Appendix G
Fieldwork instruments

Wave 1 opt-out letter

Supporting Parents with Young Children

We are writing to invite you (and your partner, if you have one) to take part in a very important study, which is part of a government programme aimed at improving support for mothers and fathers with young children. The study will use interviews with parents, to look at:

- the time off mothers take when they have a baby, and the financial help available to them

- the financial help and leave arrangements available to fathers when their baby is born.

These interviews will be conducted by the National Centre for Social Research (NatCen) on our behalf. I would like to reassure you that anything you tell NatCen during the interview will be treated in the **strictest of confidence**, in accordance with the Data Protection Act. Access to participants' names and addresses will be restricted to individuals on the NatCen research team and will **not** be shared with anyone outside NatCen without your prior permission.

Whether or not you take part in this study will **not** affect your entitlement to any benefits or tax credits or any other dealings with any government departments, now or in the future.

If you do not want to be contacted about this study, please let NatCen know **by Friday 18th September** (see contact details on the other side of this letter). Please remember to give your name and reference number (at the top of this letter) if you contact NatCen. If you do not contact NatCen by this date, a NatCen interviewer will get in touch to tell you more about the study and to invite you to take part.

Some questions that you may have about the study are answered on the other side of this letter. I very much hope you will be willing to take part in this important study.

Yours sincerely,

Supporting Parents with Young Children

Who is carrying out the study?

This study is being carried out by the National Centre for Social Research (NatCen) on behalf of the Department for Work and Pensions (DWP) and the Department for Business Innovation and Skills (BIS). NatCen is Britain's largest independent social research institute. We carry out many national studies covering a variety of social policy topics. You can find out more about us from our website www.natcen.ac.uk

How was I chosen for the study?

For this study we want to talk to parents who have had a baby in the last 18 months or so. Your name has been drawn at random from Child Benefit records, which are held by HM Revenue & Customs. DWP has been allowed to use these records in order to carry out this study. The names and addresses we have obtained from Child Benefit records will not be passed to anyone outside the research team.

Who will interview me?

Interviews with mothers will be carried out face-to-face by NatCen interviewers who will call at your address. Interviews with fathers will be carried out over the telephone; therefore, our interviewer will ask for the father's telephone number (if the baby's father lives at the address) when they visit you. The interviewer will show you a NatCen identification card when he or she calls at your house. If the interviewer calls at a time that does not suit you, you can make an appointment for him or her to call back, including during an evening or at the weekend, if that is better for you.

How will the information I provide be used?

The study findings will be used by the government to decide what additional support mothers and fathers who have a new baby might need. This includes financial support of maternity and paternity pay, and support by implementing family friendly policies to provide a good work-life balance. You and your family will **not** be identified in the research report in any way.

Who should I contact if I have any queries?

If you have any queries, you can call FREEPHONE 0800 652 4569. If there is no one available to take your call, or if the line is busy, please leave a message and we will ring you back. Please remember to give **your name and the reference number on the front of this letter**, whenever you get in touch.

National Centre for Social Research
Freepost
CL499
Brentwood
Essex

Tel: 0800 652 4569

Wave 1 mothers' advance letter

NatCen
National Centre *for* Social Research

Your interviewer on this study will be:

Supporting Parents with Young Children

A few weeks ago, you should have received a letter, asking for your help in a study of parents with young children. The **National Centre for Social Research (NatCen)** is the independent research organisation carrying out the study.

The study will use interviews with parents, to look at:

• the time off mothers take when they have a baby, and the financial help available to them

• the financial help and leave arrangements available to fathers when their baby is born.

The findings will be used by the government to try and improve the support provided to parents with young children.

It is important to hear the views of as many of the mothers and fathers we approach as possible, so that we can get an accurate picture of the experiences of parents across the country. We do hope that you will be willing to take part.

The NatCen interviewer, named at the top of this letter, will contact you shortly and will be happy, if necessary, to revisit at a time which is more convenient for you. He or she will show you a NatCen identification card, with photograph, when calling at your house.

Anything you tell NatCen during the interview will be treated in the **strictest of confidence**, in accordance with the Data Protection Act. Access to participants' names and addresses will be restricted to individuals on the NatCen research team and will not be shared with anyone outside NatCen without your prior permission.

Whether or not you take part in this study will **not** affect your entitlement to any benefits or tax credits or any other dealings with any government departments, now or in the future.

Some questions that you may have about the study are answered on the other side of this letter. I very much hope you will be willing to take part in this important study.

Yours sincerely,

Supporting Parents with Young Children

Who is carrying out the study?
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For this study we want to talk to parents who have had a baby in the last 18 months or so. Your name has been drawn at random from Child Benefit records, which are held by HM Revenue & Customs. DWP has been allowed to use these records in order to carry out this study. The names and addresses we have obtained from Child Benefit records will not be passed to anyone outside the research team.

