levels of work	It would be dependent on the discretion of the line manager	Don't know	EVER AGREED TO	IT DEPENDS	Weighted count	Unweighted count
Size of Establishment												
5-49 employees	76%	16%	*%	5%	1%	1%	*%	1%	93%	6%	728,000	977
50-249 employees	83%	9%	-	7%	-	-	*%	1%	92%	7%	75,000	494
250 or more employees	84%	13%	-	2%	-	-	*%	*%	97%	3%	11,000	540
Size of organisation												
Less than 100	79%	15%	*%	5%	*%	*%	*%	*%	94%	6%	499,000	730
100 to less than 1000	75%	16%	-	6%	-	-	*%	3%	91%	6%	95,000	476
1,000 to less than 10,000	76%	17%	-	4%	1%	1%	*%	1%	93%	6%	98,000	452
10,000 or more	75%	20%	-	6%	-	-	-	-	94%	6%	74,000	264
Ownership												
Private sector	76%	17%	*%	5%	*%	*%	*%	1%	93%	6%	663,000	1,435
Third sector	85%	8%	-	4%	-	2%	*%	1%	93%	6%	70,000	209
Public sector	83%	11%	-	4%	2%	-	*%	1%	94%	6%	78,000	357
Single or multi												
Single independent establishment	78%	16%	*%	4%	*%	*%	*%	1%	94%	5%	396,000	759
Part of a larger organisation	76%	16%	*%	6%	1%	1%	*%	1%	92%	7%	418,000	1,252
Union presence												
Has union presence	80%	14%	-	4%	1%	-	*%	*%	95%	5%	190,000	901
No unions present	77%	16%	*%	5%	1%	1%	*%	1%	93%	6%	599,000	1,045
Whether any maternity leave in the last 2 years												
Yes	79%	14%	-	5%	*%	*%	*%	1%	93%	6%	321,000	1,209
No	76%	16%	*%	5%	1%	1%	*%	1%	93%	6%	484,000	669
All workplaces	77%	16%	*%	5%	1%	*%	*%	1%	93%	6%	814,000	2,011
Base: All workplaces with 5 or more employees												
Notes: Figures are weighted, and based on responses from 2,011 employers												

Table 72 cont: Whether requests to take time off at short notice to care for family members, or someone who depends on them for care, would be always, sometimes or never agreed to

	Be agreed to in all or nearly all cases	Be agreed to in some cases	Never be agreed to	It would be dependent entirely on individual circumstances	It depends on the employee's job role	Depends on levels of work	It would be dependent on the discretion of the line manager	Don't know	EVER AGREED TO	IT DEPENDS	Weighted count	Unweighted count
Standard Industrial Classification												
Agriculture, Fishery and Mining	81%	14%	-	4%	-	-	-	-	96%	4%	17,000	82
Manufacturing	78%	14%	-	8%	-	-	-	-	92%	8%	55,000	101
Utilities	75%	14%	-	8%	-	-	-	2%	89%	8%	6,000	149
Construction	72%	21%	-	5%	3%	-	-	-	93%	7%	47,000	103
Trade	71%	18%	1%	7%	-	-	-	2%	90%	7%	187,000	206
Transport and Communication	83%	12%	-	1%	3%	3%	*%	-	95%	5%	50,000	151
Hotels and Restaurants	81%	14%	-	1%	*%	1%	2%	2%	95%	3%	90,000	208
Finance	80%	16%	-	4%	-	-	*%	-	96%	4%	23,000	103
Real Estate and Business	77%	17%	-	5%	-	-	-	1%	95%	5%	133,000	301
Public Admin and Defence	81%	9%	-	4%	-	-	-	6%	90%	4%	16,000	97
Education	80%	11%	1%	7%	-	-	1%	-	91%	8%	43,000	193
Health and Social Work	82%	16%	-	2%	-	-	*%	-	98%	2%	90,000	163
Other Community	74%	13%	-	9%	2%	2%	-	-	86%	14%	56,000	154
Government Office Region												
East Midlands	84%	13%	-	2%	-	-	-	1%	97%	2%	66,000	155
East of England	79%	14%	-	6%	-	-	*%	*%	93%	6%	74,000	175
London	84%	13%	*%	1%	1%	1%	*%	*%	97%	3%	113,000	320
North East	96%	2%	-	2%	-	-	-	-	98%	2%	22,000	67
North West	75%	16%	-	5%	-	1%	1%	3%	91%	6%	92,000	234
Scotland	69%	19%	2%	5%	2%	2%	2%	2%	87%	9%	82,000	212
South East	72%	17%	-	11%	-	-	-	1%	88%	11%	106,000	277
South West	84%	8%	-	8%	-	-	-	-	92%	8%	78,000	162
Wales	81%	16%	-	3%	-	-	-	*%	96%	3%	56,000	120
West Midlands	70%	27%	1%	3%	-	-	-	*%	96%	3%	68,000	151
Yorkshire and The Humber	67%	21%	-	6%	3%	-	*%	2%	88%	9%	57,000	138
Number of flexible working practices available												
None	**	**	**	**	**	**	**	**	**	**	28,000	36
1-2	70%	18%	*%	9%	*%	-	1%	2%	88%	10%	188,000	255
3-4	74%	17%	1%	6%	1%	*%	-	1%	91%	8%	249,000	543
5-6	83%	13%	-	3%	-	1%	*%	*%	96%	4%	237,000	653
7-8	88%	11%	-	*%	-	-	*%	*%	99%	*%	111,000	524
Percentage of female employees												
50% or more	77%	15%	-	5%	*%	*%	*%	1%	92%	6%	479,000	1,141
25-49%	80%	15%	1%	3%	1%	1%	*%	-	94%	5%	148,000	396
10- 24%	74%	21%	1%	4%	-	-	-	1%	95%	4%	118,000	262
Less than 10%	74%	16%	-	9%	-	-	-	*%	91%	9%	30,000	138
None	**	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	77%	16%	*%	5%	1%	*%	*%	1%	93%	6%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 73: Whether workplace specifies how time off at short notice to deal with an emergency involving a family member/dependent should be classified

	Yes, do specify	No, up to the individual	Never been asked	It depends on the employee's job role	It depends on the employee's level of seniority	It depends on the employee's length of service	Would depend entirely on individual preferences	Mutual agreement	Would depend entirely on circumstances (unspecified)	Other	Don't know	Depends	Weighted count	Unweighted count
Size of Establishment														
5-49 employees	24%	63%	1%	*%	*%	*%	4%	4%	3%	-	1%	5%	675,454	912
50-249 employees	41%	45%	*%	1%	-	*%	6%	3%	3%	*%	1%	7%	68,860	467
250 or more employees	53%	35%	-	-	-	*%	4%	5%	2%	-	*%	5%	11,149	525
Size of organisation														
Less than 100	23%	67%	1%	1%	*%	1%	4%	3%	3%	-	*%	5%	467,344	685
100 to less than 1000	27%	52%	-	*%	-	*%	7%	7%	4%	*%	3%	7%	86,493	455
1,000 to less than 10,000	43%	47%	*%	*%	-	*%	4%	*%	3%	-	3%	4%	91,319	435
10,000 or more	30%	52%	2%	-	-	*%	6%	7%	1%	-	2%	7%	70,230	254
Ownership														
Private sector	21%	67%	1%	*%	-	*%	5%	3%	2%	*%	1%	5%	613,690	1,354
Third sector	43%	40%	-	-	-	3%	4%	8%	5%	*%	1%	6%	65,512	200
Public sector	59%	22%	*%	1%	1%	1%	5%	7%	2%	-	3%	7%	73,024	341
Single or multi														
Single independent establishment	24%	66%	*%	*%	*%	1%	3%	3%	3%	*%	1%	4%	371,599	717
Part of a larger organisation	29%	55%	1%	*%	-	*%	6%	5%	2%	*%	2%	7%	383,863	1,187
Union presence														
Has union presence	37%	42%	1%	1%	1%	2%	5%	8%	4%	*%	2%	7%	179,513	865
No unions present	23%	67%	1%	*%	-	*%	4%	2%	2%	*%	1%	5%	555,108	982
Whether any maternity leave in the last 2 years														
Yes	30%	56%	*%	*%	-	1%	6%	4%	3%	*%	1%	6%	298,896	1,158
No	23%	64%	1%	1%	*%	*%	4%	4%	2%	*%	1%	5%	449,196	623
All workplaces	26%	61%	1%	*%	*%	*%	5%	4%	3%	*%	1%	5%	755,463	1,904
Base: Those who agree to time off at short notice														
Notes: Figures are weighted, and based on responses from 1,904 employers														

Table 73 cont: Whether workplace specifies how time off at short notice to deal with an emergency involving a family member/dependent should be classified

	Yes, do specify	No, up to the individual	Never been asked	It depends on the employee's job role	It depends on the employee's level of seniority	It depends on the employee's length of service	Would depend entirely on individual preferences	Mutual agreement	Would depend entirely on circumstances (unspecified)	Other	Don't know	IT DEPENDS	Weighted count	Unweighted count
Standard Industrial Classification														
Agriculture, Fishery and Mining	8%	75%	3%	3%	-	-	2%	8%	*%	*%	-	5%	16,559	79
Manufacturing	21%	63%	-	*%	-	-	8%	1%	3%	-	3%	9%	51,192	95
Utilities	21%	66%	-	-	-	-	1%	2%	9%	-	1%	1%	5,344	139
Construction	7%	86%	*%	2%	2%	2%	*%	4%	-	-	*%	3%	43,937	100
Trade	21%	65%	2%	-	-	-	5%	5%	*%	-	1%	5%	167,539	187
Transport and Communication	25%	61%	-	1%	-	-	3%	5%	2%	-	3%	5%	47,757	145
Hotels and Restaurants	26%	66%	1%	*%	-	-	*%	*%	*%	-	2%	5%	85,197	199
Finance	30%	54%	-	-	-	-	6%	1%	9%	-	-	6%	22,368	99
Real Estate and Business	23%	63%	-	*%	-	*%	7%	1%	6%	-	1%	7%	125,605	286
Public Admin and Defence	50%	27%	2%	-	-	-	8%	8%	2%	-	2%	8%	14,334	91
Education	44%	41%	-	-	-	-	2%	5%	5%	-	4%	2%	39,309	181
Health and Social Work	44%	43%	-	-	-	2%	6%	4%	2%	*%	*%	8%	87,779	158
Other Community	31%	57%	-	-	-	*%	*%	9%	2%	-	-	1%	48,542	145
Government Office Region														
East Midlands	21%	64%	-	2%	1%	1%	6%	4%	3%	-	1%	7%	64,402	148
East of England	21%	68%	2%	-	-	-	5%	2%	1%	-	1%	5%	69,125	166
London	30%	60%	-	-	-	2%	2%	3%	4%	-	1%	4%	109,160	306
North East	37%	56%	*%	-	-	-	*%	1%	5%	-	-	*%	21,455	65
North West	24%	61%	-	-	-	*%	6%	3%	6%	-	*%	6%	84,070	221
Scotland	33%	50%	*%	*%	-	-	5%	8%	1%	-	1%	5%	71,643	195
South East	32%	54%	1%	1%	-	-	6%	2%	3%	*%	1%	7%	93,155	263
South West	15%	65%	3%	*%	-	*%	7%	4%	3%	-	2%	7%	71,906	156
Wales	27%	61%	-	-	-	-	5%	1%	1%	-	5%	5%	53,656	112
West Midlands	29%	61%	1%	1%	-	-	1%	6%	*%	-	*%	2%	66,078	144
Yorkshire and The Humber	25%	65%	-	*%	-	-	5%	4%	*%	1%	*%	5%	50,813	128
Number of flexible working practices available														
None	**	**	**	**	**	**	**	**	**	**	**	**	25,868	33
1-2	26%	61%	2%	*%	-	-	4%	4%	2%	-	1%	4%	166,196	225
3-4	27%	59%	1%	*%	-	-	4%	3%	4%	*%	2%	5%	226,519	506
5-6	30%	58%	*%	*%	-	*%	6%	3%	1%	-	1%	6%	226,325	627
7-8	22%	64%	-	1%	1%	2%	4%	3%	5%	-	*%	7%	110,555	513
Percentage of female employees														
50% or more	30%	55%	1%	*%	*%	*%	6%	4%	2%	*%	1%	6%	442,765	1,078
25-49%	22%	65%	-	1%	-	1%	5%	2%	5%	-	1%	7%	139,349	382
10- 24%	20%	70%	1%	*%	-	-	1%	5%	3%	-	1%	2%	111,868	248
Less than 10%	17%	70%	-	1%	-	-	6%	4%	1%	-	*%	8%	27,578	128
None	**	**	**	**	**	**	**	**	**	**	**	**	28,166	36
All workplaces	26%	61%	1%	*%	*%	*%	5%	4%	3%	*%	1%	5%	755,463	1,904

Base: Those who agree to time off at short notice

Notes: Figures are weighted, and based on responses from 1,904 employers

Table 74: How the workplace classifies time taken off at short notice: where workplace specifies how time must be taken

	As special paid leave	As leave without pay	Time off but make up for it later	As annual leave	As sick leave	Would depend entirely on individual circumstances	Other	Don't know	Not stated	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	46%	27%	31%	23%	7%	5%	*%	6%	2%	165,225	239
50-249 employees	60%	41%	22%	21%	8%	9%	1%	-	3%	28,204	177
250 or more employees	66%	48%	19%	26%	9%	6%	*%	*%	3%	5,905	283
Size of organisation											
Less than 100	47%	35%	34%	23%	5%	7%	-	2%	2%	107,432	165
100 to less than 1000	58%	24%	30%	36%	8%	7%	-	*%	*%	23,345	195
1,000 to less than 10,000	40%	22%	27%	21%	18%	2%	1%	9%	4%	38,916	208
10,000 or more	70%	30%	21%	23%	1%	1%	1%	5%	*%	20,818	109
Ownership											
Private sector	41%	33%	28%	21%	8%	5%	*%	7%	2%	128,271	403
Third sector	51%	41%	35%	33%	14%	6%	-	-	-	28,080	86
Public sector	68%	15%	30%	23%	2%	6%	1%	2%	3%	42,972	208
Single or multi											
Single independent establishment	51%	35%	35%	24%	6%	7%	-	1%	2%	89,413	223
Part of a larger organisation	46%	26%	26%	22%	9%	4%	1%	8%	2%	109,921	476
Union presence											
Has union presence	66%	23%	26%	22%	7%	6%	*%	3%	2%	67,027	418
No unions present	40%	34%	32%	24%	8%	6%	*%	6%	1%	126,107	259
Whether any maternity leave in the last 2 years											
Yes	53%	33%	21%	24%	5%	8%	1%	5%	4%	90,672	476
No	45%	28%	39%	22%	9%	4%	*%	5%	*%	104,540	156
All workplaces											
	48%	30%	30%	23%	7%	6%	*%	5%	2%	199,334	699
Base: Those who specify how leave at short notice should be taken											
Notes: Figures are weighted, and based on responses from 699 employers											

Table 74 cont: How the workplace classifies time taken off at short notice: where workplace specifies how time must be taken

	As special paid leave	As leave without pay	Time off but make up for it later	As annual leave	As sick leave	Would depend entirely on individual circumstances	Other	Don't know	Not stated	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	**	**	**	**	**	**	**	**	**	1,364	13
Manufacturing	**	**	**	**	**	**	**	**	**	10,920	35
Utilities	**	**	**	**	**	**	**	**	**	1,143	43
Construction	**	**	**	**	**	**	**	**	**	3,010	21
Trade	**	**	**	**	**	**	**	**	**	35,905	49
Transport and Communication	65%	43%	16%	19%	4%	5%	-	-	*%	11,757	61
Hotels and Restaurants	29%	36%	45%	22%	4%	4%	1%	7%	6%	21,773	62
Finance	**	**	**	**	**	**	**	**	**	6,753	41
Real Estate and Business	45%	37%	28%	17%	9%	6%	-	8%	*%	28,461	97
Public Admin and Defence	**	**	**	**	**	**	**	**	**	7,208	48
Education	70%	29%	23%	15%	4%	10%	-	-	5%	17,104	82
Health and Social Work	44%	33%	31%	26%	4%	8%	*%	1%	-	38,878	86
Other Community	47%	30%	42%	41%	17%	9%	-	*%	-	15,058	61
Government Office Region											
East Midlands	**	**	**	**	**	**	**	**	**	13,435	43
East of England	41%	53%	24%	29%	*%	4%	-	*%	3%	14,327	56
London	47%	31%	29%	28%	5%	5%	1%	8%	2%	32,358	127
North East	**	**	**	**	**	**	**	**	**	7,934	23
North West	57%	25%	27%	21%	3%	11%	-	4%	-	20,467	68
Scotland	60%	14%	19%	12%	*%	8%	-	-	8%	23,954	77
South East	37%	28%	38%	14%	7%	2%	*%	5%	*%	29,810	106
South West	40%	35%	46%	22%	1%	5%	-	8%	*%	10,564	57
Wales	**	**	**	**	**	**	**	**	**	14,658	40
West Midlands	57%	44%	17%	27%	20%	4%	-	-	2%	19,126	53
Yorkshire and The Humber	**	**	**	**	**	**	**	**	**	12,701	49
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	4,949	7
1-2	47%	25%	31%	28%	19%	3%	-	2%	-	42,718	63
3-4	36%	36%	38%	17%	4%	5%	-	7%	2%	60,148	160
5-6	49%	29%	24%	27%	5%	9%	1%	7%	3%	67,503	251
7-8	71%	28%	25%	20%	2%	2%	*%	1%	3%	24,016	218
Percentage of female employees											
50% or more	48%	29%	28%	24%	10%	6%	*%	4%	3%	134,431	423
25-49%	43%	32%	33%	18%	2%	8%	1%	13%	*%	31,150	142
10- 24%	43%	33%	43%	26%	*%	1%	-	*%	1%	22,120	71
Less than 10%	**	**	**	**	**	**	**	**	**	4,618	39
None	**	**	**	**	**	**	**	**	**	6,225	10
All workplaces	48%	30%	30%	23%	7%	6%	*%	5%	2%	199,334	699

Base: Those who specify how leave at short notice should be taken

Notes: Figures are weighted, and based on responses from 699 employers

Table 75: Organisations or people respondents would contact to find out more about flexible working or about maternity, paternity or parental rights legislation (I)

	Own HR Department or Head Office	gov.uk	Acas	Third party private sector advisor	Government sources	Solicitor or Lawyer	Trade Federation / association	Internet (unspecified)	HMRC	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	40%	21%	12%	11%	7%	6%	7%	6%	6%	728,000	977
50-249 employees	46%	22%	22%	12%	6%	12%	4%	3%	4%	75,000	494
250 or more employees	33%	26%	33%	16%	11%	21%	7%	2%	6%	11,000	540
Size of organisation											
Less than 100	15%	26%	16%	17%	10%	9%	9%	7%	8%	499,000	730
100 to less than 1000	66%	20%	16%	6%	7%	6%	3%	4%	4%	95,000	476
1,000 to less than 10,000	82%	15%	10%	3%	3%	4%	4%	2%	1%	98,000	452
10,000 or more	94%	6%	4%	2%	1%	3%	*%	3%	*%	74,000	264
Ownership											
Private sector	37%	21%	13%	12%	6%	7%	7%	6%	6%	663,000	1,435
Third sector	39%	31%	19%	12%	16%	11%	5%	4%	5%	70,000	209
Public sector	71%	12%	8%	5%	8%	3%	6%	8%	3%	78,000	357
Single or multi											
Single independent establishment	11%	26%	18%	16%	11%	9%	10%	7%	8%	396,000	759
Part of a larger organisation	68%	16%	9%	7%	4%	5%	3%	5%	3%	418,000	1,252
Union presence											
Has union presence	70%	12%	12%	8%	7%	5%	3%	5%	3%	190,000	901
No unions present	30%	24%	14%	13%	8%	8%	7%	6%	6%	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	47%	20%	17%	11%	6%	8%	6%	4%	7%	321,000	1,209
No	35%	22%	10%	12%	8%	6%	7%	7%	5%	484,000	669
All workplaces											
	40%	21%	13%	11%	7%	7%	6%	6%	6%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 75 cont: Organisations or people respondents would contact to find out more about flexible working or about maternity, paternity or parental rights legislation (I)