Who will interview me?
Interviews with mothers will be carried out face-to-face by NatCen interviewers who will call at your address. Interviews with fathers will be carried out over the telephone; therefore, our interviewer will ask for the father's telephone number (if the baby's father lives at the address) when they visit you. The interviewer will show you a NatCen identification card when he or she calls at your house. If the interviewer calls at a time that does not suit you, you can make an appointment for him or her to call back, including during an evening or at the weekend, if that is better for you.

How will the information I provide be used?
The study findings will be used by the government to decide what additional support mothers and fathers who have a new baby might need. This includes financial support of maternity and paternity pay, and support by implementing family friendly policies to provide a good work-life balance. You and your family will **not** be identified in the research report in any way.

Who should I contact if I have any queries?
If you have any queries, you can call FREEPHONE 0800 652 4569. If there is no one available to take your call, or if the line is busy, please leave a message and we will ring you back. Please remember to give **your name and the reference number on the front of this letter**, whenever you get in touch.

Christopher Whiffen
National Centre for Social Research
Freepost
CL499
Brentwood
Essex

Tel: 0800 652 4569

NatCen
National Centre for Social Research

Wave 1 fathers' advance letter

NatCen
National Centre *for* Social Research

Supporting Parents with Young Children

The **National Centre for Social Research (NatCen)** is carrying out a study of parents with young children. The study will use interviews with parents, to look at:

- the time off mothers take when they have a baby, and the financial help available to them

- the financial help and leave arrangements available to fathers when their baby is born.

The findings will be used by the government to try and improve the support provided to parents with young children.

A few weeks ago a NatCen interviewer visited your household to ask for **your help** in this study and was provided with your contact details. In the next couple of weeks, an interviewer from NatCen will phone you as part of this research study. If by chance the interviewer calls at an inconvenient time, please tell them and they will be happy to call back later.

It is important to hear the views of as many of the mothers and fathers we approach as possible, so that we can get an accurate picture of the experiences of parents across the country. We do hope that you will be willing to take part.

Anything you tell NatCen during the interview will be treated in the **strictest of confidence**, in accordance with the Data Protection Act. Access to participants' names and addresses will be restricted to individuals on the NatCen research team and will **not** be shared with anyone outside NatCen without your prior permission.

Whether or not you take part in this study will **not** affect your entitlement to any benefits or tax credits or any other dealings with any government departments, now or in the future.

Some questions that you may have about the study are answered on the other side of this letter. I very much hope you will be willing to take part in this important study.

Yours sincerely,

Supporting Parents with Young Children

? *Who is carrying out the study?*

This study is being carried out by the National Centre for Social Research (NatCen) on behalf of the Department for Work and Pensions (DWP) and the Department for Business Innovation and Skills (BIS). NatCen is Britain's largest independent social research institute. We carry out many national studies covering a variety of social policy topics. You can find out more about us from our website www.natcen.ac.uk

? *How was I chosen for the study?*

For this study we want to talk to parents who have had a baby in the last 18 months or so. Your household has been drawn at random from Child Benefit records, which are held by HM Revenue & Customs. DWP has been allowed to use these records in order to carry out this study. The names and contact details we have obtained will not be passed to anyone outside the research team.

? *Who will interview me?*

Interviews with fathers will be carried out over the telephone by experienced NatCen interviewers. If the interviewer calls at a time that does not suit you, you can arrange a time for him or her to phone back, including during an evening or at the weekend, if that is better for you.

? *How will the information I provide be used?*

The study findings will be used by the government to decide what additional support mothers and fathers who have a new baby might need. This includes financial support of maternity and paternity pay, and support by implementing family friendly policies to provide a good work-life balance. You and your family will **not** be identified in the research report in any way.

? *Who should I contact if I have any queries?*

If you have any queries, you can call FREEPHONE 0800 652 0601. Please leave a message and we will ring you back. Please remember to give y**our name and the reference number on the front of this letter**, and telephone number if you would like us to return your call, whenever you get in touch.

Eileen Hovel
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NatCen
National Centre *for* Social Research

Wave 1 mothers' questionnaire

- Question names are given in bold in the margin.

- Routing instructions are given in {*italics and curly brackets*} above each question.

- Statements in [*square brackets*] indicate where a 'textfill' of some kind is used in the programme, this is usually a reply to a previous question (e.g. a person's name or a date) or a part of the sentence that needs to be customised (e.g. past/present tense).

- Interviewer instructions are included after the question in capitals.

- Don't know and refused responses are permissible at most questions, but in most cases would not appear as an option on showcards. When don't know and/or refused responses are not allowed this is indicate with: NODK NORF.

- The instruction CODE ALL THAT APPLY indicates a multi-coded question. If this is not stated, a single code applies.

- Permissible ranges are provided for answers requiring numeric values.

BLOCK A (BDEMO) DEMOGRAPHICS

SChk1	*{Ask all}* CODE IS THE RESPONDENT THE BABY'S NATURAL MOTHER?