	Own HR Department or Head Office	gov.uk	Acas	Third party private sector adviser	Government sources	Solicitor or Lawyer	Trade Federation / association	Internet (unspecified)	HMRC	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	11%	17%	11%	10%	21%	14%	6%	2%	9%	17,000	82
Manufacturing	23%	21%	18%	13%	12%	7%	13%	4%	1%	55,000	101
Utilities	30%	13%	18%	19%	7%	9%	1%	6%	6%	6,000	149
Construction	18%	19%	4%	18%	3%	1%	7%	21%	19%	47,000	103
Trade	54%	19%	8%	11%	3%	3%	6%	1%	2%	187,000	206
Transport and Communication	34%	25%	16%	14%	2%	16%	7%	6%	6%	50,000	151
Hotels and Restaurants	45%	23%	8%	5%	11%	2%	3%	8%	7%	90,000	208
Finance	54%	18%	17%	8%	3%	11%	-	3%	9%	23,000	103
Real Estate and Business	30%	26%	20%	13%	6%	10%	5%	5%	4%	133,000	301
Public Admin and Defence	68%	12%	9%	5%	5%	5%	3%	2%	8%	16,000	97
Education	44%	18%	17%	13%	14%	9%	4%	5%	4%	43,000	193
Health and Social Work	44%	20%	20%	10%	8%	12%	7%	11%	7%	90,000	163
Other Community	36%	20%	10%	12%	11%	6%	12%	4%	5%	56,000	154
Government Office Region											
East Midlands	45%	26%	14%	16%	3%	8%	8%	8%	7%	66,000	155
East of England	37%	22%	13%	12%	17%	10%	6%	1%	3%	74,000	175
London	31%	28%	10%	19%	5%	8%	5%	9%	5%	113,000	320
North East	39%	33%	11%	8%	15%	4%	3%	14%	1%	22,000	67
North West	46%	18%	14%	10%	8%	10%	4%	5%	6%	92,000	234
Scotland	49%	11%	12%	11%	4%	3%	6%	6%	3%	82,000	212
South East	34%	23%	15%	10%	8%	6%	9%	6%	5%	106,000	277
South West	38%	21%	13%	7%	8%	4%	9%	4%	8%	78,000	162
Wales	48%	21%	17%	8%	6%	2%	7%	1%	4%	56,000	120
West Midlands	36%	23%	14%	7%	7%	6%	6%	5%	6%	68,000	151
Yorkshire and The Humber	48%	9%	12%	10%	3%	12%	4%	7%	12%	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	41%	15%	9%	10%	5%	4%	6%	5%	5%	188,000	255
3-4	39%	21%	14%	7%	7%	10%	8%	6%	6%	249,000	543
5-6	41%	25%	13%	13%	9%	5%	5%	5%	4%	237,000	653
7-8	37%	23%	19%	19%	8%	9%	7%	5%	9%	111,000	524
Percentage of female employees											
50% or more	46%	22%	15%	10%	8%	7%	6%	4%	5%	479,000	1,141
25-49%	31%	20%	12%	15%	6%	9%	6%	7%	6%	148,000	396
10- 24%	26%	21%	10%	14%	7%	5%	7%	10%	7%	118,000	262
Less than 10%	32%	23%	17%	12%	6%	9%	8%	3%	9%	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	40%	21%	13%	11%	7%	7%	6%	6%	6%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 76: Organisations or people respondents would contact to find out more about flexible working or about maternity, paternity or parental rights legislation (II)

	Specialist employment law organisation	Accountant	CIPD	Trade union	Mentor	Local Authority	BIS (Department for Business Innovation and Skills)	Other	Don't know	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	5%	4%	1%	2%	1%	1%	1%	5%	2%	728,000	977
50-249 employees	8%	-	11%	*%	1%	3%	1%	5%	2%	75,000	494
250 or more employees	5%	*%	18%	1%	-	*%	2%	4%	1%	11,000	540
Size of organisation											
Less than 100	7%	6%	1%	2%	2%	1%	1%	6%	3%	499,000	730
100 to less than 1000	6%	*%	7%	2%	*%	1%	1%	2%	1%	95,000	476
1,000 to less than 10,000	1%	-	3%	2%	0%	1%	1%	6%	*%	98,000	452
10,000 or more	1%	-	2%	1%	0%	*%	-	1%	2%	74,000	264
Ownership											
Private sector	6%	4%	2%	1%	1%	*%	*%	5%	2%	663,000	1,435
Third sector	3%	2%	5%	3%	2%	5%	3%	7%	1%	70,000	209
Public sector	1%	-	2%	5%	0%	7%	1%	3%	1%	78,000	357
Single or multi											
Single independent establishment	6%	7%	2%	2%	3%	2%	1%	6%	3%	396,000	759
Part of a larger organisation	4%	1%	3%	2%	*%	1%	*%	4%	2%	418,000	1,252
Union presence											
Has union presence	3%	2%	4%	5%	*%	3%	1%	5%	*%	190,000	901
No unions present	6%	5%	2%	1%	2%	1%	1%	5%	3%	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	7%	4%	3%	1%	*%	2%	1%	5%	1%	321,000	1,209
No	4%	4%	1%	2%	2%	1%	1%	5%	3%	484,000	669
All workplaces	5%	4%	2%	2%	1%	1%	1%	5%	2%	814,000	2,011
Base: All workplaces with 5 or more employees											
Notes: Figures are weighted, and based on responses from 2,011 employers											

Table 76 cont: Organisations or people respondents would contact to find out more about flexible working or about maternity, paternity or parental rights legislation (II)

	Specialist employment law organisation	Accountant	CIPD	Trade union	Mentor	Local Authority	BIS (Department for Business Innovation and Skills)	Other	Don't know	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	5%	6%	*%	23%	*%	-	2%	5%	4%	17,000	82
Manufacturing	9%	8%	4%	1%	3%	-	4%	3%	6%	55,000	101
Utilities	11%	7%	1%	-	2%	-	1%	3%	2%	6,000	149
Construction	10%	3%	*%	-	5%	-	*%	10%	2%	47,000	103
Trade	4%	3%	2%	*%	1%	-	-	4%	*%	187,000	206
Transport and Communication	3%	4%	1%	*%	-	3%	*%	5%	3%	50,000	151
Hotels and Restaurants	7%	10%	1%	1%	*%	*%	-	5%	3%	90,000	208
Finance	1%	4%	5%	2%	-	-	3%	5%	*%	23,000	103
Real Estate and Business	6%	1%	3%	1%	1%	*%	1%	4%	4%	133,000	301
Public Admin and Defence	1%	-	2%	-	-	6%	2%	4%	1%	16,000	97
Education	5%	2%	4%	2%	1%	9%	1%	8%	1%	43,000	193
Health and Social Work	3%	5%	3%	4%	1%	1%	1%	3%	1%	90,000	163
Other Community	4%	-	1%	2%	2%	2%	*%	7%	5%	56,000	154
Government Office Region											
East Midlands	7%	6%	2%	2%	*%	1%	*%	4%	3%	66,000	155
East of England	2%	2%	1%	2%	1%	-	1%	6%	2%	74,000	175
London	6%	5%	2%	2%	*%	1%	*%	5%	2%	113,000	320
North East	3%	-	3%	1%	1%	-	-	6%	4%	22,000	67
North West	4%	2%	3%	1%	*%	2%	1%	3%	2%	92,000	234
Scotland	4%	4%	2%	4%	2%	2%	*%	5%	2%	82,000	212
South East	2%	4%	1%	1%	2%	1%	1%	3%	2%	106,000	277
South West	8%	7%	4%	2%	5%	1%	2%	5%	2%	78,000	162
Wales	2%	3%	4%	3%	-	*%	2%	6%	4%	56,000	120
West Midlands	8%	2%	1%	1%	3%	1%	*%	9%	2%	68,000	151
Yorkshire and The Humber	11%	3%	1%	-	1%	3%	*%	3%	2%	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	5%	5%	*%	1%	3%	*%	*%	8%	2%	188,000	255
3-4	7%	5%	2%	2%	2%	1%	1%	4%	2%	249,000	543
5-6	4%	3%	3%	2%	1%	3%	*%	4%	2%	237,000	653
7-8	3%	3%	4%	2%	*%	1%	1%	5%	3%	111,000	524
Percentage of female employees											
50% or more	5%	4%	2%	2%	*%	2%	1%	6%	2%	479,000	1,141
25-49%	7%	4%	2%	2%	2%	1%	*%	3%	2%	148,000	396
10- 24%	7%	4%	1%	1%	5%	*%	2%	4%	4%	118,000	262
Less than 10%	5%	5%	3%	2%	3%	-	-	8%	3%	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	5%	4%	2%	2%	1%	1%	1%	5%	2%	814,000	2,011
Base: All workplaces with 5 or more employees											
Notes: Figures are weighted, and based on responses from 2,011 employers											

Table 77: The effect respondent believes flexible working and leave arrangements have on EMPLOYEE RELATIONS at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	Don't know	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	66%	4%	27%	2%	1%	70%	1	728,000	977
50-249 employees	73%	4%	22%	*%	*%	77%	1	75,000	494
250 or more employees	86%	3%	10%	*%	1%	89%	1	11,000	540
Size of organisation									
Less than 100	62%	4%	30%	2%	2%	66%	1	499,000	730
100 to less than 1000	73%	3%	19%	4%	1%	76%	1	95,000	476
1,000 to less than 10,000	77%	3%	20%	*%	*%	80%	1	98,000	452
10,000 or more	73%	6%	20%	1%	*%	79%	1	74,000	264
Ownership									
Private sector	64%	5%	28%	2%	1%	68%	1	663,000	1,435
Third sector	76%	2%	20%	-	2%	79%	1	70,000	209
Public sector	87%	2%	11%	-	-	89%	1	78,000	357
Single or multi									
Single independent establishment	61%	4%	30%	2%	2%	66%	1	396,000	759
Part of a larger organisation	72%	4%	22%	1%	*%	76%	1	418,000	1,252
Union presence									
Has union presence	79%	4%	16%	2%	*%	83%	1	190,000	901
No unions present	63%	4%	30%	2%	2%	67%	1	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	76%	2%	21%	2%	*%	78%	1	321,000	1,209
No	61%	6%	29%	2%	2%	67%	1	484,000	669
All workplaces									
	67%	4%	26%	2%	1%	71%	1	814,000	2,011
Base: All workplaces with 5 or more employees									
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 77 cont: The effect respondent believes flexible working and leave arrangements have on EMPLOYEE RELATIONS at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	Don't know	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	61%	*%	34%	2%	3%	61%	1	17,000	82
Manufacturing	59%	10%	23%	-	8%	69%	1	55,000	101
Utilities	54%	9%	31%	4%	1%	63%	*	6,000	149
Construction	54%	7%	36%	3%	*%	61%	*	47,000	103
Trade	66%	4%	27%	3%	-	70%	1	187,000	206
Transport and Communication	56%	10%	30%	4%	-	66%	*	50,000	151
Hotels and Restaurants	64%	5%	30%	*%	1%	69%	1	90,000	208
Finance	79%	*%	19%	2%	*%	79%	1	23,000	103
Real Estate and Business	71%	3%	23%	1%	2%	74%	1	133,000	301
Public Admin and Defence	84%	*%	16%	-	-	84%	1	16,000	97
Education	79%	3%	18%	-	-	82%	1	43,000	193
Health and Social Work	79%	*%	20%	1%	-	80%	1	90,000	163
Other Community	58%	4%	31%	2%	5%	62%	1	56,000	154
Government Office Region									
East Midlands	74%	4%	22%	-	-	78%	1	66,000	155
East of England	71%	*%	28%	-	1%	71%	1	74,000	175
London	71%	2%	21%	6%	*%	73%	1	113,000	320
North East	71%	2%	27%	*%	*%	73%	1	22,000	67
North West	66%	2%	30%	1%	*%	68%	1	92,000	234
Scotland	70%	1%	24%	1%	4%	72%	1	82,000	212
South East	64%	8%	27%	1%	1%	72%	1	106,000	277
South West	65%	6%	28%	1%	*%	71%	1	78,000	162
Wales	74%	-	19%	3%	3%	74%	1	56,000	120
West Midlands	52%	14%	26%	1%	6%	67%	*	68,000	151
Yorkshire and The Humber	60%	4%	34%	2%	*%	64%	1	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	51%	6%	38%	4%	1%	57%	*	188,000	255
3-4	64%	5%	27%	2%	2%	69%	1	249,000	543
5-6	79%	2%	17%	1%	2%	81%	1	237,000	653
7-8	84%	*%	15%	*%	*%	84%	1	111,000	524
Percentage of female employees									
50% or more	71%	3%	23%	2%	1%	74%	1	479,000	1,141
25-49%	68%	3%	27%	*%	1%	71%	1	148,000	396
10- 24%	60%	3%	34%	*%	3%	63%	1	118,000	262
Less than 10%	58%	11%	30%	1%	*%	69%	*	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	67%	4%	26%	2%	1%	71%	1	814,000	2,011
Base: All workplaces with 5 or more employees									
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 78: The effect respondent believes flexible working and leave arrangements have on PRODUCTIVITY at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	Don't know	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	49%	14%	33%	2%	2%	63%	*	728,000	977
50-249 employees	48%	11%	38%	1%	2%	59%	*	75,000	494
250 or more employees	65%	7%	25%	*%	3%	72%	1	11,000	540
Size of organisation									
Less than 100	44%	17%	35%	2%	2%	61%	*	499,000	730
100 to less than 1000	55%	9%	32%	2%	2%	64%	*	95,000	476
1,000 to less than 10,000	56%	4%	39%	*%	1%	60%	1	98,000	452
10,000 or more	63%	8%	28%	*%	1%	71%	1	74,000	264
Ownership									
Private sector	45%	15%	36%	2%	2%	60%	*	663,000	1,435
Third sector	69%	5%	26%	*%	-	74%	1	70,000	209
Public sector	67%	9%	22%	1%	2%	76%	1	78,000	357
Single or multi									
Single independent establishment	44%	19%	32%	2%	2%	63%	*	396,000	759
Part of a larger organisation	55%	8%	35%	1%	2%	62%	*	418,000	1,252
Union presence									
Has union presence	61%	9%	27%	*%	2%	70%	1	190,000	901
No unions present	45%	15%	36%	2%	2%	60%	*	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	55%	10%	32%	2%	2%	65%	*	321,000	1,209
No	46%	16%	35%	2%	2%	62%	*	484,000	669
All workplaces									
	49%	13%	33%	2%	2%	63%	*	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 78 cont: The effect respondent believes flexible working and leave arrangements have on PRODUCTIVITY at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	Don't know	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	46%	7%	39%	2%	5%	53%	*	17,000	82
Manufacturing	26%	33%	32%	3%	6%	59%	*	55,000	101
Utilities	40%	17%	39%	3%	2%	56%	*	6,000	149
Construction	30%	26%	41%	3%	-	57%	*	47,000	103
Trade	49%	13%	37%	1%	*%	62%	*	187,000	206
Transport and Communication	43%	19%	34%	4%	*%	62%	*	50,000	151
Hotels and Restaurants	52%	6%	40%	-	2%	58%	*	90,000	208
Finance	60%	10%	27%	2%	1%	71%	1	23,000	103
Real Estate and Business	53%	13%	28%	2%	4%	66%	*	133,000	301
Public Admin and Defence	61%	7%	30%	1%	1%	68%	1	16,000	97
Education	64%	8%	27%	1%	1%	72%	1	43,000	193
Health and Social Work	67%	5%	24%	1%	3%	73%	1	90,000	163
Other Community	40%	14%	42%	2%	2%	53%	*	56,000	154
Government Office Region									
East Midlands	47%	14%	35%	2%	2%	61%	*	66,000	155
East of England	58%	9%	31%	*%	3%	66%	1	74,000	175
London	57%	14%	25%	4%	*%	70%	*	113,000	320
North East	59%	7%	29%	4%	1%	66%	1	22,000	67
North West	54%	7%	38%	1%	*%	60%	*	92,000	234
Scotland	53%	7%	36%	1%	3%	59%	*	82,000	212
South East	47%	25%	26%	1%	1%	72%	*	106,000	277
South West	39%	23%	36%	1%	2%	61%	*	78,000	162
Wales	50%	7%	36%	3%	4%	57%	*	56,000	120
West Midlands	39%	15%	40%	*%	5%	54%	*	68,000	151
Yorkshire and The Humber	44%	10%	41%	3%	3%	54%	*	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	35%	21%	37%	4%	3%	56%	*	188,000	255
3-4	49%	15%	33%	1%	2%	64%	*	249,000	543
5-6	56%	9%	32%	1%	2%	66%	*	237,000	653
7-8	69%	5%	25%	*%	1%	74%	1	111,000	524
Percentage of female employees									
50% or more	58%	8%	29%	2%	2%	67%	1	479,000	1,141
25-49%	36%	22%	39%	*%	3%	58%	*	148,000	396
10- 24%	43%	17%	38%	*%	2%	60%	*	118,000	262
Less than 10%	29%	26%	42%	2%	2%	55%	*	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	49%	13%	33%	2%	2%	63%	*	814,000	2,011

Base: All workplaces with 5 or more employees
Notes: Figures are weighted, and based on responses from 2,011 employers