1. Yes
2. No

NODK NORF

DoBConf	INTERVIEWER: CHECK ARF QUESTION B3 THE SAMPLE FILE SAYS THE BABY'S DOB IS *[Ref 2]*. IS THIS CORRECT?

1. Yes
2. No

(Programmer: Ref 2=Baby's DoB and Ref1=12 months before that date, this information comes from the sample file and will appear on the ARF label)

BabyDoB	*{If no at DoBConf}* INTERVIEWER ENTER CORRECT DATE OF BIRTH PLEASE ENTER DATE IN FORM DD-MM-YYYY FROM QUESTION A6 ON ARF

(If baby was born outside of the eligible period (i.e. Mainstage 29th May 08 to 29th Sept 08) then have this check: 'This baby was born outside of the period necessary for this survey. Please check it is correct.')

NameConf	INTERVIEWER: CHECK ARF LABEL THE ARF LABEL SAYS THE BABY'S NAME IS [Baby's name]. IS THIS CORRECT?

1. Yes
2. No

(Programmer: Create a textfil, baby's name= first name entered at NameConf – i.e. for mothers with more than one baby, only the name of the first baby entered will be used as a texfill, unless otherwise specified)

NewBNam	INTERVIEWER ENTER THE BABY'S NAME DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL. IN CASE OF TWINS ENTER HERE THE NAME OF THE BABY WHO WAS BORN FIRST
SChk3	*{Ask all}* CODE OR ASK SEE QUESTION B5 ON THE ARF May I just check, did you do any paid employment in the 12 months before your baby was born, that is between *[Ref 1 and Ref2]*? CODE YES IF THE RESPONDENT HAS HAD A JOB OR A PERIOD OF SELF-EMPLOYMENT IN THIS PERIOD REGARDLESS OF THE NUMBER OF HOURS AND LENGTH OF TIME IN WORK.

1. Yes
2. No

NODK NORF

IntEnd   *{if respondent is not the baby's natural mother OR baby's DOB at BabyDOB is outside of eligible period or mother didn't work in 12 months before baby's was born}*
CLOSE INTERVIEW

(Programmer: in the rest of the interview 'All'=All those eligible to take part in the interview i.e. those coded Yes at SChk3)

DemoIn1   *{Ask all}*
Before we start, I'd like to remind you that any information you provide will be kept strictly confidential. I'm now going to ask you some questions about you and your family.

BabyNo   On *[Ref 2]* did you give birth to just one baby or more than one?
ENTER NUMBER OF BABIES

1..6

NODK NORF

(Programmer: add soft check if BabyNo > 2)

BabyNam(1)   And what is/are the name(s) of the second baby(ies)?

DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL

IF MORE THAN ONE BABY ENTER ONLY ONE NAME HERE AND THE OTHER(S) AT THE NEXT QUESTION(S)

(Programmer: if BabyNo is greater than 1 need to repeat BabyNam for all babies. Create a textfill baby's name=name(s) entered at BabyNam(1) – i.e. for mothers with more than one baby, the name of the first baby entered will be used as a textfill, unless otherwise specified)

Twinck   *{If Babyno is more than 1}*

In some of the questions that follow I will be referring to the time *[baby's name]* was born, I know you had twins/triplets at the time, but I'll be mentioning only *[baby's name]* to keep the questions short.

BabyExp   What was the expected delivery date for *[baby's name]*?
PLEASE ENTER DATE IN FORM DD-MM-YYYY.

IF MOTHER CAN'T REMEMBER THE EXACT DAY/MONTH PLEASE GET AN ESTIMATE

(Programmer: add soft check at BabyExp if date entered is 4 or more months before the baby's DoB or 1 or more months after the baby's DoB)

KidsOth   And, apart from *[baby's name]* do you have any other children aged 14 or under, who live with you? Please include children for whom you are the guardian or foster parent.

IN THE CASE OF TWINS/TRIPLETS PLEASE DO NOT INCLUDE ANY OF THE BABIES ALREADY RECORDED

1.   Yes
2.   No

NODK

KidsNo
{If KidsOth=Yes}
And excluding [baby's name] how many children (aged 14 or under) do you have living with you?

IN THE CASE OF TWINS/TRIPLETS PLEASE DO NOT INCLUDE ANY OF THE BABIES ALREADY RECORDED

1..20

NODK

(Programmer: at KidsOth and KidsNo all babies' named should be textfilled)

KidNam
Can you please tell me the name(s) of the first of these other children?
DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL

(Programmer: excluding baby, if KidsNo is greater than 1, the second time that KidNam is asked it should read 'can you please tell me the name of the second (third etc) of these other children?)

KidDoB
{Ask for every child from KidNam}
What is *[child's name]*'s date of birth?
PLEASE ENTER DATE IN FORM DD-MM-YYYY.