Table 79: The effect respondent believes flexible working and leave arrangements have on REDUCING ABSENTEEISM at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	Don't know	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	58%	4%	34%	3%	2%	62%	1	728,000	977
50-249 employees	59%	3%	35%	1%	2%	62%	1	75,000	494
250 or more employees	72%	5%	22%	*%	1%	76%	1	11,000	540
Size of organisation									
Less than 100	54%	4%	38%	2%	2%	58%	1	499,000	730
100 to less than 1000	59%	1%	32%	5%	2%	60%	1	95,000	476
1,000 to less than 10,000	66%	5%	26%	1%	1%	71%	1	98,000	452
10,000 or more	65%	6%	27%	2%	*%	72%	1	74,000	264
Ownership									
Private sector	55%	4%	37%	3%	2%	58%	1	663,000	1,435
Third sector	69%	3%	27%	*%	1%	72%	1	70,000	209
Public sector	77%	5%	16%	1%	1%	81%	1	78,000	357
Single or multi									
Single independent establishment	55%	4%	36%	3%	2%	59%	1	396,000	759
Part of a larger organisation	61%	4%	31%	2%	1%	65%	1	418,000	1,252
Union presence									
Has union presence	69%	3%	23%	4%	1%	72%	1	190,000	901
No unions present	54%	4%	38%	2%	2%	58%	1	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	63%	4%	30%	2%	1%	67%	1	321,000	1,209
No	54%	4%	37%	3%	2%	58%	1	484,000	669
All workplaces									
	58%	4%	34%	3%	2%	62%	1	814,000	2,011
Base: All workplaces with 5 or more employees									
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 79 cont: The effect respondent believes flexible working and leave arrangements have on REDUCING ABSENTEEISM at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	Don't know	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	44%	8%	40%	7%	-	53%	*	17,000	82
Manufacturing	49%	2%	45%	-	5%	50%	*	55,000	101
Utilities	55%	3%	35%	4%	2%	58%	1	6,000	149
Construction	40%	3%	53%	3%	1%	43%	*	47,000	103
Trade	54%	5%	37%	4%	1%	59%	1	187,000	206
Transport and Communication	54%	4%	31%	10%	*%	58%	1	50,000	151
Hotels and Restaurants	59%	6%	34%	1%	*%	65%	1	90,000	208
Finance	69%	7%	19%	3%	2%	76%	1	23,000	103
Real Estate and Business	62%	3%	31%	3%	1%	66%	1	133,000	301
Public Admin and Defence	77%	1%	19%	*%	3%	78%	1	16,000	97
Education	66%	3%	28%	1%	1%	69%	1	43,000	193
Health and Social Work	76%	2%	20%	*%	2%	78%	1	90,000	163
Other Community	47%	5%	41%	2%	5%	52%	*	56,000	154
Government Office Region									
East Midlands	63%	3%	34%	-	*%	66%	1	66,000	155
East of England	65%	4%	27%	2%	2%	69%	1	74,000	175
London	60%	6%	24%	9%	2%	66%	1	113,000	320
North East	63%	2%	34%	*%	*%	66%	1	22,000	67
North West	55%	1%	41%	2%	1%	56%	1	92,000	234
Scotland	61%	2%	34%	2%	2%	62%	1	82,000	212
South East	56%	6%	35%	2%	*%	62%	1	106,000	277
South West	57%	5%	37%	-	1%	62%	1	78,000	162
Wales	61%	1%	29%	4%	5%	62%	1	56,000	120
West Midlands	43%	5%	48%	-	3%	48%	*	68,000	151
Yorkshire and The Humber	55%	8%	31%	5%	1%	63%	*	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	40%	4%	49%	4%	2%	44%	*	188,000	255
3-4	55%	6%	35%	3%	2%	61%	1	249,000	543
5-6	71%	3%	24%	1%	2%	73%	1	237,000	653
7-8	76%	1%	22%	1%	*%	77%	1	111,000	524
Percentage of female employees									
50% or more	64%	4%	28%	2%	1%	68%	1	479,000	1,141
25-49%	54%	2%	39%	2%	2%	57%	1	148,000	396
10- 24%	49%	6%	40%	2%	3%	55%	*	118,000	262
Less than 10%	41%	2%	54%	1%	1%	44%	*	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	58%	4%	34%	3%	2%	62%	1	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 80: The effect respondent believes flexible working and leave arrangements have on reducing LABOUR TURNOVER at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	DK	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	52%	6%	37%	2%	2%	58%	*	728,000	977
50-249 employees	62%	3%	33%	1%	1%	65%	1	75,000	494
250 or more employees	76%	1%	22%	*%	1%	77%	1	11,000	540
Size of organisation									
Less than 100	49%	7%	40%	2%	2%	56%	*	499,000	730
100 to less than 1000	58%	3%	32%	5%	3%	61%	1	95,000	476
1,000 to less than 10,000	61%	2%	32%	3%	2%	63%	1	98,000	452
10,000 or more	62%	2%	34%	0%	2%	65%	1	74,000	264
Ownership									
Private sector	50%	6%	39%	2%	2%	56%	*	663,000	1,435
Third sector	69%	1%	29%	*%	1%	69%	1	70,000	209
Public sector	75%	2%	20%	*%	3%	77%	1	78,000	357
Single or multi									
Single independent establishment	49%	7%	39%	2%	2%	56%	*	396,000	759
Part of a larger organisation	58%	4%	34%	2%	2%	62%	1	418,000	1,252
Union presence									
Has union presence	67%	3%	25%	1%	2%	71%	1	190,000	901
No unions present	49%	6%	41%	2%	2%	55%	*	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	62%	3%	31%	2%	2%	65%	1	321,000	1,209
No	48%	7%	40%	2%	2%	55%	*	484,000	669
All workplaces									
	54%	6%	37%	2%	2%	59%	1	814,000	2,011
Base: All workplaces with 5 or more employees									
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 80 cont: The effect respondent believes flexible working and leave arrangements have on reducing LABOUR TURNOVER at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	Don't know	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	46%	8%	37%	5%	5%	54%	*	17,000	82
Manufacturing	47%	10%	39%	-	5%	56%	*	55,000	101
Utilities	46%	9%	36%	6%	2%	56%	*	6,000	149
Construction	27%	17%	51%	3%	2%	44%	*	47,000	103
Trade	50%	3%	42%	4%	1%	53%	*	187,000	206
Transport and Communication	45%	17%	33%	4%	1%	62%	*	50,000	151
Hotels and Restaurants	55%	2%	41%	-	1%	57%	1	90,000	208
Finance	62%	10%	25%	3%	*%	72%	1	23,000	103
Real Estate and Business	57%	5%	34%	1%	4%	61%	1	133,000	301
Public Admin and Defence	68%	3%	26%	2%	2%	71%	1	16,000	97
Education	66%	2%	29%	*%	2%	68%	1	43,000	193
Health and Social Work	71%	1%	26%	1%	1%	72%	1	90,000	163
Other Community	51%	5%	37%	2%	5%	56%	*	56,000	154
Government Office Region									
East Midlands	60%	6%	26%	4%	4%	67%	1	66,000	155
East of England	61%	1%	35%	-	3%	62%	1	74,000	175
London	58%	4%	33%	5%	*%	62%	1	113,000	320
North East	53%	8%	39%	*%	*%	61%	*	22,000	67
North West	56%	2%	39%	2%	1%	59%	1	92,000	234
Scotland	52%	4%	36%	1%	7%	57%	1	82,000	212
South East	51%	7%	38%	3%	*%	58%	*	106,000	277
South West	51%	7%	40%	-	3%	57%	*	78,000	162
Wales	53%	10%	33%	3%	1%	63%	*	56,000	120
West Midlands	38%	8%	49%	*%	6%	46%	*	68,000	151
Yorkshire and The Humber	55%	6%	36%	2%	*%	62%	1	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	36%	7%	51%	4%	2%	43%	*	188,000	255
3-4	52%	6%	39%	2%	2%	57%	*	249,000	543
5-6	63%	2%	29%	2%	3%	66%	1	237,000	653
7-8	77%	3%	17%	*%	2%	81%	1	111,000	524
Percentage of female employees									
50% or more	60%	4%	33%	2%	2%	63%	1	479,000	1,141
25-49%	53%	4%	39%	1%	3%	57%	1	148,000	396
10- 24%	44%	8%	45%	1%	2%	52%	*	118,000	262
Less than 10%	41%	12%	46%	1%	*%	53%	*	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	54%	6%	37%	2%	2%	59%	1	814,000	2,011
Base: All workplaces with 5 or more employees									
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 81: The effect respondent believes flexible working and leave arrangements have on EASE OF RECRUITMENT At the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	DK	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	47%	5%	42%	4%	3%	52%	*	728,000	977
50-249 employees	49%	4%	45%	*%	2%	53%	*	75,000	494
250 or more employees	62%	3%	32%	1%	1%	65%	1	11,000	540
Size of organisation									
Less than 100	42%	5%	47%	4%	3%	47%	*	499,000	730
100 to less than 1000	54%	3%	37%	5%	1%	57%	1	95,000	476
1,000 to less than 10,000	54%	6%	38%	3%	*%	59%	*	98,000	452
10,000 or more	61%	5%	27%	2%	6%	66%	1	74,000	264
Ownership									
Private sector	44%	5%	45%	4%	3%	48%	*	663,000	1,435
Third sector	61%	3%	35%	1%	-	64%	1	70,000	209
Public sector	67%	5%	24%	2%	1%	73%	1	78,000	357
Single or multi									
Single independent establishment	44%	5%	43%	5%	3%	49%	*	396,000	759
Part of a larger organisation	50%	5%	41%	2%	2%	55%	*	418,000	1,252
Union presence									
Has union presence	61%	4%	30%	3%	3%	64%	1	190,000	901
No unions present	43%	5%	46%	4%	2%	48%	*	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	52%	4%	39%	3%	2%	56%	1	321,000	1,209
No	44%	6%	44%	4%	3%	49%	*	484,000	669
All workplaces									
	47%	5%	42%	3%	3%	52%	*	814,000	2,011
Base: All workplaces with 5 or more employees									
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 81 cont: The effect respondent believes flexible working and leave arrangements have on EASE OF RECRUITMENT At the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	Don't know	ANY EFFECT	Weighted count	Unweighted count
Standard Industrial Classification								
Agriculture, Fishery and Mining	44%	4%	45%	2%	5%	48%	17,000	82
Manufacturing	29%	7%	53%	3%	8%	37%	55,000	101
Utilities	52%	2%	39%	5%	2%	54%	6,000	149
Construction	35%	5%	54%	5%	1%	41%	47,000	103
Trade	45%	3%	46%	3%	3%	49%	187,000	206
Transport and Communication	39%	9%	44%	7%	1%	48%	50,000	151
Hotels and Restaurants	49%	4%	42%	4%	1%	53%	90,000	208
Finance	62%	5%	30%	*%	3%	67%	23,000	103
Real Estate and Business	46%	6%	40%	7%	2%	51%	133,000	301
Public Admin and Defence	68%	2%	25%	2%	4%	70%	16,000	97
Education	63%	4%	31%	2%	*%	66%	43,000	193
Health and Social Work	61%	7%	31%	1%	-	68%	90,000	163
Other Community	45%	1%	45%	0%	9%	46%	56,000	154
Government Office Region								
East Midlands	48%	11%	40%	2%	-	58%	66,000	155
East of England	48%	4%	44%	2%	3%	52%	74,000	175
London	53%	6%	34%	7%	1%	58%	113,000	320
North East	45%	6%	44%	5%	-	51%	22,000	67
North West	44%	1%	51%	2%	1%	45%	92,000	234
Scotland	51%	7%	36%	2%	4%	57%	82,000	212
South East	49%	4%	42%	4%	1%	54%	106,000	277
South West	48%	1%	44%	2%	6%	49%	78,000	162
Wales	51%	*%	41%	7%	1%	51%	56,000	120
West Midlands	34%	7%	49%	*%	10%	41%	68,000	151
Yorkshire and The Humber	45%	7%	41%	6%	1%	53%	57,000	138
Number of flexible working practices available								
None	**	**	**	**	**	**	28,000	36
1-2	35%	3%	55%	5%	3%	38%	188,000	255
3-4	45%	7%	40%	3%	4%	52%	249,000	543
5-6	55%	4%	37%	2%	2%	59%	237,000	653
7-8	63%	1%	34%	1%	*%	64%	111,000	524
Percentage of female employees								
50% or more	52%	5%	38%	3%	3%	57%	479,000	1,141
25-49%	46%	4%	44%	3%	4%	50%	148,000	396
10- 24%	42%	3%	50%	3%	2%	45%	118,000	262
Less than 10%	39%	4%	57%	*%	*%	43%	30,000	138
None	43%	6%	43%	4%	4%	49%	183,552	305
All workplaces	47%	5%	42%	3%	3%	52%	814,000	2,011
Base: All workplaces with 5 or more employees								
Notes: Figures are weighted, and based on responses from 2,011 employers								

Table 82: The effect respondent believes flexible working and leave arrangements have on EMPLOYEE MOTIVATION AND COMMITMENT at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	DK	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	67%	3%	26%	2%	2%	71%	1	728,000	977
50-249 employees	73%	3%	23%	*%	1%	75%	1	75,000	494
250 or more employees	85%	2%	11%	*%	1%	87%	1	11,000	540
Size of organisation									
Less than 100	64%	3%	29%	2%	2%	68%	1	499,000	730
100 to less than 1000	73%	1%	20%	4%	1%	74%	1	95,000	476
1,000 to less than 10,000	76%	3%	20%	*%	*%	79%	1	98,000	452
10,000 or more	74%	5%	17%	2%	2%	79%	1	74,000	264
Ownership									
Private sector	65%	4%	28%	2%	2%	68%	1	663,000	1,435
Third sector	80%	-	17%	3%	1%	80%	1	70,000	209
Public sector	87%	3%	9%	-	1%	90%	1	78,000	357
Single or multi									
Single independent establishment	65%	4%	28%	2%	1%	69%	1	396,000	759
Part of a larger organisation	71%	3%	22%	2%	2%	74%	1	418,000	1,252
Union presence									
Has union presence	79%	2%	15%	2%	1%	81%	1	190,000	901
No unions present	64%	4%	29%	2%	2%	68%	1	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	75%	2%	21%	2%	1%	77%	1	321,000	1,209
No	63%	4%	28%	2%	2%	68%	1	484,000	669
All workplaces									
	68%	3%	25%	2%	2%	71%	1	814,000	2,011
Base: All workplaces with 5 or more employees									
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 82 cont: The effect respondent believes flexible working and leave arrangements have on EMPLOYEE MOTIVATION AND COMMITMENT at the establishment

	Positive effect (1)	Negative effect (-1)	No effect (0)	Not applicable	Don't know	ANY EFFECT	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	68%	-	26%	4%	2%	68%	1	17,000	82
Manufacturing	56%	9%	32%	-	3%	65%	*	55,000	101
Utilities	59%	4%	32%	3%	2%	62%	1	6,000	149
Construction	48%	3%	44%	3%	3%	51%	*	47,000	103
Trade	68%	1%	26%	4%	1%	69%	1	187,000	206
Transport and Communication	66%	11%	20%	3%	-	76%	1	50,000	151
Hotels and Restaurants	66%	6%	27%	-	1%	72%	1	90,000	208
Finance	78%	1%	21%	-	1%	79%	1	23,000	103
Real Estate and Business	68%	3%	26%	1%	2%	71%	1	133,000	301
Public Admin and Defence	81%	5%	14%	-	-	86%	1	16,000	97
Education	80%	2%	16%	-	2%	82%	1	43,000	193
Health and Social Work	84%	1%	12%	2%	1%	85%	1	90,000	163
Other Community	62%	2%	31%	2%	2%	64%	1	56,000	154
Government Office Region									
East Midlands	68%	6%	24%	2%	*%	74%	1	66,000	155
East of England	76%	2%	19%	*%	3%	77%	1	74,000	175
London	72%	4%	16%	8%	*%	76%	1	113,000	320
North East	74%	*%	26%	*%	-	74%	1	22,000	67
North West	66%	1%	33%	*%	*%	67%	1	92,000	234
Scotland	69%	2%	25%	*%	4%	71%	1	82,000	212
South East	63%	3%	30%	2%	3%	66%	1	106,000	277
South West	61%	4%	34%	-	1%	65%	1	78,000	162
Wales	79%	*%	18%	3%	-	80%	1	56,000	120
West Midlands	60%	8%	27%	-	5%	68%	1	68,000	151
Yorkshire and The Humber	67%	5%	25%	2%	1%	72%	1	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	51%	2%	42%	4%	1%	53%	1	188,000	255
3-4	66%	5%	23%	3%	3%	71%	1	249,000	543
5-6	79%	2%	18%	*%	1%	81%	1	237,000	653
7-8	86%	2%	12%	-	*%	88%	1	111,000	524
Percentage of female employees									
50% or more	74%	3%	20%	2%	1%	77%	1	479,000	1,141
25-49%	65%	4%	28%	1%	2%	69%	1	148,000	396
10- 24%	58%	2%	37%	*%	3%	60%	1	118,000	262
Less than 10%	60%	2%	37%	*%	1%	62%	1	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	68%	3%	25%	2%	2%	71%	1	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 83: The effect respondent believes flexible working has had: Summary

	Positive effect	Negative effect	No effect	Not applicable	Don't know	ANY EFFECT	Mean Score
Employee motivation and commitment	68%	3%	25%	2%	2%	71%	0.7
Employee relations at the establishment	67%	4%	26%	2%	1%	71%	0.6
Reducing absenteeism at the establishment	58%	4%	34%	3%	2%	62%	0.6
Reducing labour turnover	54%	6%	37%	2%	2%	59%	0.5
Productivity at the establishment	49%	13%	33%	2%	2%	63%	0.4
Ease of recruitment at the establishment	47%	5%	42%	3%	3%	52%	0.5

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 84: Whether agree that employees should not expect to be able to change their working pattern if it would disrupt the business

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	16%	33%	21%	22%	8%	1%	49%	30%	57	728,000	977
50-249 employees	13%	31%	20%	25%	11%	1%	44%	35%	53	75,000	494
250 or more employees	9%	39%	20%	23%	9%	1%	48%	32%	54	11,000	540
Size of organisation											
Less than 100	20%	35%	20%	17%	7%	1%	55%	24%	61	499,000	730
100 to less than 1000	7%	35%	23%	28%	7%	*%	42%	35%	52	95,000	476
1,000 to less than 10,000	9%	30%	21%	25%	15%	*%	38%	40%	48	98,000	452
10,000 or more	9%	21%	24%	34%	12%	*%	30%	46%	45	74,000	264
Ownership											
Private sector	17%	32%	20%	23%	8%	*%	49%	31%	57	663,000	1,435
Third sector	9%	38%	22%	15%	11%	5%	47%	26%	55	70,000	209
Public sector	8%	37%	26%	21%	7%	1%	45%	28%	55	78,000	357
Single or multi											
Single independent establishment	19%	37%	21%	15%	6%	1%	56%	21%	62	396,000	759
Part of a larger organisation	12%	28%	20%	29%	10%	1%	40%	39%	51	418,000	1,252
Union presence											
Has union presence	10%	29%	24%	26%	11%	*%	39%	37%	50	190,000	901
No unions present	18%	33%	20%	21%	8%	1%	51%	28%	58	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	15%	27%	21%	25%	12%	*%	43%	36%	53	321,000	1,209
No	16%	36%	20%	21%	6%	1%	52%	27%	59	484,000	669
All workplaces											
	16%	32%	21%	22%	8%	1%	48%	30%	56	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 84 cont: Whether agree that employees should not expect to be able to change their working pattern if it would disrupt the business

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted Count	Unweighted count
Standard Industrial Classification											
Agriculture, fishery, mining	13%	40%	25%	16%	6%	1%	53%	22%	59	17,000	82
Manufacturing	17%	39%	23%	17%	4%	-	56%	21%	62	55,000	101
Utilities	20%	29%	17%	25%	9%	1%	49%	34%	56	6,000	149
Construction	20%	28%	19%	18%	15%	-	48%	33%	55	47,000	103
Trade	16%	31%	17%	26%	8%	1%	48%	34%	55	187,000	206
Transport and communication	23%	49%	12%	13%	3%	1%	72%	16%	69	50,000	151
Hotels and restaurants	17%	27%	21%	27%	8%	1%	43%	35%	54	90,000	208
Finance	13%	32%	20%	26%	8%	-	46%	34%	54	23,000	103
Real estate and business	13%	32%	24%	21%	9%	1%	46%	30%	55	133,000	301
Public admin and defence	8%	38%	26%	16%	12%	1%	46%	28%	53	16,000	97
Education	13%	30%	20%	28%	8%	2%	42%	36%	53	43,000	193
Health and social work	11%	29%	24%	24%	9%	3%	40%	33%	52	90,000	163
Other, community	19%	33%	24%	14%	8%	2%	51%	22%	60	56,000	154
Government Office Region											
East Midlands	20%	24%	18%	25%	13%	1%	43%	38%	53	66,000	155
East of England	11%	38%	26%	18%	7%	-	49%	25%	57	74,000	175
London	14%	41%	17%	20%	6%	2%	55%	26%	60	113,000	320
North East	5%	33%	23%	22%	17%	-	38%	39%	47	22,000	67
North West	12%	28%	27%	26%	7%	1%	40%	33%	53	92,000	234
Scotland	19%	28%	22%	18%	13%	1%	47%	31%	55	82,000	212
South East	17%	32%	21%	21%	7%	2%	49%	28%	58	106,000	277
South West	17%	36%	22%	18%	6%	1%	53%	24%	60	78,000	162
Wales	12%	33%	17%	28%	10%	1%	45%	37%	53	56,000	120
West Midlands	15%	34%	15%	28%	7%	1%	49%	36%	55	68,000	151
Yorkshire and The Humber	26%	24%	20%	21%	7%	2%	50%	28%	61	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	19%	31%	17%	24%	8%	1%	50%	32%	57	188,000	255
3-4	17%	32%	18%	23%	8%	2%	49%	32%	57	249,000	543
5-6	12%	33%	24%	21%	10%	1%	45%	31%	54	237,000	653
7-8	10%	35%	26%	20%	8%	1%	45%	28%	55	111,000	524
Percentage of female employees											
50% or more	12%	30%	22%	25%	9%	1%	43%	34%	53	479,000	1,141
25-49%	19%	35%	20%	18%	7%	1%	55%	26%	60	148,000	396
10- 24%	22%	37%	14%	21%	7%	1%	58%	28%	61	118,000	262
Less than 10%	22%	37%	26%	9%	5%	1%	59%	14%	66	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
Total	16%	32%	21%	22%	8%	1%	48%	30%	56	814,000	2,011
Base: All workplaces with 5 or more employees											
Notes: Figures are weighted, and based on responses from 2,011 employers											