(Programmer:
-insert hard check at KidDoB, if child older than 14 need to amend either KidDoB or KidsNo and KidNam)
-routing instructions in the rest of the Q referring to 'every child' should include all children entered at BabyNam and KidNam)

KidSch
{Ask of every child aged 4 or 5}
Does [child's name] go to primary school?
IF YES, PROBE: Is that full-time or part-time?
CODE YES IF THE CHILD IS ATTENDING RECEPTION CLASS

1. Yes, full-time
2. Yes, part-time
3. No

KidDis
{Ask for every child}
Does *[child's/baby's name]* have any longstanding illness or disability?
By longstanding I mean anything that has troubled *[child's/baby's name]* over a period of time or that is likely to affect him/her over a period of time?

1. Yes
2. No

RDoB
{Ask all}
And may I ask, what is your date of birth?
INTERVIEWER: PLEASE ENTER DATE IN FORM DD-MM-YYYY.

RDis
Do you have any longstanding illness or disability? By longstanding I mean anything that has troubled you over a period of time or that is likely to affect you over a period of time?

1. Yes
2. No

RCare	Do you have responsibility for looking after a sick, elderly or disabled relative or friend?

1.   Yes
2.   No

REthn	SHOWCARD 1 Which of the groups on this card best describes you?

1.   White
2.   Black – Caribbean
3.   Black – African
4.   Black – other
5.   Indian
6.   Pakistani
7.   Bangladeshi
8.   Chinese
9.   Mixed race
93. Other (PLEASE SPECIFY)

RethnO	*{If REthn=other}* ENTER DESCRIPTION OF OTHER TYPE OF ETHNICITY

{Ask All}

UKBorn	Can I just check, were you born in the UK?

INTERVIEWER: UK INCLUDES ENGLAND, WALES, SCOTLAND AND NORTHERN IRELAND

1.   Yes
2.   No

{Ask if UKBorn=no/DK/REF}

WhBorn	In which country were you born?

STRING[60]

CameYr	How many years have you been living in the UK?

INTERVIEWER: IF MULTIPLE SPELLS PLEASE JUST CODE MOST RECENT
INTERVIEWER: IF LESS THAN ONE YEAR CODE 0

Range: 0...50
{add softcheck against mother's age – CameYr cannot be greater than mother's age}

Marital

SHOWCARD 2
And what is your current legal marital status.
CODE FIRST THAT APPLIES.
IF COHABITING AND NEVER PREVIOUSLY MARRIED, CODE 1.

1. Single, that is never married or never in a legally recognised Civil Partnership
2. Married and living with your husband or in a legally recognised Civil Partnership and living with your civil partner
3. Married and separated from your husband or in a legally recognised Civil Partnership and separated from your civil partner
4. Divorced or Civil Partnership legally dissolved
5. Widowed

{If not living with husband/civil partner i.e. Marital ne 2}

Partner

And do you currently live with a partner?

1. Yes
2. No

(Programmer: Can you pl create the following DV:
FamStat 'Family status'
1   Partnered parent If Marital=2 or Partner=1
2   Lone parent If Marital ne 2 and Partner=2
Else=missing)

{If FamStat=partnered parent}

PName

And what is your partner's first name?
DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL

PDis

Does *[partner's name]* have any longstanding illness or disability? By longstanding I mean anything that has troubled *[partner's name]* over a period of time or that is likely to affect him (her) over a period of time?

1. Yes
2. No

DemoIn2

Now I'd like to ask some questions about your educational qualifications.

RQual1

SHOWCARD 3
Can you please tell me if you have any of the qualifications shown on this card? We will ask you about other qualifications if none of these apply.

CODE THE FIRST ON THE LIST TO APPLY

1. First Degree or Post-graduate qualification
2. Diploma in Higher Education
3. Teaching qualification
4. Nursing or other medical qualification
5. NVQ/SVQ Level 4 or 5
6. HNC or HND
7. BTEC Higher Certificate
8. OCR/RSA Higher Diploma
94. None of these

{If RQual1=none or DK or RF}

RQual2   SHOWCARD 4

And do you have any of the qualifications shown on this card? We will ask you about other qualifications if none of these apply.

CODE THE FIRST ON THE LIST TO APPLY

1. A level/Vocational A level (AVCE)
2. AS level
3. Scottish Higher
4. Scottish SCE/SLC/SUPE at higher grade
5. Scottish Higher School Certificate
6. Scottish Certificate of 6th Year Studies/Advanced Higher Grades
7. NVQ/SVQ Level 3
8. GNVQ/GSVQ Advanced
9. OCR/RSA Advanced Diploma
10. BTEC National Diploma
11 OND or ONC Diploma
12. City and Guilds Advanced Craft
13. Access to Higher Education qualification
14. Trade apprenticeship
94. None of these

{If Rqual2=none or DK or RF}

RQual3   SHOWCARD 5

And do you have any of the qualifications shown on this card?
CODE THE FIRST ON THE LIST TO APPLY

1. GCSE
2. O LEVEL
3. CSE
4. School Certificate/Matriculation
5. Scottish Standard Grades
6. Scottish (SCE) Ordinary Bands
7. SUPE Ordinary
8. Scottish Intermediate 2
9. Scottish School Leaving Certificate Lower Grade
10. NVQ/SVQ Level 2
11. GNVQ/GSVQ Intermediate
12. OCR/RSA First Diploma
13. BTEC or SCOTVEC First General Diploma
94. None of these

{If RQual3=GCSE}

Rqual4

{If Rqual3=none or DK or RF}
SHOWCARD 6
Do you have any of the qualifications shown on this card?
CODE THE FIRST ON THE LIST TO APPLY

1. School Leaving Certificate (no grade)
2. City and Guilds Intermediate Craft
3. NVQ/SVQ Level 1
4. GNVQ/GSVQ Foundation level
5. OCR/RSA (Vocational) Certificate
6. BTEC or SCOTVEC First Certificate
7. SCOTVEC/SQA National Certificate modules
8. Scottish Intermediate 1
94. None of these

Rqual5

{If Rqual4=none or DK or RF}
Do you have any other qualifications that I have not mentioned so far?

1. Yes
2. No

Rqual5O

{If Rqual5=Yes}
ENTER OTHER QUALIFICATION. PROBE FOR:
-   WHETHER QUALIFICATION NATIONALLY RECOGNISED LEVEL
-   WHETHER CERTIFICATE INDICATES ATTENDANCE ONLY OR STANDARD REACHED.

REmpN

{Ask all}
And may I just ask, are you currently in paid employment?

1. Yes
2. No

BLOCK B (BCARE) CHILDCARE

{Ask all}

CcareIn   I'd now like to ask you about any childcare you might have used for *[baby's name]* in the last week.

Ccarex   SHOWCARD 7
Thinking back over the week starting on Monday *[date]* and ending Sunday *[date]*, did any of the people or places listed on this card look after *[baby's name]* in that week?

IF YES: Which ones?
PROBE: Which others?

1.   Day nursery
2.   Playgroup or pre-school
3.   Nursery school or nursery class
4.   Special nursery or unit for children with special educational needs
5.   Childminder
6.   Nanny or au pair
7.   Baby-sitter
8.   The baby's grandparent(s)
9.   The baby's older brother/sister
10.   Another relative
11.   The baby's other parent who does not live in this household
12.   A friend or neighbour
93.   Other (PLEASE DESCRIBE)
94.   No one else looked after the baby in that week

(Programmer: textfill *[and your partner]* should appear if FamStat= Partnered parent)

CcareO   *{If Ccarex=other}*
ENTER DESRIPTION OF OTHER TYPE OF CHILDCARE

{Ask for each provider type used}

Prov(1)   For how many hours did *[provider type]* look after *[baby's name]* in the week starting on Monday *[date]* and ending Sunday *[date]*?
0.5..168
(add instruction for interviewers how to code if amount of time varied too much)

{If partnered mother and in work- FamStat=partnered parent and REmpN=yes}

CcPart   Does *[partner's name]* regularly look after *[baby's name]* while you are at work?
By regularly we mean if he (she) looks after *[baby's name]* at least once a week.

1.   Yes
2.   No

CcEx   *{Ask if lone mother and in work- FamStat=lone parent and RempN=yes}*
Does *[baby's name]* father regularly look after him/her while you are at work?
By regularly we mean if he looks after *[baby's name]* at least once a week.

1.   Yes
2.   No

(Programmer: at Q above if Widow coded at Marital the following interview note should come up:
'PLEASE NOTE THIS MOTHER IS A WIDOW AND THE CHILD'S FATHER MIGHT BE DEAD')

Avail1   *{Ask all}*
SHOWCARD 8
Who would be available to you if you needed them just as a one off to look after
[baby's name]?
CODE ALL THAT APPLY

1.   The baby's other parent who does not live in this household
2.   The baby's grandparent[s]
3.   The baby's older brother/sister
4.   Another relative
5.   A friend or neighbour
6.   None of these

Avail2   SHOWCARD 8 AGAIN
And who would be available to you if you needed them for regular childcare for
[baby's name]?
CODE ALL THAT APPLY

1.   The baby's other parent who does not live in this household
2.   The baby's grandparent[s]
3.   The baby's older brother/sister
4.   Another relative
5.   A friend or neighbour
6.   None of these

BLOCK C (BCALENDAR) EMPLOYMENT OVERVIEW

In this block we establish all jobs mothers had in the 66-week period before the baby was born and all the jobs they have had after the baby was born.

- In Block D we then collect information about the pre-birth jobs. For those who went back to (and remained in) the same job after maternity leave, this will also be their current job.

- In Block E we collect information on all new jobs started after the birth of the baby.

Information is collected about jobs that lasted more than a week.