Table 85: Whether agree that it's not the employer's responsibility to help people balance their work with other aspects of their life

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	7%	18%	23%	38%	13%	*%	25%	51%	42	728,000	977
50-249 employees	5%	14%	22%	38%	20%	1%	19%	58%	36	75,000	494
250 or more employees	3%	10%	17%	48%	21%	*%	13%	69%	31	11,000	540
Size of organisation											
Less than 100	8%	19%	24%	36%	12%	*%	27%	49%	44	499,000	730
100 to less than 1000	6%	13%	26%	44%	11%	*%	19%	55%	40	95,000	476
1,000 to less than 10,000	4%	16%	14%	46%	19%	1%	20%	65%	35	98,000	452
10,000 or more	4%	14%	22%	41%	19%	1%	18%	59%	36	74,000	264
Ownership											
Private sector	8%	19%	24%	37%	12%	*%	27%	49%	43	663,000	1,435
Third sector	2%	8%	16%	48%	26%	-	10%	74%	28	70,000	209
Public sector	2%	15%	21%	47%	15%	*%	17%	62%	36	78,000	357
Single or multi											
Single independent establishment	7%	19%	24%	37%	13%	*%	26%	50%	43	396,000	759
Part of a larger organisation	7%	16%	22%	39%	15%	1%	23%	54%	40	418,000	1,252
Union presence											
Has union presence	4%	14%	21%	42%	19%	*%	18%	61%	35	190,000	901
No unions present	8%	19%	24%	37%	12%	*%	27%	49%	43	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	8%	16%	22%	40%	14%	*%	24%	54%	41	321,000	1,209
No	7%	19%	24%	37%	14%	*%	25%	51%	42	484,000	669
All workplaces											
	7%	18%	23%	38%	14%	*%	25%	52%	41	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 85 cont: Whether agree that it's not the employer's responsibility to help people balance their work with other aspects of their life

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	2%	33%	24%	36%	5%	-	48	17,000	82
Manufacturing	14%	24%	19%	33%	10%	-	50	55,000	101
Utilities	6%	12%	32%	30%	18%	1%	39	6,000	149
Construction	13%	18%	20%	30%	19%	-	44	47,000	103
Trade	5%	19%	26%	40%	10%	*	42	187,000	206
Transport and Communication	9%	27%	29%	22%	12%	-	50	50,000	151
Hotels and Restaurants	11%	16%	23%	31%	18%	-	43	90,000	208
Finance	8%	17%	21%	35%	19%	-	40	23,000	103
Real Estate and Business	6%	16%	19%	43%	15%	1%	39	133,000	301
Public Admin and Defence	6%	7%	23%	41%	23%	-	33	16,000	97
Education	3%	12%	21%	40%	24%	*%	33	43,000	193
Health and Social Work	6%	14%	20%	54%	6%	1%	40	90,000	163
Other Community	1%	13%	27%	35%	22%	1%	34	56,000	154
Government Office Region									
East Midlands	5%	15%	24%	44%	11%	-	40	66,000	155
East of England	8%	20%	35%	23%	13%	1%	47	74,000	175
London	9%	19%	16%	44%	11%	-	42	113,000	320
North East	-	5%	15%	52%	29%	-	24	22,000	67
North West	4%	13%	27%	42%	12%	1%	39	92,000	234
Scotland	3%	15%	27%	38%	17%	*%	37	82,000	212
South East	9%	17%	20%	39%	15%	*%	41	106,000	277
South West	5%	18%	21%	44%	11%	1%	40	78,000	162
Wales	11%	13%	18%	40%	18%	*%	40	56,000	120
West Midlands	8%	26%	24%	28%	13%	-	47	68,000	151
Yorkshire and The Humber	13%	22%	21%	32%	12%	*%	48	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	7%	20%	30%	34%	9%	1%	46	188,000	255
3-4	8%	20%	22%	39%	11%	*%	44	249,000	543
5-6	6%	16%	21%	39%	18%	*%	38	237,000	653
7-8	6%	10%	19%	44%	21%	1%	34	111,000	524
Percentage of female employees									
50% or more	6%	16%	23%	40%	15%	*%	40	479,000	1,141
25-49%	10%	18%	20%	41%	11%	-	44	148,000	396
10- 24%	9%	18%	27%	31%	14%	1%	44	118,000	262
Less than 10%	7%	16%	29%	39%	10%	*%	43	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	7%	18%	23%	38%	13%	*%	41	814,000	2,011
Base: All workplaces with 5 or more employees									
Notes: Figures are weighted, and based on responses from 2,011 employers									

Table 86: Whether agree that policies that help employees balance work and other interests are often unfair to some employees

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	5%	19%	28%	37%	9%	2%	25%	46%	44	728,000	977
50-249 employees	5%	17%	21%	43%	12%	2%	21%	56%	39	75,000	494
250 or more employees	2%	10%	18%	49%	21%	1%	12%	69%	31	11,000	540
Size of organisation											
Less than 100	6%	22%	27%	35%	7%	2%	28%	42%	46	499,000	730
100 to less than 1000	4%	17%	26%	41%	13%	*%	20%	54%	39	95,000	476
1,000 to less than 10,000	4%	13%	25%	43%	14%	1%	16%	58%	37	98,000	452
10,000 or more	1%	12%	28%	47%	12%	-	13%	59%	36	74,000	264
Ownership											
Private sector	6%	20%	27%	36%	9%	1%	26%	45%	44	663,000	1,435
Third sector	3%	14%	28%	40%	10%	5%	17%	50%	40	70,000	209
Public sector	2%	15%	24%	48%	10%	1%	17%	59%	37	78,000	357
Single or multi											
Single independent establishment	7%	22%	28%	36%	7%	1%	28%	43%	46	396,000	759
Part of a larger organisation	4%	17%	26%	39%	12%	2%	20%	51%	40	418,000	1,252
Union presence											
Has union presence	3%	15%	25%	45%	11%	1%	18%	56%	38	190,000	901
No unions present	5%	20%	28%	36%	9%	2%	26%	44%	44	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	4%	19%	25%	41%	9%	2%	24%	49%	42	321,000	1,209
No	6%	19%	29%	35%	10%	1%	25%	45%	44	484,000	669
All workplaces											
	5%	19%	27%	38%	9%	2%	24%	47%	43	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 86 cont: Whether agree that policies that help employees balance work and other interests are often unfair to some employees

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted Count	Unweighted count
Standard Industrial Classification											
Agriculture, fishery, mining	13%	40%	42%	16%	1%	2%	30%	26%	52	17,000	82
Manufacturing	17%	39%	20%	17%	12%	-	40%	40%	50	55,000	101
Utilities	20%	29%	21%	25%	11%	*%	30%	49%	43	6,000	149
Construction	20%	28%	31%	18%	15%	-	25%	45%	44	47,000	103
Trade	16%	31%	31%	26%	8%	3%	26%	40%	46	187,000	206
Transport and communication	23%	49%	38%	13%	6%	*%	21%	40%	45	50,000	151
Hotels and restaurants	17%	27%	23%	27%	10%	1%	35%	41%	48	90,000	208
Finance	13%	32%	18%	26%	13%	-	18%	64%	36	23,000	103
Real estate and business	13%	32%	24%	21%	12%	2%	20%	53%	39	133,000	301
Public admin and defence	8%	38%	21%	16%	17%	1%	13%	66%	33	16,000	97
Education	13%	30%	25%	28%	11%	1%	17%	58%	37	43,000	193
Health and social work	11%	29%	28%	24%	8%	3%	15%	53%	39	90,000	163
Other, community	19%	33%	24%	14%	7%	*%	21%	56%	41	56,000	154
Government Office Region											
East Midlands	20%	24%	29%	13%	17%	-	18%	53%	37	66,000	155
East of England	11%	38%	34%	7%	4%	1%	28%	37%	47	74,000	175
London	14%	41%	27%	6%	11%	5%	28%	40%	46	113,000	320
North East	5%	33%	28%	17%	22%	1%	17%	54%	37	22,000	67
North West	12%	28%	18%	7%	8%	4%	24%	54%	41	92,000	234
Scotland	19%	28%	20%	13%	10%	*%	21%	58%	40	82,000	212
South East	17%	32%	39%	7%	6%	*%	16%	45%	42	106,000	277
South West	17%	36%	24%	6%	10%	2%	31%	43%	47	78,000	162
Wales	12%	33%	21%	10%	16%	*%	24%	55%	39	56,000	120
West Midlands	15%	34%	29%	7%	3%	2%	21%	48%	44	68,000	151
Yorkshire and The Humber	26%	24%	27%	7%	9%	*%	35%	37%	49	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	19%	31%	34%	24%	34%	7%	2%	26%	37%	188,000	255
3-4	17%	32%	30%	23%	30%	8%	2%	22%	46%	249,000	543
5-6	12%	33%	20%	21%	20%	11%	1%	25%	54%	237,000	653
7-8	10%	35%	21%	20%	21%	14%	3%	17%	59%	111,000	524
Percentage of female employees											
50% or more	12%	30%	25%	25%	25%	11%	1%	22%	52%	479,000	1,141
25-49%	19%	35%	31%	18%	31%	7%	2%	28%	39%	148,000	396
10- 24%	22%	37%	26%	21%	26%	7%	2%	29%	44%	118,000	262
Less than 10%	22%	37%	33%	9%	33%	5%	1%	39%	27%	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
Total	16%	32%	27%		27%	9%	2%	24%	47%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 87: Whether agree that people who work flexibly are just as likely to be promoted as those who don't

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	31%	41%	12%	10%	3%	2%	72%	14%	72	728,000	977
50-249 employees	31%	46%	12%	7%	3%	1%	78%	10%	74	75,000	494
250 or more employees	38%	45%	11%	6%	1%	*%	82%	7%	78	11,000	540
Size of organisation											
Less than 100	29%	42%	12%	10%	4%	3%	71%	13%	72	499,000	730
100 to less than 1000	31%	43%	11%	10%	4%	*%	74%	14%	72	95,000	476
1,000 to less than 10,000	36%	39%	10%	14%	*%	*%	75%	15%	74	98,000	452
10,000 or more	42%	37%	11%	7%	3%	*%	78%	10%	77	74,000	264
Ownership											
Private sector	31%	41%	12%	10%	3%	2%	72%	13%	72	663,000	1,435
Third sector	37%	35%	9%	12%	6%	1%	72%	18%	71	70,000	209
Public sector	30%	50%	7%	8%	3%	1%	80%	11%	74	78,000	357
Single or multi											
Single independent establishment	31%	40%	12%	10%	4%	3%	71%	14%	72	396,000	759
Part of a larger organisation	31%	43%	12%	10%	2%	1%	74%	13%	73	418,000	1,252
Union presence											
Has union presence	34%	44%	10%	6%	4%	1%	78%	10%	75	190,000	901
No unions present	31%	40%	12%	12%	3%	2%	71%	15%	72	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	34%	42%	11%	9%	2%	1%	76%	12%	74	321,000	1,209
No	30%	41%	12%	11%	4%	3%	71%	14%	71	484,000	669
All workplaces	31%	41%	12%	10%	3%	2%	73%	13%	72	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 87 cont: Whether agree that people who work flexibly are just as likely to be promoted as those who don't

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	17%	47%	12%	10%	7%	7%	65%	16%	66	17,000	82
Manufacturing	36%	43%	7%	12%	3%	-	79%	14%	75	55,000	101
Utilities	29%	49%	9%	7%	6%	1%	78%	13%	72	6,000	149
Construction	29%	47%	7%	7%	5%	5%	76%	12%	73	47,000	103
Trade	27%	44%	13%	11%	3%	2%	71%	14%	71	187,000	206
Transport and Communication	28%	37%	14%	11%	5%	5%	65%	16%	69	50,000	151
Hotels and Restaurants	33%	40%	13%	10%	2%	2%	73%	11%	74	90,000	208
Finance	39%	36%	15%	5%	2%	2%	76%	7%	77	23,000	103
Real Estate and Business	36%	33%	18%	9%	3%	2%	69%	12%	73	133,000	301
Public Admin and Defence	39%	37%	12%	4%	6%	2%	76%	10%	75	16,000	97
Education	31%	46%	10%	8%	4%	1%	77%	12%	73	43,000	193
Health and Social Work	31%	48%	2%	15%	3%	-	79%	19%	72	90,000	163
Other Community	33%	41%	12%	7%	6%	-	74%	14%	72	56,000	154
Government Office Region											
East Midlands	37%	42%	13%	5%	3%	1%	79%	8%	76	66,000	155
East of England	27%	45%	6%	14%	3%	5%	72%	17%	71	74,000	175
London	21%	49%	10%	14%	4%	3%	70%	17%	68	113,000	320
North East	36%	31%	25%	7%	1%	-	67%	8%	73	22,000	67
North West	31%	46%	13%	7%	1%	1%	78%	9%	75	92,000	234
Scotland	33%	40%	8%	12%	4%	3%	74%	16%	72	82,000	212
South East	28%	32%	19%	11%	7%	3%	60%	18%	66	106,000	277
South West	34%	40%	13%	11%	2%	-	74%	13%	73	78,000	162
Wales	39%	39%	10%	6%	6%	*	78%	12%	75	56,000	120
West Midlands	32%	40%	8%	14%	1%	4%	72%	16%	73	68,000	151
Yorkshire and The Humber	43%	42%	9%	3%	1%	3%	85%	4%	82	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	28%	35%	15%	13%	4%	5%	63%	17%	68	188,000	255
3-4	31%	41%	13%	9%	4%	2%	72%	13%	72	249,000	543
5-6	31%	48%	7%	10%	3%	1%	79%	13%	74	237,000	653
7-8	44%	39%	9%	5%	1%	2%	83%	6%	81	111,000	524
Percentage of female employees											
50% or more	31%	40%	11%	12%	3%	2%	72%	14%	72	479,000	1,141
25-49%	34%	39%	16%	9%	2%	*	73%	11%	73	148,000	396
10- 24%	31%	48%	7%	7%	5%	2%	79%	12%	73	118,000	262
Less than 10%	32%	31%	18%	6%	7%	6%	64%	13%	70	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	31%	41%	12%	10%	3%	2%	73%	13%	72	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 88: Whether agree that providing flexible working practices improves customer service

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	19%	28%	28%	16%	8%	1%	47%	24%	59	728,000	977
50-249 employees	14%	29%	33%	18%	5%	1%	43%	23%	57	75,000	494
250 or more employees	22%	40%	25%	11%	1%	1%	62%	12%	68	11,000	540
Size of organisation											
Less than 100	16%	24%	30%	18%	10%	1%	40%	29%	54	499,000	730
100 to less than 1000	21%	31%	31%	13%	3%	*%	53%	16%	64	95,000	476
1,000 to less than 10,000	25%	37%	25%	9%	4%	1%	62%	13%	68	98,000	452
10,000 or more	28%	38%	21%	12%	2%	*%	65%	14%	69	74,000	264
Ownership											
Private sector	18%	26%	29%	16%	9%	1%	44%	25%	57	663,000	1,435
Third sector	25%	35%	22%	16%	2%	-	61%	18%	67	70,000	209
Public sector	18%	41%	28%	12%	1%	*%	59%	13%	66	78,000	357
Single or multi											
Single independent establishment	17%	24%	28%	18%	12%	1%	41%	29%	54	396,000	759
Part of a larger organisation	20%	33%	29%	14%	4%	*%	53%	18%	63	418,000	1,252
Union presence											
Has union presence	24%	35%	26%	11%	3%	1%	59%	14%	67	190,000	901
No unions present	18%	25%	30%	18%	9%	1%	43%	27%	56	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	21%	30%	27%	16%	5%	1%	51%	21%	61	321,000	1,209
No	18%	28%	29%	16%	9%	1%	45%	25%	57	484,000	669
All workplaces											
	19%	28%	28%	16%	8%	1%	47%	24%	59	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 88 cont: Whether agree that providing flexible working practices improves customer service

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	7%	29%	31%	15%	9%	9%	37%	24%	53	17,000	82
Manufacturing	11%	15%	26%	31%	17%	-	27%	47%	43	55,000	101
Utilities	15%	28%	26%	22%	9%	*%	43%	30%	55	6,000	149
Construction	21%	30%	21%	18%	10%	-	51%	28%	59	47,000	103
Trade	18%	27%	33%	14%	6%	2%	45%	20%	60	187,000	206
Transport and Communication	12%	27%	28%	22%	11%	-	39%	33%	52	50,000	151
Hotels and Restaurants	24%	31%	29%	9%	7%	-	55%	16%	64	90,000	208
Finance	21%	33%	26%	17%	3%	*%	54%	20%	63	23,000	103
Real Estate and Business	21%	24%	29%	15%	10%	*%	45%	25%	58	133,000	301
Public Admin and Defence	13%	32%	40%	10%	4%	1%	45%	14%	60	16,000	97
Education	23%	32%	32%	8%	5%	-	55%	13%	65	43,000	193
Health and Social Work	23%	38%	25%	13%	1%	-	60%	14%	67	90,000	163
Other Community	15%	31%	19%	26%	10%	-	46%	35%	54	56,000	154
Government Office Region											
East Midlands	24%	21%	24%	21%	10%	-	45%	31%	57	66,000	155
East of England	11%	23%	34%	20%	10%	*%	35%	31%	51	74,000	175
London	26%	29%	23%	13%	8%	2%	54%	20%	63	113,000	320
North East	16%	41%	24%	15%	5%	-	57%	20%	62	22,000	67
North West	21%	33%	28%	15%	4%	-	53%	19%	63	92,000	234
Scotland	20%	37%	19%	16%	5%	3%	57%	21%	63	82,000	212
South East	16%	29%	35%	14%	6%	*%	45%	20%	58	106,000	277
South West	11%	17%	32%	26%	14%	*%	29%	40%	47	78,000	162
Wales	22%	34%	30%	8%	5%	2%	56%	13%	65	56,000	120
West Midlands	15%	24%	37%	19%	5%	*%	39%	24%	56	68,000	151
Yorkshire and The Humber	22%	32%	27%	10%	8%	*%	55%	18%	63	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	14%	26%	31%	19%	9%	2%	40%	28%	54	188,000	255
3-4	17%	28%	29%	19%	8%	*%	45%	26%	57	249,000	543
5-6	23%	31%	27%	14%	4%	1%	54%	18%	64	237,000	653
7-8	27%	31%	25%	10%	6%	1%	59%	16%	66	111,000	524
Percentage of female employees											
50% or more	21%	30%	27%	16%	5%	1%	50%	21%	61	479,000	1,141
25-49%	19%	26%	29%	15%	11%	1%	45%	26%	57	148,000	396
10- 24%	12%	28%	32%	20%	7%	1%	40%	27%	55	118,000	262
Less than 10%	12%	25%	25%	22%	16%	1%	37%	37%	49	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	19%	28%	28%	16%	8%	1%	47%	24%	59	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 89: Whether agree that when some employees take-up flexible working practices, it causes resentment among other employees