Detailed information will be collected about the last job mothers had before the birth of the baby, and the first job they had after the birth (if applicable). If mothers had more than one job at either of these times, detailed information will be asked about the job where they worked the longest hours. If mothers returned to the same job after the birth, we will check if/how some (current) aspects of their job might differ from the time they stopped working to have their baby.

Basic information will be collected about other jobs, i.e. second jobs and jobs mothers had prior to the last one before the birth, and if they had more than one new job after the birth.

2.1.1 Information collected in Blocks D and E	Last and main job before birth	Other jobs before birth	First and main job after birth	Other jobs after birth	If in same job – check if pre-birth was same/ different
Job start and end dates	✓	✓	✓	✓	
SOC and SIC classification	✓		✓		
Whether employee or self-employed	✓	✓	✓	✓	
Workforce size and gender composition (employees only)	✓		✓		
Supervisory responsibilities (employees only)	✓		✓		✓
Whether permanent or temporary work (employees only)	✓	✓	✓	✓	✓
Whether employ others and how many (if self-employed)	✓		✓		✓
Working hours	✓	✓	✓	✓	✓
Earnings	✓	✓	✓	✓	✓
Trades union presence and membership (employees only)	✓		✓		✓
Availability of family-friendly arrangements (employees only)	✓		✓		
Use of family-friendly arrangements (employees only)			✓		✓

	{Ask all}
2.2	SHOW CALENDAR

WorkIn   Now I'd like to ask you some questions about the job or jobs you have had since *[Ref 3]*, that is about 16 months before *[baby's name]* was born.

MARK ON THE CALENDAR *[Ref 2]* WHEN THE BABY WAS BORN AND THEN START WITH THE JOBS THE RESPONDENT HAD BEFORE THEN.

MARK THE JOBS USING A SHORT DESCRIPTION.

MARK ALL JOBS THE RESPONDENT HAD SINCE [Ref 3], EVEN IF THEY STARTED BEFORE THAT DATE.

MARK ALL JOBS THAT LASTED MORE THAN ONE WEEK.

IF THEY HAD MORE THAN ONE JOB AT ANY ONE TIME, MARK THEM ALL ON THE CALENDAR

(Note to programmer: *Ref 3* =66 weeks before Ref 2 i.e. baby's DoB)

BBJobs   CODE THE TOTAL NUMBER OF JOBS/PERIODS OF EMPLOYMENT THE RESPONDENT HAD BEFORE THE BABY WAS BORN, THAT IS BETWEEN *[Ref 3]* AND *[Ref 2]*.

CODE ALL JOBS/PERIODS OF SELF-EMPLOYMENT THEY HAD DURING THIS TIME, EVEN IF THEY STARTED BEFORE *[Ref 3]*.

THE RESPONDENT SHOULD HAVE HAD AT LEAST ONE JOB BEFORE THE BIRTH, IF SHE DIDN'T WORK AT ALL IN THE REFERENCE PERIOD CODE xx TO END INTERVIEW.

1..20

NODK NORF

(Programmer: add a soft check at BBJobs if more than 5 jobs
At BBJobs there needs to be a warning if no valid value is entered as the respondent must have had at least one job before birth to be eligible for the interview. Route out of the interview, if interviewer establishes at this stage that respondent was not eligible)

BBName(1)   ENTER A DESCRIPTION OF THE LAST JOB/PERIOD OF SELF-EMPLOYMENT RESPONDENT STARTED BEFORE THE BABY WAS BORN.

THE DESCRIPTION WILL BE USED AS A TEXTFILL SO IT NEEDS TO DISTINGUISH BETWEEN DIFFERENT JOBS WITH THE SAME/SIMILAR NAME E.G. 'INTERVIEWER AT NATCEN' 'INTERVIEWER AT MORI'.

IF THEY STARTED MORE THAN ONE JOB ON THE SAME DAY, ENTER FIRST THE ONE WITH THE LONGEST NUMBER OF HOURS.

NODK NORF

(Note for programmer: BBName needs to be repeated for the number of jobs entered at BBJobs. After BBName(1):
'LAST JOB THEY HAD BEFORE THE BABY WAS BORN' should be replaced with 'PREVIOUS JOB/PERIOD OF SELF-EMPLOYMENT ON THE CALENDAR')

ABJobs	CODE THE TOTAL NUMBER OF NEW JOBS STARTED AFTER THE BABY WAS BORN, THAT IS STARTED AFTER [Ref 2].

CODE 0 IF THE RESPONDENT WENT BACK TO THE JOB SHE HAD BEFORE THE BIRTH AND DID NOT HAVE ANY OTHER JOBS/PERIODS OF SELF-EMPLOYMENT AFTER THAT.

CODE 0 IF THE MOTHER DID NOT GO BACK TO WORK

0..20

NODK NORF

(Note for programmer: add a soft check at ABJobs if more than 5 jobs

ABName(1)   *{If had new jobs after the birth – ABJobs 1 or more}*
ENTER A DESCRIPTION OF THE FIRST NEW JOB RESPONDENT STARTED AFTER THE BABY WAS BORN.

THE DESCRIPTION WILL BE USED AS A TEXTFILL, SO IT NEEDS TO DISTINGUISH BETWEEN DIFFERENT JOBS WITH THE SAME/SIMILAR NAME E.G. 'INTERVIEWER AT NATCEN' 'INTERVIEWER AT MORI'.

IF THEY HAD MORE THAN ONE JOB ON THE SAME DAY, ENTER FIRST THE ONE WITH THE LONGEST NUMBER OF HOURS

NODK NORF

(Note for programmer: ABName needs to be repeated for the number of jobs entered at ABJobs. After ABName(1):
'FIRST NEW JOB THEY STARTED AFTER THE BABY WAS BORN' should be replaced with 'NEXT JOB ON THE CALENDAR')

BLOCK D (BBEFORE) EMPLOYMENT BEFORE THE BABY WAS BORN

BBIntro   I would now like to ask you about the job or jobs you started before *[baby's name]* was born.

{All}
SHOW CALENDAR

BBStart(1)   Thinking about the job/period of self-employment you had as a *[BBName(1)]*, when did you start this job/business, I need the actual day you started it, as well as the month and the year?

ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT CAN'T REMEMBER THE DAY:

- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

(Programmer add following hard checks:
-if date is later than the baby's DOB: 'This date is after the baby was born. Please check!' and give them the option to go to either the baby's DOB question or into BBstart again
-lower limit: 1950
-upper limit: 2009

(Programmer: add soft check at BBStart(2), BBStart(3), etc. if the date entered at these jobs is later than the date entered of the last, main job before the birth i.e. *BBName1*:

'The start date for this job is later than the date you have entered for the last main job before the birth, i.e. *[BBName1]*, please make sure that *[BBName1]* was the last main job/period of employment the respondent started before the birth or that the dates you have entered for this job and/or for *[BBName1]* are correct'

JNow(1)   CODE OR ASK
Are you still in this job/running this business?

1.   Yes
2.   No

NODK NORF

CODE OR ASK

JBack   Did you go back to this job/period of self-employment after *[baby's name]* was born?

CODE 2 IF SHE DIDN'T GO BACK TO JOB/BUSINESS AT THE END OF MATERNITY LEAVE.

1.   Yes
2.   No

NODK NORF

BBEnd1   *{If this not current job – JNow(1)=2}*
And when did you finish this job/period of self-employment (including to the end of any maternity leave you took)?

ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT DIDN'T GO BACK TO THIS JOB AT THE END OF MATERNITY LEAVE, ENTER DATE MATERNITY LEAVE ENDED.

IF RESPONDENT CAN'T REMEMBER THE DAY:

- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

(Programmer: above date can't be in future)

BBEndC   *{If BBEnd(1) is within 6 weeks of the baby's DoB}*
You ended this job/period of self-employment a few weeks before *[baby's name]* was born. Was this when you formally finished this job/period of self-employment, for example, after taking a period of maternity leave or other type of leave?

1.   Yes, it was the formal end date
2.   No, it was not the formal end date

(Programmer: if no at BBEndCk above, need to go back to BBEnd(1) and change the date)

Make   *{Ask all}*
You said you were working as a *[BBName(1)]*. What does/did the organisation you work/worked for mainly make or do (at the place where you work/worked)?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

WKind   What kind of work do/did you do most of the time?
IF RELEVANT, PROBE: What materials or equipment do/did you use?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

EmpSe(1)   And are/were you an employee or self-employed?

AN EMPLOYEE IS SOMEONE WHO HAS/HAD AN ARRANGEMENT WITH AN EMPLOYER (ANOTHER PERSON OR ORGANISATION) TO WORK FOR THE LATTER FOR A WAGE OR SALARY.

SELF-EMPLOYED INCLUDES: SUBCONTRACTORS, FREELANCERS, PEOPLE WORKING FOR THEMSELVES, CHILDMINDERS.

1.   Employee
2.   Self-employed

SEChk(1)
{If EmpSe(1)=2}
Are/were you an employee of a company or business that you own/owned shares in or that you own/owned entirely?

IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1.   Yes
2.   No

(Programmer: please add DV:
EmpSt(1) 'Employment status'
1 Employee if EmpSe(1)=1 or SEChk(1)=1
2 Self-employed if EmpSe(1)=2 and SEChk(1)=2

BSize
{If Employee –EmpSt(1)=1}
SHOWCARD 9
Including yourself, how many employees work/worked in your organisation?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1.   1 or 2 employees
2.   3-24 employees
3.   25-499 employees
4.   500 or more employees

WGend
At the place where you work/worked, are/were the employees...READ OUT...

IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1.   ...all women,
2.   mostly women,
3.   about half and half, or
4.   mostly men?