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	8%	25%	21%	30%	15%	2%	32%	45%	45	728,000	977
50-249 employees	4%	29%	20%	32%	13%	1%	34%	45%	45	75,000	494
250 or more employees	3%	31%	20%	29%	16%	1%	34%	45%	44	11,000	540
Size of organisation											
Less than 100	8%	28%	22%	26%	14%	2%	36%	40%	47	499,000	730
100 to less than 1000	7%	16%	24%	40%	11%	1%	24%	51%	42	95,000	476
1,000 to less than 10,000	6%	24%	20%	30%	20%	*%	30%	50%	42	98,000	452
10,000 or more	3%	19%	16%	42%	18%	*%	23%	60%	37	74,000	264
Ownership											
Private sector	8%	25%	21%	30%	14%	2%	33%	44%	46	663,000	1,435
Third sector	5%	28%	19%	30%	17%	*%	33%	47%	44	70,000	209
Public sector	1%	30%	21%	28%	19%	*%	32%	47%	42	78,000	357
Single or multi											
Single independent establishment	9%	28%	23%	25%	14%	2%	37%	39%	48	396,000	759
Part of a larger organisation	5%	23%	19%	35%	15%	2%	29%	51%	42	418,000	1,252
Union presence											
Has union presence	5%	24%	18%	34%	17%	2%	30%	51%	42	190,000	901
No unions present	8%	25%	22%	29%	14%	2%	33%	43%	46	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	5%	28%	18%	34%	13%	1%	33%	47%	44	321,000	1,209
No	9%	23%	22%	28%	16%	2%	32%	44%	45	484,000	669
All workplaces											
	7%	25%	21%	30%	15%	2%	33%	45%	45	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 89 cont: Whether agree that when some employees take-up flexible working practices, it causes resentment among other employees

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	9%	25%	29%	21%	9%	6%	34%	31%	51	17,000	82
Manufacturing	14%	39%	20%	12%	8%	5%	53%	21%	60	55,000	101
Utilities	7%	37%	21%	19%	16%	*%	44%	35%	50	6,000	149
Construction	11%	19%	14%	24%	27%	5%	30%	51%	40	47,000	103
Trade	5%	22%	22%	38%	12%	*%	27%	51%	42	187,000	206
Transport and Communication	10%	21%	34%	26%	6%	3%	30%	32%	50	50,000	151
Hotels and Restaurants	7%	24%	21%	29%	17%	3%	31%	46%	44	90,000	208
Finance	3%	30%	12%	43%	12%	-	33%	55%	42	23,000	103
Real Estate and Business	10%	25%	19%	31%	13%	2%	35%	44%	47	133,000	301
Public Admin and Defence	2%	24%	26%	30%	17%	1%	26%	47%	41	16,000	97
Education	2%	31%	23%	25%	18%	1%	33%	43%	43	43,000	193
Health and Social Work	3%	26%	19%	33%	18%	*%	29%	52%	40	90,000	163
Other Community	11%	26%	17%	26%	20%	*%	37%	46%	46	56,000	154
Government Office Region											
East Midlands	9%	21%	20%	25%	22%	3%	30%	47%	43	66,000	155
East of England	3%	27%	16%	35%	14%	4%	30%	49%	42	74,000	175
London	5%	28%	17%	38%	10%	2%	32%	48%	45	113,000	320
North East	6%	24%	14%	25%	31%	-	30%	56%	37	22,000	67
North West	9%	22%	18%	37%	14%	-	31%	51%	44	92,000	234
Scotland	3%	25%	20%	26%	25%	1%	28%	51%	39	82,000	212
South East	9%	25%	25%	24%	16%	1%	34%	40%	47	106,000	277
South West	7%	31%	21%	31%	9%	2%	38%	39%	49	78,000	162
Wales	6%	29%	29%	24%	11%	1%	35%	35%	49	56,000	120
West Midlands	8%	25%	25%	29%	12%	2%	33%	41%	47	68,000	151
Yorkshire and The Humber	16%	21%	24%	28%	10%	1%	37%	38%	51	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	9%	23%	22%	30%	12%	4%	31%	43%	46	188,000	255
3-4	10%	21%	24%	29%	16%	*%	31%	45%	45	249,000	543
5-6	5%	30%	19%	30%	15%	*%	35%	46%	45	237,000	653
7-8	3%	28%	16%	36%	17%	1%	31%	53%	41	111,000	524
Percentage of female employees											
50% or more	6%	25%	19%	34%	15%	1%	31%	49%	43	479,000	1,141
25-49%	7%	21%	26%	25%	17%	3%	28%	42%	44	148,000	396
10- 24%	11%	35%	19%	25%	10%	1%	45%	35%	53	118,000	262
Less than 10%	12%	29%	18%	21%	16%	5%	40%	37%	50	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	7%	25%	21%	30%	15%	2%	33%	45%	45	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 90: Whether agree that when some employees who request flexible working are often less committed to their work

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	DK	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	3%	11%	16%	40%	29%	1%	13%	69%	29	728,000	977
50-249 employees	1%	9%	9%	39%	42%	*%	10%	81%	22	75,000	494
250 or more employees	1%	2%	8%	40%	50%	*%	3%	89%	16	11,000	540
Size of organisation											
Less than 100	3%	12%	17%	40%	28%	2%	14%	68%	30	499,000	730
100 to less than 1000	4%	5%	12%	49%	32%	*%	8%	80%	25	95,000	476
1,000 to less than 10,000	4%	13%	15%	30%	38%	*%	17%	68%	29	98,000	452
10,000 or more	*%	9%	10%	44%	37%	-	9%	80%	23	74,000	264
Ownership											
Private sector	3%	12%	17%	41%	26%	1%	15%	67%	31	663,000	1,435
Third sector	2%	7%	6%	36%	49%	-	9%	85%	19	70,000	209
Public sector	1%	2%	8%	41%	48%	-	3%	89%	17	78,000	357
Single or multi											
Single independent establishment	3%	13%	19%	38%	27%	1%	15%	65%	31	396,000	759
Part of a larger organisation	3%	8%	12%	43%	33%	1%	11%	76%	26	418,000	1,252
Union presence											
Has union presence	2%	6%	10%	43%	39%	1%	8%	81%	22	190,000	901
No unions present	3%	12%	17%	39%	28%	1%	15%	67%	30	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	3%	8%	11%	42%	34%	1%	11%	77%	26	321,000	1,209
No	2%	12%	18%	39%	28%	1%	14%	66%	30	484,000	669
All workplaces											
	3%	10%	15%	40%	30%	1%	13%	70%	28	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 90 cont: Whether agree that when some employees who request flexible working are often less committed to their work

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	6%	13%	21%	40%	12%	8%	19%	52%	39	17,000	82
Manufacturing	2%	17%	18%	35%	23%	5%	19%	58%	34	55,000	101
Utilities	4%	12%	14%	42%	28%	1%	15%	70%	30	6,000	149
Construction	7%	11%	22%	37%	21%	2%	18%	59%	36	47,000	103
Trade	1%	15%	17%	44%	22%	1%	16%	66%	32	187,000	206
Transport and Communication	3%	3%	14%	45%	35%	-	6%	80%	24	50,000	151
Hotels and Restaurants	5%	13%	22%	37%	21%	*%	19%	59%	36	90,000	208
Finance	3%	6%	10%	36%	45%	-	9%	81%	21	23,000	103
Real Estate and Business	2%	10%	15%	37%	36%	*%	11%	73%	26	133,000	301
Public Admin and Defence	2%	0%	11%	40%	47%	-	2%	87%	17	16,000	97
Education	2%	2%	7%	39%	50%	-	4%	89%	17	43,000	193
Health and Social Work	3%	8%	8%	42%	38%	-	12%	80%	24	90,000	163
Other Community	1%	6%	16%	39%	37%	-	7%	77%	24	56,000	154
Government Office Region											
East Midlands	1%	11%	7%	38%	40%	2%	12%	78%	23	66,000	155
East of England	1%	21%	17%	34%	25%	2%	22%	59%	34	74,000	175
London	3%	9%	12%	42%	33%	-	12%	75%	27	113,000	320
North East	3%	4%	8%	44%	42%	-	7%	85%	21	22,000	67
North West	3%	5%	17%	44%	28%	3%	8%	73%	27	92,000	234
Scotland	1%	8%	15%	48%	29%	-	9%	77%	26	82,000	212
South East	4%	10%	20%	30%	34%	2%	14%	64%	30	106,000	277
South West	*%	8%	20%	49%	23%	*%	8%	72%	28	78,000	162
Wales	4%	12%	14%	34%	35%	1%	16%	69%	29	56,000	120
West Midlands	3%	13%	17%	39%	29%	-	16%	68%	30	68,000	151
Yorkshire and The Humber	8%	13%	17%	40%	22%	1%	20%	62%	36	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	2%	12%	25%	41%	16%	3%	14%	58%	35	188,000	255
3-4	2%	10%	17%	38%	33%	*%	12%	71%	28	249,000	543
5-6	3%	11%	8%	42%	35%	*%	14%	78%	26	237,000	653
7-8	3%	6%	9%	41%	41%	-	9%	83%	22	111,000	524
Percentage of female employees											
50% or more	2%	9%	13%	44%	32%	*%	11%	76%	26	479,000	1,141
25-49%	4%	11%	20%	33%	31%	1%	15%	64%	30	148,000	396
10- 24%	2%	15%	17%	37%	27%	3%	17%	63%	32	118,000	262
Less than 10%	8%	14%	12%	35%	26%	5%	22%	61%	35	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	3%	10%	15%	40%	30%	1%	13%	70%	28	814,000	2,011
Base: All workplaces with 5 or more employees											
Notes: Figures are weighted, and based on responses from 2,011 employers											

Table 91: Whether, as an employer, agree that it is only really parent and carers that benefit from flexible working

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	7%	18%	15%	42%	17%	1%	25%	59%	39	728,000	977
50-249 employees	7%	21%	10%	39%	21%	1%	28%	60%	38	75,000	494
250 or more employees	4%	14%	12%	41%	28%	*%	18%	70%	31	11,000	540
Size of organisation											
Less than 100	8%	18%	17%	39%	17%	1%	26%	56%	40	499,000	730
100 to less than 1000	5%	19%	10%	48%	17%	*%	24%	66%	36	95,000	476
1,000 to less than 10,000	3%	22%	7%	42%	25%	*%	26%	67%	34	98,000	452
10,000 or more	5%	19%	16%	44%	16%	*%	24%	60%	38	74,000	264
Ownership											
Private sector	7%	19%	17%	40%	17%	1%	26%	57%	40	663,000	1,435
Third sector	6%	17%	6%	50%	20%	3%	22%	70%	34	70,000	209
Public sector	2%	16%	8%	45%	28%	*%	18%	74%	29	78,000	357
Single or multi											
Single independent establishment	8%	17%	20%	37%	17%	1%	25%	54%	40	396,000	759
Part of a larger organisation	6%	19%	10%	46%	19%	1%	25%	65%	37	418,000	1,252
Union presence											
Has union presence	3%	17%	8%	47%	24%	1%	21%	71%	32	190,000	901
No unions present	8%	18%	17%	39%	16%	1%	26%	55%	41	599,000	1,045
Whether any maternity leave in the last 2 years											
Yes	8%	21%	9%	42%	19%	1%	29%	61%	39	321,000	1,209
No	6%	16%	18%	41%	17%	1%	22%	58%	38	484,000	669
All workplaces											
	7%	18%	15%	41%	18%	1%	25%	59%	38	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 91 cont: Whether, as an employer, agree that it is only really parent and carers that benefit from flexible working

	Strongly agree (100)	Agree (75)	Neither agree nor disagree (50)	Disagree (25)	Strongly disagree (0)	Don't know	AGREE	DISAGREE	Mean Score	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	9%	16%	26%	40%	7%	3%	25%	46%	45	17,000	82
Manufacturing	13%	31%	11%	36%	9%	-	44%	45%	51	55,000	101
Utilities	1%	18%	24%	34%	22%	*	20%	56%	36	6,000	149
Construction	12%	10%	15%	43%	21%	-	22%	64%	38	47,000	103
Trade	6%	16%	17%	46%	13%	2%	23%	59%	39	187,000	206
Transport and Communication	9%	13%	18%	42%	19%	-	21%	61%	38	50,000	151
Hotels and Restaurants	6%	16%	22%	36%	19%	-	22%	56%	38	90,000	208
Finance	8%	18%	10%	45%	16%	2%	27%	60%	40	23,000	103
Real Estate and Business	7%	21%	14%	34%	23%	*	28%	57%	39	133,000	301
Public Admin and Defence	3%	9%	11%	38%	37%	2%	12%	75%	25	16,000	97
Education	5%	18%	10%	40%	26%	*	23%	67%	34	43,000	193
Health and Social Work	2%	22%	12%	52%	12%	*	25%	63%	38	90,000	163
Other Community	3%	17%	10%	40%	26%	5%	20%	66%	32	56,000	154
Government Office Region											
East Midlands	2%	27%	12%	32%	26%	1%	30%	58%	37	66,000	155
East of England	4%	15%	18%	40%	22%	1%	19%	62%	35	74,000	175
London	9%	16%	12%	40%	20%	2%	25%	60%	38	113,000	320
North East	8%	10%	13%	52%	18%	-	18%	69%	35	22,000	67
North West	8%	16%	15%	46%	15%	*	24%	61%	39	92,000	234
Scotland	6%	15%	9%	50%	16%	3%	21%	66%	36	82,000	212
South East	8%	26%	15%	33%	18%	1%	33%	51%	43	106,000	277
South West	6%	20%	23%	41%	11%	-	25%	51%	42	78,000	162
Wales	7%	18%	8%	41%	26%	1%	25%	66%	35	56,000	120
West Midlands	9%	14%	21%	40%	16%	-	23%	56%	40	68,000	151
Yorkshire and The Humber	6%	15%	16%	50%	13%	*	21%	63%	37	57,000	138
Number of flexible working practices available											
None	**	**	**	**	**	**	**	**	**	28,000	36
1-2	7%	22%	18%	40%	10%	3%	29%	50%	44	188,000	255
3-4	7%	19%	17%	39%	18%	*	26%	56%	40	249,000	543
5-6	7%	14%	9%	48%	20%	1%	21%	69%	35	237,000	653
7-8	4%	14%	14%	39%	28%	*	19%	67%	32	111,000	524
Percentage of female employees											
50% or more	6%	18%	13%	43%	19%	1%	23%	62%	37	479,000	1,141
25-49%	8%	15%	21%	38%	17%	1%	22%	55%	40	148,000	396
10- 24%	10%	21%	14%	43%	13%	-	31%	55%	43	118,000	262
Less than 10%	7%	27%	10%	30%	25%	1%	34%	55%	40	30,000	138
None	**	**	**	**	**	**	**	**	**	31,000	39
All workplaces	7%	18%	15%	41%	18%	1%	25%	59%	38	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 92: Employers attitudes towards flexible working in general: Summary

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	AGREE	DISAGREE	Mean Score
People who work flexibly are just as likely to be promoted as those who don't	31%	41%	12%	10%	3%	2%	73%	13%	72.4
Employees should not expect to be able to change their working pattern if it would disrupt the business	16%	32%	21%	22%	8%	1%	48%	30%	56.3
Providing flexible working practices improves customer service	19%	28%	28%	16%	8%	1%	47%	24%	58.8
When some employees take-up flexible working practices, it causes resentment among other employees	7%	25%	21%	30%	15%	2%	33%	45%	45
It is only really parent and carers that benefit from flexible working	7%	18%	15%	41%	18%	1%	25%	59%	38.5
It's not the employer's responsibility to help people balance their work with other aspects of their life	7%	18%	23%	38%	14%	*%	25%	52%	41.4
Policies that help employees balance work and other interests are often unfair to some employees	5%	19%	27%	38%	9%	2%	24%	47%	43.1
When some employees who request flexible working are often less committed to their work	3%	10%	15%	40%	30%	1%	13%	70%	28.5

Base: All workplaces with 5 or more employees
Notes: Figures are weighted, and based on responses from 2,011 employers

Table 93: Whether managers at establishment actively promote flexible working and the leave arrangements available to employees at workplace

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	43%	55%	1%	700,000	949
50-249 employees	42%	57%	1%	74,000	487
250 or more employees	59%	40%	1%	11,000	539
Size of organisation					
Less than 100	35%	63%	1%	478,000	706
100 to less than 1000	43%	55%	2%	93,000	472
1,000 to less than 10,000	64%	36%	*%	97,000	450
10,000 or more	63%	36%	1%	72,000	261
Ownership					
Private sector	39%	60%	1%	635,000	1,401
Third sector	63%	35%	3%	70,000	209
Public sector	61%	38%	1%	77,000	355
Single or multi					
Single independent establishment	35%	63%	1%	381,000	740
Part of a larger organisation	51%	48%	1%	405,000	1,235
Union presence					
Has union presence	55%	43%	2%	189,000	898
No unions present	40%	60%	1%	572,000	1,015
Whether any maternity leave in the last 2 years					
Yes	48%	50%	1%	317,000	1,200
No	40%	59%	1%	459,600	642
All workplaces					
	43%	55%	1%	786,000	1,975

Base: Those who have flexible working practices available
Notes: Figures are weighted, and based on responses from 1,975 employers

Table 93 cont: Whether managers at establishment actively promote flexible working and the leave arrangements available to employees at workplace

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	35%	63%	2%	16,000	79
Manufacturing	21%	78%	1%	52,000	99
Utilities	34%	63%	3%	6,000	145
Construction	27%	73%	-	43,000	98
Trade	43%	55%	2%	179,000	200
Transport and Communication	44%	55%	1%	47,000	147
Hotels and Restaurants	54%	46%	*%	87,000	204
Finance	46%	54%	-	22,000	100
Real Estate and Business	33%	66%	1%	128,000	297
Public Admin and Defence	66%	30%	4%	16,000	97
Education	53%	47%	1%	43,000	193
Health and Social Work	63%	34%	3%	90,000	163
Other Community	41%	59%	*%	55,000	153
Government Office Region					
East Midlands	49%	51%	*%	63,000	150
East of England	51%	48%	1%	67,000	170
London	53%	44%	3%	109,000	315
North East	52%	48%	-	22,000	66
North West	38%	62%	*%	91,000	231
Scotland	41%	57%	2%	81,000	210
South East	33%	67%	1%	100,000	270
South West	40%	60%	-	78,000	162
Wales	44%	52%	4%	54,000	118
West Midlands	39%	59%	2%	66,000	148
Yorkshire and The Humber	47%	52%	1%	56,000	135
Number of flexible working practices available					
None					
1-2	29%	70%	1%	188,000	255
3-4	41%	58%	1%	249,000	543
5-6	47%	51%	2%	237,000	653
7-8	66%	32%	2%	111,000	524
Percentage of female employees					
50% or more	49%	50%	1%	476,000	1,136
25-49%	35%	63%	1%	145,000	390
10- 24%	36%	62%	1%	108,000	252
Less than 10%	22%	76%	2%	28,000	130
None	21%	79%	-	22,000	32
All workplaces	43%	55%	1%	786,000	1,975

Base: Those who have flexible working practices available

Notes: Figures are weighted, and based on responses from 1,975 employers

Table 94: Whether flexible working arrangements have had a positive or negative impact on the business

	Very positive (100)	Fairly positive (75)	Neither positive nor negative (50)	Fairly negative (25)	Very negative (0)	DK	Mean score	POSITIVE	NEGATIVE	Weighted count	Unweighted count
Size of Establishment											
5-49 employees	17%	38%	32%	8%	2%	4%	66	55%	9%	700,000	949
50-249 employees	19%	40%	27%	8%	2%	4%	67	59%	10%	74,000	487
250 or more employees	26%	51%	18%	4%	1%	1%	75	77%	4%	11,000	539
Size of organisation											
Less than 100	15%	37%	34%	10%	2%	3%	64	51%	12%	478,000	706
100 to less than 1000	17%	44%	32%	4%	1%	3%	69	61%	4%	93,000	472
1,000 to less than 10,000	24%	37%	26%	8%	1%	4%	70	61%	9%	97,000	450
10,000 or more	27%	45%	20%	2%	3%	4%	74	72%	5%	72,000	261
Ownership											
Private sector	16%	37%	33%	8%	2%	4%	65	53%	10%	635,000	1,401
Third sector	24%	41%	24%	7%	-	3%	71	65%	7%	70,000	209
Public sector	24%	45%	27%	4%	*%	1%	72	69%	4%	77,000	355
Single or multi											
Single independent establishment	15%	36%	33%	10%	2%	4%	63	51%	12%	381,000	740
Part of a larger organisation	19%	41%	29%	6%	1%	4%	69	60%	7%	405,000	1,235
Union presence											
Has union presence	21%	42%	28%	4%	1%	3%	70	63%	5%	189,000	898
No unions present	16%	37%	32%	9%	2%	3%	65	53%	11%	572,000	1,015
Whether any maternity leave in the last 2 years											
Yes	18%	44%	27%	9%	1%	2%	68	61%	9%	317,000	1,200
No	17%	34%	35%	7%	2%	5%	65	51%	9%	459,600	642
All workplaces											
	17%	38%	31%	8%	2%	4%	66	56%	9%	786,000	1,975
Base: Those who have flexible working practices available											
Notes: Figures are weighted, and based on responses from 1,975 employers											

Table 94 cont: Whether flexible working arrangements have had a positive or negative impact on the business

	Very positive (100)	Fairly positive (75)	Neither positive nor negative (50)	Fairly negative (25)	Very negative (0)	Don't know	Mean score	POSITIVE	NEGATIVE	Weighted count	Unweighted count
Standard Industrial Classification											
Agriculture, Fishery and Mining	19%	23%	48%	6%	1%	4%	64	41%	7%	16,000	79
Manufacturing	6%	19%	49%	12%	3%	12%	54	25%	14%	52,000	99
Utilities	17%	33%	37%	7%	2%	3%	64	50%	10%	6,000	145
Construction	12%	27%	43%	10%	5%	3%	58	39%	16%	43,000	98
Trade	16%	40%	34%	6%	*%	3%	67	56%	6%	179,000	200
Transport and Communication	16%	44%	23%	6%	6%	5%	65	60%	12%	47,000	147
Hotels and Restaurants	16%	48%	29%	6%	-	1%	68	64%	6%	87,000	204
Finance	30%	37%	29%	2%	*%	2%	74	67%	2%	22,000	100
Real Estate and Business	19%	36%	24%	13%	4%	4%	64	54%	17%	128,000	297
Public Admin and Defence	26%	49%	21%	3%	-	1%	75	75%	3%	16,000	97
Education	25%	39%	27%	6%	1%	2%	71	64%	7%	43,000	193
Health and Social Work	21%	47%	25%	7%	*%	1%	70	68%	7%	90,000	163
Other Community	18%	35%	34%	7%	-	7%	67	53%	7%	55,000	153
Government Office Region											
East Midlands	27%	33%	31%	5%	*%	3%	71	60%	6%	63,000	150
East of England	18%	42%	26%	12%	1%	2%	66	60%	13%	67,000	170
London	18%	47%	23%	8%	1%	3%	69	66%	9%	109,000	315
North East	17%	40%	35%	2%	1%	5%	68	56%	4%	22,000	66
North West	18%	40%	34%	4%	2%	1%	67	58%	7%	91,000	231
Scotland	20%	33%	37%	5%	*%	4%	67	53%	6%	81,000	210
South East	15%	40%	29%	8%	2%	5%	65	56%	11%	100,000	270
South West	11%	29%	40%	13%	*%	7%	60	40%	13%	78,000	162
Wales	16%	43%	35%	5%	*%	1%	68	59%	5%	54,000	118
West Midlands	13%	30%	34%	13%	2%	8%	60	42%	15%	66,000	148
Yorkshire and The Humber	19%	43%	22%	6%	6%	3%	66	62%	13%	56,000	135
Number of flexible working practices available											
1-2	10%	28%	40%	13%	4%	6%	58	38%	16%	188,000	255
3-4	16%	37%	34%	8%	2%	4%	65	53%	10%	249,000	543
5-6	18%	44%	27%	7%	*%	3%	69	63%	7%	237,000	653
7-8	31%	47%	20%	1%	*%	*%	77	78%	1%	111,000	524
Percentage of female employees											
50% or more	21%	41%	26%	8%	1%	3%	69	62%	9%	476,000	1,136
25-49%	11%	37%	38%	9%	1%	4%	63	48%	10%	145,000	390
10- 24%	12%	32%	43%	6%	4%	3%	61	44%	10%	108,000	252
Less than 10%	9%	29%	38%	10%	3%	10%	59	38%	13%	28,000	130
None	**	**	**	**	**	**	**	**	**	22,000	32
All workplaces	17%	38%	31%	8%	2%	4%	66	56%	9%	786,000	1,975

Base: Those who have flexible working practices available

Notes: Figures are weighted, and based on responses from 1,975 employers

Table 95: Whether any employees at establishment have retired since the removal of the Default Retirement Age

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	13%	87%	*%	728,000	977
50-249 employees	44%	55%	1%	75,000	494
250 or more employees	80%	18%	2%	11,000	540
Size of organisation					
Less than 100	14%	86%	*%	499,000	730
100 to less than 1000	20%	79%	1%	95,000	476
1,000 to less than 10,000	22%	77%	1%	98,000	452
10,000 or more	24%	76%	*%	74,000	264
Ownership					
Private sector	13%	87%	*%	663,000	1,435
Third sector	25%	75%	*%	70,000	209
Public sector	43%	55%	2%	78,000	357
Single or multi					
Single independent establishment	15%	85%	*%	396,000	759
Part of a larger organisation	19%	80%	1%	418,000	1,252
Union presence					
Has union presence	32%	67%	1%	190,000	901
No unions present	12%	88%	*%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	27%	72%	1%	321,000	1,209
No	9%	90%	*%	484,000	669
All workplaces					
	17%	83%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 95 cont: Whether any employees at establishment have retired since the removal of the Default Retirement Age

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	19%	80%	*%	17,000	82
Manufacturing	22%	77%	*%	55,000	101
Utilities	25%	75%	*%	6,000	149
Construction	14%	86%	-	47,000	103
Trade	14%	86%	*%	187,000	206
Transport and Communication	16%	83%	*%	50,000	151
Hotels and Restaurants	4%	96%	*%	90,000	208
Finance	15%	80%	4%	23,000	103
Real Estate and Business	13%	86%	*%	133,000	301
Public Admin and Defence	43%	53%	4%	16,000	97
Education	27%	71%	2%	43,000	193
Health and Social Work	28%	72%	*%	90,000	163
Other Community	17%	83%	*%	56,000	154
Government Office Region					
East Midlands	26%	74%	*%	66,000	155
East of England	12%	88%	*%	74,000	175
London	11%	89%	*%	113,000	320
North East	22%	78%	-	22,000	67
North West	16%	84%	*%	92,000	234
Scotland	18%	82%	*%	82,000	212
South East	15%	84%	1%	106,000	277
South West	17%	83%	*%	78,000	162
Wales	21%	78%	1%	56,000	120
West Midlands	16%	83%	1%	68,000	151
Yorkshire and The Humber	23%	77%	1%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	11%	89%	*%	188,000	255
3-4	14%	85%	*%	249,000	543
5-6	22%	78%	*%	237,000	653
7-8	24%	74%	1%	111,000	524
Percentage of female employees					
50% or more	18%	81%	*%	479,000	1,141
25-49%	14%	85%	*%	148,000	396
10- 24%	13%	87%	*%	118,000	262
Less than 10%	25%	74%	1%	30,000	138
None	**	**	**	31,000	39
All workplaces					
	17%	83%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 96: SUM. The average age of the employees choosing to retire since the removal of the Default Retirement Age (banded)

	40 to 59 years	60 to 65 years	Over 65	DK	Mean score	Weighted count	Unweight ed count
Size of Establishment							
5-49 employees	5%	60%	25%	10%	64	94,410	168
50-249 employees	4%	59%	23%	14%	64	32,638	233
250 or more employees	4%	55%	22%	19%	65	9,210	430
Size of organisation							
Less than 100	1%	65%	26%	8%	65	71,300	135
100 to less than 1000	1%	56%	20%	23%	64	19,049	247
1,000 to less than 10,000	11%	55%	15%	19%	64	22,000	275
10,000 or more	18%	43%	35%	5%	64	17,684	147
Ownership							
Private sector	1%	64%	26%	10%	65	84,527	486
Third sector	*%	49%	39%	11%	66	17,465	96
Public sector	17%	53%	14%	17%	62	33,817	243
Single or multi							
Single independent establishment	1%	61%	27%	11%	65	57,417	240
Part of a larger organisation	7%	58%	22%	12%	64	78,842	591
Union presence							
Has union presence	10%	55%	18%	16%	63	61,104	578
No unions present	*%	61%	31%	8%	65	71,222	236
Whether any maternity leave in the last 2 years							
Yes	6%	60%	24%	10%	64	88,136	598
No	3%	58%	25%	13%	65	45,676	126
All workplaces							
	5%	59%	24%	12%	64	136,258	831

Base: Those that have had employees retire since the removal of the Default Retirement Age

Notes: Figures are weighted, and based on responses from 831 employers

Table 96 cont: SUM. The average age of the employees choosing to retire since the removal of the Default Retirement Age (banded)

	40 to 59 years	60 to 65 years	Over 65	Don't know	Mean score	Weighted count	Unweighte d count
Standard Industrial Classification							
Agriculture, Fishery and Mining	-	53%	29%	19%	65	3,364	28
Manufacturing	1%	71%	24%	4%	64	12,456	52
Utilities	*%	56%	33%	11%	65	1,487	75
Construction	-	80%	7%	13%	65	6,748	39
Trade	-	72%	16%	12%	64	26,267	73
Transport and Communication	*%	40%	44%	16%	66	8,114	71
Hotels and Restaurants	*%	25%	70%	5%	67	3,434	47
Finance	14%	50%	32%	4%	64	3,611	36
Real Estate and Business	1%	63%	24%	12%	65	17,530	114
Public Admin and Defence	15%	62%	7%	15%	62	6,837	63
Education	7%	79%	10%	4%	63	11,579	78
Health and Social Work	12%	41%	36%	10%	64	25,063	86
Other Community	8%	43%	19%	30%	64	9,768	69
Government Office Region							
East Midlands	2%	59%	26%	13%	64	17,123	67
East of England	3%	49%	26%	22%	65	8,661	77
London	3%	64%	16%	17%	65	12,571	121
North East	1%	81%	11%	7%	63	4,762	32
North West	15%	60%	15%	10%	63	14,648	88
Scotland	17%	60%	13%	10%	63	14,547	93
South East	1%	44%	45%	10%	66	15,362	114
South West	1%	60%	29%	10%	65	13,348	73
Wales	*%	70%	25%	5%	65	11,542	44
West Midlands	3%	45%	41%	11%	65	10,700	66
Yorkshire and The Humber	*%	71%	14%	14%	63	12,994	56
Number of flexible working practices available							
None	**	**	**	**	**	1,677	3
1-2	2%	78%	16%	4%	64	20,955	56
3-4	5%	56%	29%	10%	64	35,719	170
5-6	6%	52%	27%	16%	64	50,997	275
7-8	4%	61%	22%	13%	64	26,911	327
Percentage of female employees							
50% or more	6%	59%	25%	10%	64	88,589	477
25-49%	1%	57%	19%	24%	65	20,974	155
10- 24%	1%	67%	24%	8%	65	15,349	105
Less than 10%	5%	46%	40%	9%	65	7,643	65
None	**	**	**	**	**	2,717	8
All workplaces	5%	59%	24%	12%	64	136,258	831

Base: Those that have had employees retire since the removal of the Default Retirement Age

Notes: Figures are weighted, and based on responses from 831 employers

Table 97: Whether establishment has seen changes to the age profile of their workplace over the last 2 years

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	15%	84%	*%	728,000	977
50-249 employees	30%	70%	1%	75,000	494
250 or more employees	37%	59%	5%	11,000	540
Size of organisation					
Less than 100	16%	84%	*%	499,000	730
100 to less than 1000	24%	76%	*%	95,000	476
1,000 to less than 10,000	20%	79%	1%	98,000	452
10,000 or more	17%	83%	*%	74,000	264
Ownership					
Private sector	16%	84%	*%	663,000	1,435
Third sector	22%	78%	*%	70,000	209
Public sector	24%	75%	1%	78,000	357
Single or multi					
Single independent establishment	15%	85%	*%	396,000	759
Part of a larger organisation	19%	81%	1%	418,000	1,252
Union presence					
Has union presence	22%	77%	1%	190,000	901
No unions present	16%	84%	*%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	20%	79%	1%	321,000	1,209
No	15%	85%	*%	484,000	669
All workplaces					
	17%	83%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 97 cont: Whether establishment has seen changes to the age profile of their workplace over the last 2 years

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	24%	76%	-	17,000	82
Manufacturing	22%	78%	*%	55,000	101
Utilities	33%	67%	*%	6,000	149
Construction	9%	91%	*%	47,000	103
Trade	16%	83%	*%	187,000	206
Transport and Communication	24%	76%	*%	50,000	151
Hotels and Restaurants	13%	85%	1%	90,000	208
Finance	16%	83%	1%	23,000	103
Real Estate and Business	16%	83%	*%	133,000	301
Public Admin and Defence	31%	66%	3%	16,000	97
Education	22%	78%	1%	43,000	193
Health and Social Work	15%	85%	-	90,000	163
Other Community	15%	85%	*%	56,000	154
Government Office Region					
East Midlands	17%	82%	1%	66,000	155
East of England	13%	85%	2%	74,000	175
London	20%	80%	*%	113,000	320
North East	28%	72%	*%	22,000	67
North West	21%	79%	*%	92,000	234
Scotland	12%	88%	*%	82,000	212
South East	18%	81%	1%	106,000	277
South West	14%	86%	*%	78,000	162
Wales	17%	83%	*%	56,000	120
West Midlands	18%	82%	*%	68,000	151
Yorkshire and The Humber	12%	87%	*%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	13%	86%	1%	188,000	255
3-4	18%	82%	*%	249,000	543
5-6	18%	82%	*%	237,000	653
7-8	22%	77%	1%	111,000	524
Percentage of female employees					
50% or more	16%	84%	*%	479,000	1,141
25-49%	22%	77%	*%	148,000	396
10- 24%	14%	86%	*%	118,000	262
Less than 10%	28%	72%	-	30,000	138
None	**	**	**	31,000	39
All workplaces	17%	83%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 98: Extent to which the change in age profile of workplace has been as a result of the removal of the Default Retirement Age

	To a major extent	To a minor extent	Not at all	Don't know	ANY EFFECT	Weighted count	Unweighted count
Size of Establishment							
5-49 employees	8%	36%	56%	*%	44%	112,198	180
50-249 employees	13%	46%	40%	1%	59%	22,389	140
250 or more employees	15%	50%	33%	2%	66%	4,222	189
Size of organisation							
Less than 100	9%	33%	58%	-	42%	79,618	140
100 to less than 1000	11%	49%	39%	1%	60%	22,774	134
1,000 to less than 10,000	8%	37%	54%	2%	45%	19,657	141
10,000 or more	7%	42%	49%	3%	49%	12,321	80
Ownership							
Private sector	9%	38%	53%	1%	47%	104,582	313
Third sector	10%	21%	69%	-	31%	15,523	56
Public sector	8%	52%	38%	2%	61%	18,694	138
Single or multi							
Single independent establishment	11%	34%	55%	*%	44%	60,106	163
Part of a larger organisation	8%	41%	50%	1%	49%	78,703	346
Union presence							
Has union presence	10%	48%	41%	1%	58%	41,925	306
No unions present	9%	33%	57%	1%	42%	93,322	190
Whether any maternity leave in the last 2 years							
Yes	9%	44%	46%	1%	53%	64,770	333
No	9%	32%	59%	*%	41%	72,875	141
All workplaces							
	9%	38%	53%	1%	47%	138,809	509

Base: Those who have seen the age profile of their workforce change since the removal of the Default Retirement Age

Notes: Figures are weighted, and based on responses from 509 employers

Table 98 cont: Extent to which the change in age profile of workplace has been as a result of the removal of the Default Retirement Age

	To a major extent	To a minor extent	Not at all	Don't know	ANY EFFECT	Weighted count	Unweighted count
Standard Industrial Classification							
Agriculture, Fishery and Mining	**	**	**	**	**	4,077	20
Manufacturing	**	**	**	**	**	11,963	33
Utilities	14%	34%	52%	-	48%	1,953	50
Construction	**	**	**	**	**	4,431	26
Trade	**	**	**	**	**	30,598	43
Transport and Communication	6%	38%	54%	2%	44%	12,082	51
Hotels and Restaurants	**	**	**	**	**	11,986	40
Finance	**	**	**	**	**	3,840	18
Real Estate and Business	10%	26%	64%	-	36%	21,875	66
Public Admin and Defence	**	**	**	**	**	4,929	38
Education	**	**	**	**	**	9,365	48
Health and Social Work	**	**	**	**	**	13,524	48
Other Community	**	**	**	**	**	8,186	28
Government Office Region							
East Midlands	**	**	**	**	**	11,568	41
East of England	**	**	**	**	**	9,655	38
London	10%	37%	53%	*%	47%	22,643	74
North East	**	**	**	**	**	6,081	23
North West	8%	21%	69%	2%	30%	19,677	63
Scotland	12%	50%	39%	-	61%	10,015	54
South East	9%	38%	51%	3%	47%	19,358	65
South West	**	**	**	**	**	11,080	37
Wales	**	**	**	**	**	9,546	37
West Midlands	**	**	**	**	**	12,017	36
Yorkshire and The Humber	**	**	**	**	**	7,171	41
Number of flexible working practices available							
None	**	**	**	**	**	2,055	4
1-2	**	**	**	**	**	24,013	42
3-4	5%	39%	55%	1%	44%	45,405	121
5-6	6%	40%	53%	1%	46%	42,803	162
7-8	13%	42%	44%	*%	55%	24,533	180
Percentage of female employees							
50% or more	7%	38%	54%	1%	45%	75,550	282
25-49%	8%	32%	60%	-	40%	32,946	101
10- 24%	7%	35%	58%	-	42%	16,002	60
Less than 10%	**	**	**	**	**	8,645	48
None	**	**	**	**	**	4,954	10
All workplaces	9%	38%	53%	1%	47%	138,809	509

Base: Those who have seen the age profile of their workforce

change since the removal of the Default Retirement Age

Notes: Figures are weighted, and based on responses from 509 employers

Table 98a: Whether proportion of employees in each of the defined age ranges has changed as a result of the removal of the Default Retirement Age (DRA)

	Proportional increase	Proportional decrease	Stayed the same	Don't know	Weighted count	Unweighted count
Those in their 30s or younger						
Size of Establishment						
5-49 employees	15%	4%	48%	34%	48,943	80
50-249 employees	18%	11%	61%	10%	13,222	80
250 or more employees	11%	13%	65%	11%	2,774	133
All workplaces	15%	6%	51%	28%	64,939	293
Those in their 40s or 50s						
Size of Establishment						
5-49 employees	12%	11%	46%	31%	48,943	80
50-249 employees	11%	*%	78%	10%	13,222	80
250 or more employees	18%	3%	66%	10%	2,774	133
All workplaces	12%	8%	53%	26%	64,939	293
Those aged 60 or over						
Size of Establishment						
5-49 employees	51%	7%	12%	30%	48,943	80
50-249 employees	77%	8%	4%	11%	13,222	80
250 or more employees	75%	5%	11%	9%	2,774	133
All workplaces	57%	7%	11%	25%	64,939	293

Base: All employers that attribute a change in the age profile of their workforce to the removal of DRA

Notes: Figures are weighted, and based on responses from 293 employers

Table 99: How employees are usually recompensed when working beyond contractual hours

	Paid	Time taken off in lieu	Unpaid	No set policy	Never work beyond contractual hours	Some other arrangement	Don't know	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	52%	23%	11%	3%	2%	9%	1%	728,000	977
50-249 employees	43%	19%	14%	4%	1%	18%	1%	75,000	494
250 or more employees	36%	20%	11%	8%	-	25%	*%	11,000	540
Size of organisation									
Less than 100	51%	22%	12%	3%	2%	9%	*%	499,000	730
100 to less than 1000	42%	26%	16%	3%	4%	10%	*%	95,000	476
1,000 to less than 10,000	45%	28%	8%	3%	1%	13%	1%	98,000	452
10,000 or more	62%	17%	3%	3%	*%	10%	3%	74,000	264
Ownership									
Private sector	56%	19%	12%	2%	2%	8%	1%	663,000	1,435
Third sector	29%	49%	5%	4%	2%	10%	*%	70,000	209
Public sector	25%	33%	7%	9%	1%	23%	2%	78,000	357
Single or multi									
Single independent establishment	53%	22%	11%	3%	2%	10%	*%	396,000	759
Part of a larger organisation	48%	24%	11%	4%	2%	10%	1%	418,000	1,252
Union presence									
Has union presence	45%	27%	5%	6%	1%	16%	1%	190,000	901
No unions present	52%	22%	13%	2%	2%	8%	1%	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	44%	22%	13%	4%	2%	14%	1%	321,000	1,209
No	56%	24%	9%	3%	2%	7%	*%	484,000	669
All workplaces									
	51%	23%	11%	3%	2%	10%	1%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 99 cont: How employees are usually recompensed when working beyond contractual hours

	Paid	Time taken off in lieu	Unpaid	No set policy	Never work beyond contracted hours	Some other arrangement	Don't know	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	60%	21%	5%	6%	-	8%	-	17,000	82
Manufacturing	66%	19%	3%	4%	-	9%	-	55,000	101
Utilities	62%	10%	7%	7%	1%	13%	-	6,000	149
Construction	67%	13%	10%	*%	5%	5%	-	47,000	103
Trade	70%	14%	7%	3%	-	6%	-	187,000	206
Transport and Communication	44%	21%	18%	2%	*%	13%	2%	50,000	151
Hotels and Restaurants	70%	16%	3%	2%	2%	6%	1%	90,000	208
Finance	15%	44%	28%	5%	5%	4%	-	23,000	103
Real Estate and Business	27%	27%	26%	3%	3%	15%	*%	133,000	301
Public Admin and Defence	18%	38%	10%	10%	4%	21%	-	16,000	97
Education	34%	28%	15%	5%	1%	16%	*%	43,000	193
Health and Social Work	39%	35%	3%	4%	3%	13%	2%	90,000	163
Other Community	38%	33%	10%	4%	2%	10%	3%	56,000	154
Government Office Region									
East Midlands	56%	18%	7%	3%	*%	13%	2%	66,000	155
East of England	61%	15%	9%	4%	-	10%	2%	74,000	175
London	33%	36%	16%	3%	1%	11%	-	113,000	320
North East	29%	39%	9%	7%	9%	7%	-	22,000	67
North West	53%	16%	12%	3%	2%	13%	*%	92,000	234
Scotland	45%	24%	10%	2%	3%	13%	3%	82,000	212
South East	53%	19%	14%	3%	1%	9%	*%	106,000	277
South West	57%	22%	11%	4%	2%	5%	-	78,000	162
Wales	55%	23%	5%	7%	3%	7%	-	56,000	120
West Midlands	59%	23%	6%	*%	4%	8%	-	68,000	151
Yorkshire and The Humber	52%	23%	14%	2%	-	9%	-	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	61%	16%	11%	2%	1%	7%	*%	188,000	255
3-4	54%	19%	11%	3%	2%	10%	1%	249,000	543
5-6	44%	28%	12%	3%	1%	11%	1%	237,000	653
7-8	35%	37%	7%	5%	2%	13%	*%	111,000	524
Percentage of female employees									
50% or more	46%	25%	12%	4%	2%	10%	1%	479,000	1,141
25-49%	41%	28%	14%	4%	2%	12%	*%	148,000	396
10- 24%	70%	14%	3%	*%	2%	10%	*%	118,000	262
Less than 10%	76%	7%	11%	*%	-	5%	-	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	51%	23%	11%	3%	2%	10%	1%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 100: Whether over the past 12 months any managerial employees have worked over 48 hours per week over a continuous four-month period or longer

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	21%	77%	1%	728,000	977
50-249 employees	34%	63%	3%	75,000	494
250 or more employees	23%	66%	11%	11,000	540
Size of organisation					
Less than 100	23%	76%	1%	499,000	730
100 to less than 1000	22%	76%	3%	95,000	476
1,000 to less than 10,000	23%	74%	3%	98,000	452
10,000 or more	25%	75%	*%	74,000	264
Ownership					
Private sector	23%	75%	1%	663,000	1,435
Third sector	14%	85%	1%	70,000	209
Public sector	23%	74%	3%	78,000	357
Single or multi					
Single independent establishment	23%	76%	1%	396,000	759
Part of a larger organisation	22%	75%	2%	418,000	1,252
Union presence					
Has union presence	23%	74%	3%	190,000	901
No unions present	23%	76%	1%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	21%	76%	3%	321,000	1,209
No	24%	76%	*%	484,000	669
All workplaces					
	23%	76%	2%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 100 cont: Whether over the past 12 months any managerial employees have worked over 48 hours per week over a continuous four-month period or longer

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	39%	60%	*%	17,000	82
Manufacturing	35%	64%	2%	55,000	101
Utilities	36%	63%	1%	6,000	149
Construction	21%	78%	1%	47,000	103
Trade	18%	80%	2%	187,000	206
Transport and Communication	28%	70%	2%	50,000	151
Hotels and Restaurants	30%	69%	1%	90,000	208
Finance	27%	69%	4%	23,000	103
Real Estate and Business	25%	74%	1%	133,000	301
Public Admin and Defence	24%	67%	9%	16,000	97
Education	32%	64%	5%	43,000	193
Health and Social Work	11%	89%	*%	90,000	163
Other Community	10%	90%	*%	56,000	154
Government Office Region					
East Midlands	17%	82%	1%	66,000	155
East of England	29%	70%	1%	74,000	175
London	25%	72%	3%	113,000	320
North East	12%	88%	*%	22,000	67
North West	22%	77%	1%	92,000	234
Scotland	15%	83%	3%	82,000	212
South East	25%	72%	3%	106,000	277
South West	20%	80%	*%	78,000	162
Wales	27%	72%	1%	56,000	120
West Midlands	24%	74%	2%	68,000	151
Yorkshire and The Humber	26%	74%	*%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	20%	77%	3%	188,000	255
3-4	20%	79%	1%	249,000	543
5-6	24%	74%	1%	237,000	653
7-8	26%	73%	1%	111,000	524
Percentage of female employees					
50% or more	20%	78%	2%	479,000	1,141
25-49%	30%	69%	1%	148,000	396
10- 24%	19%	80%	1%	118,000	262
Less than 10%	27%	71%	2%	30,000	138
None	**	**	**	31,000	39
All workplaces	23%	76%	2%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 101: Whether over the past 12 months any non-managerial employees have worked over 48 hours per week over a continuous four-month period or longer

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	9%	91%	*%	728,000	977
50-249 employees	17%	81%	3%	75,000	494
250 or more employees	18%	75%	7%	11,000	540
Size of organisation					
Less than 100	9%	91%	1%	499,000	730
100 to less than 1000	15%	85%	1%	95,000	476
1,000 to less than 10,000	10%	89%	1%	98,000	452
10,000 or more	11%	89%	*%	74,000	264
Ownership					
Private sector	11%	89%	1%	663,000	1,435
Third sector	3%	97%	*%	70,000	209
Public sector	9%	91%	1%	78,000	357
Single or multi					
Single independent establishment	9%	91%	1%	396,000	759
Part of a larger organisation	11%	89%	1%	418,000	1,252
Union presence					
Has union presence	12%	88%	1%	190,000	901
No unions present	9%	91%	1%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	9%	90%	1%	321,000	1,209
No	10%	89%	*%	484,000	669
All workplaces					
	10%	90%	1%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 101 cont: Whether over the past 12 months any non-managerial employees have worked over 48 hours per week over a continuous four-month period or longer

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	27%	73%	-	17,000	82
Manufacturing	18%	81%	1%	55,000	101
Utilities	13%	86%	1%	6,000	149
Construction	17%	83%	1%	47,000	103
Trade	10%	90%	*%	187,000	206
Transport and Communication	14%	85%	2%	50,000	151
Hotels and Restaurants	7%	92%	1%	90,000	208
Finance	10%	89%	1%	23,000	103
Real Estate and Business	9%	90%	1%	133,000	301
Public Admin and Defence	10%	86%	4%	16,000	97
Education	10%	89%	1%	43,000	193
Health and Social Work	3%	97%	*%	90,000	163
Other Community	1%	99%	*%	56,000	154
Government Office Region					
East Midlands	11%	88%	*%	66,000	155
East of England	10%	90%	*%	74,000	175
London	11%	88%	1%	113,000	320
North East	1%	99%	-	22,000	67
North West	5%	94%	*%	92,000	234
Scotland	7%	91%	3%	82,000	212
South East	10%	89%	*%	106,000	277
South West	8%	92%	*%	78,000	162
Wales	13%	86%	*%	56,000	120
West Midlands	16%	83%	2%	68,000	151
Yorkshire and The Humber	10%	90%	*%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	11%	88%	1%	188,000	255
3-4	8%	91%	*%	249,000	543
5-6	10%	89%	1%	237,000	653
7-8	6%	93%	1%	111,000	524
Percentage of female employees					
50% or more	5%	94%	1%	479,000	1,141
25-49%	14%	85%	1%	148,000	396
10- 24%	13%	87%	1%	118,000	262
Less than 10%	29%	70%	2%	30,000	138
None	**	**	**	31,000	39
All workplaces					
	10%	90%	1%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 102: Whether any managerial employees have signed an agreement to opt-out of the Working Time Regulations

	Yes	No	DK	No managers worked over 48 hours per week over a continuous 4 month period	Weighted count	Unweighted count
Size of Establishment						
5-49 employees	7%	13%	1%	79%	728,000	977
50-249 employees	15%	18%	1%	66%	75,000	494
250 or more employees	14%	9%	1%	77%	11,000	540
Size of organisation						
Less than 100	6%	16%	1%	77%	499,000	730
100 to less than 1000	15%	6%	*%	78%	95,000	476
1,000 to less than 10,000	10%	13%	*%	77%	98,000	452
10,000 or more	9%	11%	5%	75%	74,000	264
Ownership						
Private sector	9%	13%	1%	77%	663,000	1,435
Third sector	3%	11%	-	86%	70,000	209
Public sector	2%	19%	1%	77%	78,000	357
Single or multi						
Single independent establishment	6%	17%	1%	77%	396,000	759
Part of a larger organisation	10%	10%	1%	78%	418,000	1,252
Union presence						
Has union presence	8%	14%	2%	77%	190,000	901
No unions present	8%	14%	1%	77%	599,000	1,045
Whether any maternity leave in the last 2 years						
Yes	9%	12%	*%	79%	321,000	1,209
No	8%	14%	2%	76%	484,000	669
All workplaces						
	8%	13%	1%	77%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 102 cont: Whether any managerial employees have signed an agreement to opt-out of the Working Time Regulations

	Yes	No	Don't know	No managers worked over 48 hours per week over a continuous 4 month period	Weighted count	Unweighted count
Standard Industrial Classification						
Agriculture, Fishery and Mining	14%	25%	-	61%	17,000	82
Manufacturing	16%	19%	*%	65%	55,000	101
Utilities	16%	20%	-	64%	6,000	149
Construction	8%	12%	-	79%	47,000	103
Trade	6%	10%	1%	82%	187,000	206
Transport and Communication	14%	13%	1%	72%	50,000	151
Hotels and Restaurants	12%	18%	1%	70%	90,000	208
Finance	5%	17%	6%	73%	23,000	103
Real Estate and Business	11%	13%	1%	75%	133,000	301
Public Admin and Defence	4%	20%	-	76%	16,000	97
Education	2%	29%	1%	68%	43,000	193
Health and Social Work	3%	7%	*%	89%	90,000	163
Other Community	1%	7%	1%	90%	56,000	154
Government Office Region						
East Midlands	7%	9%	1%	83%	66,000	155
East of England	14%	15%	-	71%	74,000	175
London	7%	16%	1%	75%	113,000	320
North East	3%	9%	*%	88%	22,000	67
North West	10%	11%	*%	78%	92,000	234
Scotland	3%	11%	*%	85%	82,000	212
South East	7%	16%	2%	75%	106,000	277
South West	8%	12%	-	80%	78,000	162
Wales	8%	19%	*%	73%	56,000	120
West Midlands	9%	11%	5%	76%	68,000	151
Yorkshire and The Humber	11%	14%	1%	74%	57,000	138
Number of flexible working practices available						
None	**	**	**	**	28,000	36
1-2	5%	15%	-	80%	188,000	255
3-4	8%	11%	2%	80%	249,000	543
5-6	10%	14%	1%	76%	237,000	653
7-8	8%	17%	1%	74%	111,000	524
Percentage of female employees						
50% or more	6%	13%	1%	80%	479,000	1,141
25-49%	11%	17%	1%	70%	148,000	396
10- 24%	8%	10%	1%	81%	118,000	262
Less than 10%	14%	13%	*%	73%	30,000	138
None	**	**	**	**	31,000	39
All workplaces	8%	13%	1%	77%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 103: Whether any non-managerial employees have signed an agreement to opt-out of the Working Time Regulations

	Yes	No	DK	No non-managerial staff worked over 48 hours per week over a continuous 4 month period	Weighted count	Unweighted count
Size of Establishment						
5-49 employees	4%	5%	*%	91%	728,000	977
50-249 employees	9%	7%	*%	83%	75,000	494
250 or more employees	13%	5%	1%	82%	11,000	540
Size of organisation						
Less than 100	4%	5%	*%	91%	499,000	730
100 to less than 1000	10%	4%	1%	85%	95,000	476
1,000 to less than 10,000	5%	6%	*%	90%	98,000	452
10,000 or more	4%	6%	-	89%	74,000	264
Ownership						
Private sector	5%	5%	*%	89%	663,000	1,435
Third sector	2%	1%	-	97%	70,000	209
Public sector	1%	7%	*%	91%	78,000	357
Single or multi						
Single independent establishment	3%	5%	*%	91%	396,000	759
Part of a larger organisation	6%	5%	*%	89%	418,000	1,252
Union presence						
Has union presence	5%	7%	*%	88%	190,000	901
No unions present	5%	4%	*%	91%	599,000	1,045
Whether any maternity leave in the last 2 years						
Yes	4%	4%	*%	91%	321,000	1,209
No	5%	5%	*%	90%	484,000	669
All workplaces						
	5%	5%	*%	90%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 103 cont: Whether any non-managerial employees have signed an agreement to opt-out of the Working Time Regulations

	Yes	No	Don't know	No non-managerial staff worked over 48 hours per week over a continuous 4 month period	Weighted count	Unweighted count
Standard Industrial Classification						
Agriculture, Fishery and Mining	12%	12%	3%	73%	17,000	82
Manufacturing	9%	9%	-	82%	55,000	101
Utilities	11%	3%	-	87%	6,000	149
Construction	9%	7%	-	83%	47,000	103
Trade	5%	5%	-	90%	187,000	206
Transport and Communication	8%	4%	1%	86%	50,000	151
Hotels and Restaurants	2%	4%	1%	93%	90,000	208
Finance	1%	6%	3%	90%	23,000	103
Real Estate and Business	5%	4%	-	91%	133,000	301
Public Admin and Defence	3%	7%	-	90%	16,000	97
Education	*%	10%	*%	90%	43,000	193
Health and Social Work	2%	1%	-	97%	90,000	163
Other Community	1%	*%	-	99%	56,000	154
Government Office Region						
East Midlands	7%	5%	*%	89%	66,000	155
East of England	6%	3%	1%	90%	74,000	175
London	6%	5%	*%	89%	113,000	320
North East	1%	*%	-	99%	22,000	67
North West	3%	3%	-	95%	92,000	234
Scotland	2%	5%	*%	93%	82,000	212
South East	4%	6%	1%	90%	106,000	277
South West	2%	5%	-	92%	78,000	162
Wales	5%	9%	-	87%	56,000	120
West Midlands	8%	6%	2%	84%	68,000	151
Yorkshire and The Humber	4%	6%	*%	90%	57,000	138
Number of flexible working practices available						
None	**	**	**	**	28,000	36
1-2	4%	7%	-	89%	188,000	255
3-4	5%	3%	*%	92%	249,000	543
5-6	5%	4%	1%	90%	237,000	653
7-8	2%	4%	1%	94%	111,000	524
Percentage of female employees						
50% or more	1%	3%	*%	95%	479,000	1,141
25-49%	7%	6%	1%	86%	148,000	396
10- 24%	7%	6%	-	87%	118,000	262
Less than 10%	21%	7%	*%	71%	30,000	138
None	**	**	**	**	31,000	39
All workplaces	5%	5%	*%	90%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 104: Whether any employees are contractually required to do on call working

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	19%	81%	*%	728,000	977
50-249 employees	41%	59%	1%	75,000	494
250 or more employees	61%	39%	1%	11,000	540
Size of organisation					
Less than 100	17%	83%	*%	499,000	730
100 to less than 1000	40%	60%	*%	95,000	476
1,000 to less than 10,000	27%	73%	*%	98,000	452
10,000 or more	28%	72%	-	74,000	264
Ownership					
Private sector	20%	80%	*%	663,000	1,435
Third sector	26%	74%	*%	70,000	209
Public sector	32%	67%	*%	78,000	357
Single or multi					
Single independent establishment	19%	81%	*%	396,000	759
Part of a larger organisation	25%	75%	*%	418,000	1,252
Union presence					
Has union presence	35%	65%	*%	190,000	901
No unions present	18%	82%	*%	599,000	1,045
Whether any maternity leave in the last 2 years					
Yes	26%	74%	*%	321,000	1,209
No	19%	81%	*%	484,000	669
All workplaces					
	22%	78%	*%	814,000	2,011
Base: All workplaces with 5 or more employees					
Notes: Figures are weighted, and based on responses from 2,011 employers					

Table 104 cont: Whether any employees are contractually required to do on call working

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	34%	66%	-	17,000	82
Manufacturing	8%	92%	-	55,000	101
Utilities	27%	73%	-	6,000	149
Construction	29%	70%	*%	47,000	103
Trade	12%	88%	-	187,000	206
Transport and Communication	29%	70%	1%	50,000	151
Hotels and Restaurants	10%	90%	-	90,000	208
Finance	13%	86%	1%	23,000	103
Real Estate and Business	30%	70%	*%	133,000	301
Public Admin and Defence	39%	59%	2%	16,000	97
Education	31%	69%	*%	43,000	193
Health and Social Work	34%	66%	*%	90,000	163
Other Community	22%	78%	-	56,000	154
Government Office Region					
East Midlands	22%	78%	*%	66,000	155
East of England	25%	74%	1%	74,000	175
London	16%	84%	*%	113,000	320
North East	28%	72%	-	22,000	67
North West	25%	75%	*%	92,000	234
Scotland	25%	75%	*%	82,000	212
South East	22%	78%	*%	106,000	277
South West	19%	81%	-	78,000	162
Wales	27%	73%	*%	56,000	120
West Midlands	19%	81%	-	68,000	151
Yorkshire and The Humber	22%	77%	*%	57,000	138
Number of flexible working practices available					
None	**	**	**	28,000	36
1-2	12%	88%	*%	188,000	255
3-4	19%	81%	*%	249,000	543
5-6	28%	72%	*%	237,000	653
7-8	33%	67%	*%	111,000	524
Percentage of female employees					
50% or more	22%	78%	*%	479,000	1,141
25-49%	21%	79%	-	148,000	396
10- 24%	23%	77%	*%	118,000	262
Less than 10%	22%	76%	2%	30,000	138
None	**	**	**	31,000	39
All workplaces					
	22%	78%	*%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 105: Whether when employees that work on call are required to be at the workplace

	Yes - all of the time	Yes - most of the time	No	Don't know	ANY YES	Weighted count	Unweight ed count
Size of Establishment							
5-49 employees	13%	9%	78%	-	22%	140,868	210
50-249 employees	7%	7%	86%	*%	14%	30,550	210
250 or more employees	6%	14%	79%	1%	20%	6,963	338
Size of organisation							
Less than 100	8%	8%	84%	*%	16%	86,217	150
100 to less than 1000	9%	11%	80%	-	20%	37,505	230
1,000 to less than 10,000	13%	7%	80%	*%	20%	26,057	244
10,000 or more	15%	10%	74%	*%	26%	20,617	111
Ownership							
Private sector	12%	9%	78%	*%	22%	134,151	468
Third sector	12%	3%	85%	-	15%	18,385	81
Public sector	11%	11%	79%	*%	21%	25,067	204
Single or multi							
Single independent establishment	9%	10%	80%	*%	19%	73,890	233
Part of a larger organisation	14%	8%	78%	*%	22%	104,490	525
Union presence							
Has union presence	16%	9%	75%	*%	25%	66,351	462
No unions present	9%	9%	81%	*%	19%	107,570	275
Whether any maternity leave in the last 2 years							
Yes	7%	7%	86%	*%	14%	84,161	508
No	15%	11%	74%	-	26%	89,662	155
All workplaces							
	12%	9%	79%	*%	21%	178,381	758

Base: Those who have employees required to work on-call

Notes: Figures are weighted, and based on responses from 758 employers

Table 105 cont: Whether when employees that work on call are required to be at the workplace

	Yes - all of the time	Yes - most of the time	No	Don't know	ANY YES	Weighted count	Unweighted count
Standard Industrial Classification							
Agriculture, Fishery and Mining	**	**	**	**	**	5,882	32
Manufacturing	**	**	**	**	**	4,650	36
Utilities	*%	5%	95%	-	5%	1,613	59
Construction	**	**	**	**	**	13,966	39
Trade	**	**	**	**	**	22,710	37
Transport and Communication	18%	3%	79%	-	21%	14,593	77
Hotels and Restaurants	**	**	**	**	**	9,192	48
Finance	**	**	**	**	**	3,147	29
Real Estate and Business	4%	14%	82%	-	18%	39,871	121
Public Admin and Defence	5%	19%	76%	-	24%	6,195	53
Education	14%	5%	81%	*%	19%	13,543	75
Health and Social Work	5%	9%	87%	*%	13%	30,379	92
Other Community	11%	1%	89%	-	11%	12,639	60
Government Office Region							
East Midlands	9%	18%	72%	*%	28%	14,555	50
East of England	14%	16%	70%	-	30%	18,433	76
London	35%	8%	57%	-	43%	17,748	114
North East	**	**	**	**	**	6,199	25
North West	9%	1%	90%	-	10%	22,895	81
Scotland	6%	11%	82%	*%	18%	20,140	91
South East	17%	10%	73%	-	27%	23,068	118
South West	4%	17%	79%	*%	21%	14,712	57
Wales	**	**	**	**	**	15,027	42
West Midlands	5%	8%	87%	*%	13%	12,690	55
Yorkshire and The Humber	**	**	**	**	**	12,912	49
Number of flexible working practices available							
None	**	**	**	**	**	6,770	8
1-2	17%	4%	79%	-	21%	23,063	50
3-4	19%	2%	79%	*%	21%	46,093	156
5-6	9%	15%	76%	*%	24%	66,136	248
7-8	1%	12%	86%	*%	13%	36,319	296
Percentage of female employees							
50% or more	9%	12%	78%	*%	22%	104,152	424
25-49%	6%	4%	90%	*%	10%	30,646	161
10- 24%	15%	3%	82%	-	18%	27,235	97
Less than 10%	4%	12%	84%	-	16%	6,653	51
None	**	**	**	**	**	7,600	9
All workplaces	12%	9%	79%	*%	21%	178,381	758

Base: Those who have employees required to work on-call

Notes: Figures are weighted, and based on responses from 758 employers

Table 106: Whether employees on call hours are included when considering how many hours an employee has worked in a given week

	Yes	No	Don't know	Weighted count	Unweighted count
Size of Establishment					
5-49 employees	44%	54%	2%	140,868	210
50-249 employees	45%	50%	5%	30,550	210
250 or more employees	56%	37%	8%	6,963	338
Size of organisation					
Less than 100	45%	51%	4%	86,217	150
100 to less than 1000	38%	62%	*%	37,505	230
1,000 to less than 10,000	45%	51%	4%	26,057	244
10,000 or more	52%	47%	2%	20,617	111
Ownership					
Private sector	48%	49%	2%	134,151	468
Third sector	26%	71%	2%	18,385	81
Public sector	40%	54%	6%	25,067	204
Single or multi					
Single independent establishment	49%	47%	4%	73,890	233
Part of a larger organisation	41%	57%	2%	104,490	525
Union presence					
Has union presence	43%	53%	4%	66,351	462
No unions present	46%	52%	2%	107,570	275
Whether any maternity leave in the last 2 years					
Yes	36%	60%	3%	84,161	508
No	50%	47%	2%	89,662	155
All workplaces					
	45%	52%	3%	178,381	758

Base: Those who have employees required to work on-call
Notes: Figures are weighted, and based on responses from 758 employers

Table 106 cont: Whether employees on call hours are included when considering how many hours an employee has worked in a given week

	Yes	No	Don't know	Weighted count	Unweighted count
Standard Industrial Classification					
Agriculture, Fishery and Mining	**	**	**	5,882	32
Manufacturing	**	**	**	4,650	36
Utilities	55%	45%	*%	1,613	59
Construction	**	**	**	13,966	39
Trade	**	**	**	22,710	37
Transport and Communication	76%	24%	*%	14,593	77
Hotels and Restaurants	**	**	**	9,192	48
Finance	**	**	**	3,147	29
Real Estate and Business	40%	58%	3%	39,871	121
Public Admin and Defence	42%	51%	7%	6,195	53
Education	33%	56%	11%	13,543	75
Health and Social Work	25%	70%	5%	30,379	92
Other Community	39%	61%	*%	12,639	60
Government Office Region					
East Midlands	35%	65%	*%	14,555	50
East of England	60%	38%	1%	18,433	76
London	50%	50%	1%	17,748	114
North East	**	**	**	6,199	25
North West	48%	51%	1%	22,895	81
Scotland	39%	59%	1%	20,140	91
South East	47%	48%	5%	23,068	118
South West	45%	41%	14%	14,712	57
Wales	**	**	**	15,027	42
West Midlands	58%	37%	4%	12,690	55
Yorkshire and The Humber	**	**	**	12,912	49
Number of flexible working practices available					
None	**	**	**	6,770	8
1-2	60%	34%	7%	23,063	50
3-4	42%	54%	3%	46,093	156
5-6	38%	60%	2%	66,136	248
7-8	44%	54%	2%	36,319	296
Percentage of female employees					
50% or more	34%	63%	3%	104,152	424
25-49%	61%	33%	5%	30,646	161
10- 24%	60%	40%	*%	27,235	97
Less than 10%	48%	51%	1%	6,653	51
None	**	**	**	7,600	9
All workplaces	45%	52%	3%	178,000	758

Base: Those who have employees required to work on-call

Notes: Figures are weighted, and based on responses from 758 employers

Table 106a: Summary of establishments that operate zero hours contracts and/or on-call working

	Any zero hours contracts	Any on-call working	Both zero hours contracts and on-call working	Either	Weighted count	Unweighted count	% of those using on-call that use zero hours contracts	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	16%	19%	3%	32%	728,000	977	15%	141,000	210
50-249 employees	27%	41%	13%	54%	75,000	494	32%	31,000	210
250 or more employees	25%	61%	19%	67%	11,000	540	32%	7,000	338
Ownership									
Private sector	16%	20%	3%	33%	663,000	1,435	16%	134,000	468
Third sector	26%	26%	8%	45%	70,000	209	29%	18,000	81
Public sector	17%	32%	7%	42%	78,000	357	22%	25,000	204
Standard Industrial Classification									
Agriculture, Fishery and Mining	6%	34%	5%	35%	17,000	82	**	6,000	32
Manufacturing	20%	8%	1%	27%	55,000	101	**	5,000	36
Utilities	12%	27%	2%	37%	6,000	149	7%	2,000	59
Construction	13%	29%	3%	39%	47,000	103	**	14,000	39
Trade	15%	12%	1%	27%	187,000	206	**	23,000	37
Transport and Communication	13%	29%	3%	39%	50,000	151	9%	15,000	77
Hotels and Restaurants	37%	10%	7%	40%	90,000	208	**	9,000	48
Finance	5%	13%	3%	16%	23,000	103	**	3,000	29
Real Estate and Business	10%	30%	3%	37%	133,000	301	10%	40,000	121
Public Admin and Defence	7%	39%	6%	41%	16,000	97	14%	6,000	53
Education	23%	31%	12%	42%	43,000	193	39%	14,000	75
Health and Social Work	21%	34%	8%	47%	90,000	163	23%	30,000	92
Other Community	16%	22%	6%	33%	56,000	154	26%	13,000	60
Any zero hours contracts	100%	24%	24%	100%	139,000	476	19%	178,000	758
Any on-call working	19%	100%	19%	100%	178,000	758	19%	178,000	758
All workplaces	17%	22%	4%	35%	814,000	2,011	19%	178,000	758

Base: All workplaces with 5 or more employees (except final column; all workplaces that use on-call working)

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 107: Minimum number of days of paid holiday entitlement (excluding bank and public holidays) afforded to full-time employees

	Less than 20 days	20 days	21-25 days	26-30 days	More than 30 days	Don't know	Mean number of days	Weighted count	Unweighted count
Size of Establishment									
5-49 employees	2%	36%	39%	14%	3%	7%	23	728,000	977
50-249 employees	3%	24%	41%	22%	4%	6%	24	75,000	494
250 or more employees	-	15%	55%	26%	2%	1%	25	11,000	540
Size of organisation									
Less than 100	2%	42%	36%	13%	1%	6%	22	499,000	730
100 to less than 1000	1%	28%	47%	20%	4%	1%	24	95,000	476
1,000 to less than 10,000	1%	26%	41%	21%	7%	3%	24	98,000	452
10,000 or more	2%	18%	54%	15%	4%	7%	24	74,000	264
Ownership									
Private sector	2%	38%	40%	13%	2%	5%	23	663,000	1,435
Third sector	*%	21%	46%	26%	2%	4%	24	70,000	209
Public sector	3%	18%	32%	22%	6%	20%	25	78,000	357
Single or multi									
Single independent establishment	2%	40%	35%	14%	1%	8%	22	396,000	759
Part of a larger organisation	1%	29%	44%	16%	4%	5%	24	418,000	1,252
Union presence									
Has union presence	1%	19%	45%	19%	4%	11%	24	190,000	901
No unions present	2%	40%	38%	14%	2%	4%	23	599,000	1,045
Whether any maternity leave in the last 2 years									
Yes	2%	28%	41%	19%	2%	7%	23	321,000	1,209
No	1%	39%	38%	13%	3%	6%	23	484,000	669
All workplaces	2%	34%	40%	15%	3%	6%	23	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 107 cont: Minimum number of days of paid holiday entitlement (excluding bank and public holidays) afforded to full-time employees

	Less than 20 days	20 days	21-25 days	26-30 days	More than 30 days	Don't know	Mean number of days	Weighted count	Unweighted count
Standard Industrial Classification									
Agriculture, Fishery and Mining	3%	26%	47%	12%	1%	12%	22	17,000	82
Manufacturing	2%	37%	47%	5%	1%	9%	22	55,000	101
Utilities	4%	35%	42%	14%	2%	3%	23	6,000	149
Construction	2%	37%	46%	12%	1%	3%	22	47,000	103
Trade	-	37%	40%	13%	5%	4%	23	187,000	206
Transport and Communication	-	44%	34%	19%	-	3%	23	50,000	151
Hotels and Restaurants	4%	31%	29%	24%	4%	8%	23	90,000	208
Finance	4%	28%	61%	6%	1%	1%	22	23,000	103
Real Estate and Business	1%	40%	49%	8%	1%	1%	23	133,000	301
Public Admin and Defence	1%	9%	45%	29%	2%	14%	25	16,000	97
Education	2%	16%	35%	18%	6%	24%	24	43,000	193
Health and Social Work	3%	26%	28%	28%	6%	10%	24	90,000	163
Other Community	2%	42%	35%	16%	-	6%	22	56,000	154
Government Office Region									
East Midlands	3%	39%	29%	15%	4%	9%	23	66,000	155
East of England	-	36%	43%	15%	1%	6%	23	74,000	175
London	2%	38%	47%	9%	1%	1%	22	113,000	320
North East	6%	25%	39%	27%	3%	1%	24	22,000	67
North West	2%	31%	47%	12%	4%	4%	23	92,000	234
Scotland	2%	30%	30%	28%	3%	8%	24	82,000	212
South East	1%	42%	28%	16%	2%	12%	23	106,000	277
South West	1%	37%	41%	14%	2%	5%	23	78,000	162
Wales	3%	29%	39%	18%	5%	7%	23	56,000	120
West Midlands	2%	36%	46%	9%	1%	6%	23	68,000	151
Yorkshire and The Humber	1%	18%	49%	17%	9%	7%	24	57,000	138
Number of flexible working practices available									
None	**	**	**	**	**	**	**	28,000	36
1-2	2%	41%	37%	14%	1%	5%	23	188,000	255
3-4	1%	36%	37%	15%	3%	8%	23	249,000	543
5-6	3%	28%	43%	16%	3%	8%	23	237,000	653
7-8	1%	29%	43%	17%	5%	5%	24	111,000	524
Percentage of female employees									
50% or more	2%	33%	37%	17%	3%	8%	23	479,000	1,141
25-49%	1%	38%	44%	11%	1%	6%	23	148,000	396
10- 24%	1%	36%	44%	14%	2%	3%	23	118,000	262
Less than 10%	1%	47%	39%	7%	2%	5%	22	30,000	138
None	**	**	**	**	**	**	**	31,000	39
All workplaces	2%	34%	40%	15%	3%	6%	23	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 108: Number of work days, on average, lost per employee, through sickness or absence in the last 12 months

	1-3	4-6	7-9	10-15	16-20	21 +	No employees took a sick day	Don't know	Weighted count	Unweighted count
Size of Establishment										
5-49 employees	52%	22%	4%	5%	2%	3%	5%	7%	728,000	977
50-249 employees	49%	22%	8%	3%	2%	2%	*%	13%	75,000	494
250 or more employees	29%	30%	15%	7%	1%	2%	*%	16%	11,000	540
Size of organisation										
Less than 100	56%	23%	4%	4%	2%	2%	4%	6%	499,000	730
100 to less than 1000	46%	25%	8%	4%	*%	1%	8%	8%	95,000	476
1,000 to less than 10,000	42%	24%	5%	8%	4%	4%	3%	10%	98,000	452
10,000 or more	40%	21%	7%	7%	6%	9%	2%	8%	74,000	264
Ownership										
Private sector	53%	22%	4%	5%	2%	2%	4%	7%	663,000	1,435
Third sector	52%	25%	5%	4%	2%	1%	3%	7%	70,000	209
Public sector	36%	22%	8%	6%	2%	7%	6%	13%	78,000	357
Single or multi										
Single independent establishment	57%	23%	4%	4%	1%	1%	4%	6%	396,000	759
Part of a larger organisation	46%	22%	6%	6%	3%	4%	5%	9%	418,000	1,252
Union presence										
Has union presence	45%	25%	7%	4%	2%	5%	2%	10%	190,000	901
No unions present	53%	22%	4%	5%	3%	2%	5%	6%	599,000	1,045
Whether any maternity leave in the last 2 years										
Yes	48%	25%	7%	3%	3%	3%	2%	9%	321,000	1,209
No	54%	21%	3%	6%	2%	3%	6%	6%	484,000	669
All workplaces										
	51%	22%	5%	5%	2%	3%	5%	7%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers

Table 108 cont: Number of work days, on average, lost per employee, through sickness or absence in the last 12 months

	1-3	4-6	7-9	10-15	16-20	21 +	No employees took a sick day	Don't know	Weighted count	Unweighted count
Standard Industrial Classification										
Agriculture, Fishery and Mining	50%	22%	0%	*%	-	6%	9%	13%	17,000	82
Manufacturing	50%	25%	7%	7%	3%	*%	3%	5%	55,000	101
Utilities	48%	18%	12%	7%	-	2%	4%	9%	6,000	149
Construction	56%	20%	3%	1%	-	5%	2%	14%	47,000	103
Trade	55%	26%	2%	3%	3%	2%	5%	3%	187,000	206
Transport and Communication	54%	13%	6%	6%	6%	1%	2%	12%	50,000	151
Hotels and Restaurants	45%	15%	7%	10%	1%	3%	13%	6%	90,000	208
Finance	58%	15%	5%	3%	-	8%	-	11%	23,000	103
Real Estate and Business	54%	24%	5%	5%	2%	*%	2%	8%	133,000	301
Public Admin and Defence	41%	17%	14%	4%	2%	-	13%	9%	16,000	97
Education	51%	25%	4%	2%	4%	4%	2%	8%	43,000	193
Health and Social Work	43%	25%	7%	5%	2%	4%	3%	11%	90,000	163
Other Community	50%	21%	3%	5%	2%	8%	2%	8%	56,000	154
Government Office Region										
East Midlands	39%	28%	7%	7%	8%	2%	1%	8%	66,000	155
East of England	51%	26%	5%	6%	1%	2%	3%	6%	74,000	175
London	53%	21%	9%	5%	2%	3%	2%	6%	113,000	320
North East	50%	16%	5%	1%	-	2%	12%	13%	22,000	67
North West	58%	15%	2%	5%	5%	2%	4%	8%	92,000	234
Scotland	61%	17%	3%	3%	*%	5%	4%	5%	82,000	212
South East	49%	29%	6%	3%	*%	3%	4%	7%	106,000	277
South West	52%	29%	4%	3%	1%	3%	2%	7%	78,000	162
Wales	49%	20%	4%	3%	1%	2%	10%	11%	56,000	120
West Midlands	45%	16%	2%	9%	2%	5%	7%	13%	68,000	151
Yorkshire and The Humber	48%	23%	4%	3%	5%	*%	10%	5%	57,000	138
Number of flexible working practices available										
None	**	**	**	**	**	**	**	**	28,000	36
1-2	49%	24%	5%	3%	2%	2%	8%	8%	188,000	255
3-4	57%	19%	4%	6%	2%	3%	1%	7%	249,000	543
5-6	46%	25%	7%	5%	3%	4%	4%	7%	237,000	653
7-8	53%	20%	4%	4%	2%	1%	8%	7%	111,000	524
Percentage of female employees										
50% or more	50%	21%	6%	4%	2%	3%	5%	8%	479,000	1,141
25-49%	53%	24%	5%	6%	2%	3%	3%	4%	148,000	396
10- 24%	55%	26%	*%	5%	4%	*%	2%	7%	118,000	262
Less than 10%	51%	11%	8%	6%	3%	2%	3%	15%	30,000	138
None	**	**	**	**	**	**	**	**	31,000	39
All workplaces	51%	22%	5%	5%	2%	3%	5%	7%	814,000	2,011

Base: All workplaces with 5 or more employees

Notes: Figures are weighted, and based on responses from 2,011 employers



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