Super
In this/that job do/did you have formal responsibility for supervising the work of other employees?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

DO NOT INCLUDE PEOPLE WHO ONLY SUPERVISE: CHILDREN (E.G. TEACHERS, NANNIES, CHILDMINDERS), ANIMALS, SECURITY OR BUILDINGS (E.G. CARETAKERS, SECURITY GUARDS).

1.   Yes
2.   No

SuperD
{If supervisory responsibilities at Super}
Please describe the type of responsibility you have/had for supervising the work of other employees?

PROBE FOR WHO AND WHAT IS/WAS BEING SUPERVISED.

BBSupr

{If employees and went back to same job as before birth – EmpSt(1)=1 and JBack=1}
And thinking back at the time when you stopped working to have *[baby's name]*, did you have formal responsibility for supervising the work of other employees then?

DO NOT INCLUDE PEOPLE WHO ONLY SUPERVISE: CHILDREN (E.G. TEACHERS, NANNIES, CHILDMINDERS), ANIMALS, SECURITY OR BUILDINGS (E.G. CARETAKERS, SECURITY GUARDS).

1. Yes
2. No

{If Employee – EmpSt(1)=1}
SHOWCARD 10

Perm1

Looking at this card, can you tell me how best you would describe this/that job.
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1. A casual job
2. A temporary job, lasting less than 12 months
3. A fixed term job, lasting between 1 and 3 years
4. A permanent job, with no fixed time for ending

BBPerm

{If employee and went back to same job as before birth – EmpSt(1)=1 and JBack=1}
SHOWCARD10 AGAIN
And thinking back at the time when you stopped working to have *[baby's name]*, how would you describe your job then?

1. A casual job
2. A temporary job, lasting less than 12 months
3. A fixed term job, lasting between 1 and 3 years
4. A permanent job, with no fixed time for ending

SEOwn

{If self-employed –EmpSt(1)=2}
Are/were you working on your own or do/did you have employees?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

CODE 1 IF HAS PARTNERS BUT NO EMPLOYEES.

1. On their own
2. With employees

SENo

{If with employees at SEOwn}
SHOWCARD 9
How many people do/did you employ at the place where you work/worked?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1. 1 or 2 employees
2. 3-24 employees
3. 25-499 employees
4. 500 or more employees

BSEOwn *{If self-employed and went back to same business – EmpSt(1)=2 and JBack=1}*
And thinking about the time you stopped working to have *[baby's name]*, were you working on your own then or did you have employees?

CODE 1 IF HAD PARTNERS BUT NO EMPLOYEES.

1. On their own
2. With employees

BBSeNo *{If with employees at BSEOwn}*
SHOWCARD 9
How many people did you employ then at the place where you worked?

1. 1 or 2
2. 3-24
3. 25-499
4. 500 or more

Hrs(1) *{Ask all}*
How many hours a week do/did you usually work in this/that job, excluding meal breaks, but including any paid overtime?

IF HOURS VARY/VARIED ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH/LAST MONTH THEY WERE IN THE JOB/BUSINESS

CODE 997 IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

(Note for programmer: insert a soft check at Hrs(1) if hours less than 5 or more than 50. Insert code for those who can't provide hours because varied too much – see interviewer instructions)

BBHhrs *{If went back to same job/business –JBack=1}*
And thinking about the time you stopped working to have *[baby's name]*, how many hours a week did you usually work then in that job, excluding meal breaks but including any paid overtime?

IF HOURS VARIED ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH THEY WERE IN THE JOB/BUSINESS BEFORE MATERNITY LEAVE.

CODE XX IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

(Note for programmer: insert a soft check at BBHrs if hours less than 5 or more than 50. Insert code for those who can't provide hours because varied too much – see interviewer instructions)

Epay(1)

{If employee – Empst(1)=1}

What is/was your normal gross pay in this/that job, that is your pay before any deductions for tax and national insurance. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR PAYSLIP, IF AVAILABLE.

ENTER AMOUNT IN POUNDS AND PENCE. E.G. £5.49

1..500,000

EpayP(1)

{If Epay(1) ne DK or RF}

ENTER PAY PERIOD

1. Hourly
2. Weekly
3. Monthly (calendar month)
4. Annual

(Note for programmer: need soft checks at EpayP(1) for unlikely amounts taking into account the amount entered at Epay(1), the period at EpayP(1) and working hours at Hrs(1))

EpayB(1)

{If DK at Epay(1)}

SHOWCARD 11

And looking at this card, can you choose the category that is/was closest to your gross pay in this/that job. By gross pay I mean your pay before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF THE AMOUNT VARIES/VARIED ASK ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

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

BBEPay(1)

{If employee and went back to same job– Empst(1)=1 and JBack=1}
And thinking about the time you stopped working to have *[baby's name]*, what was your normal gross pay then. By gross pay I mean your pay before any deductions for tax and national insurance. (You can give an hourly, weekly, monthly or annual amount)?

IF THE AMOUNT VARIED, ASK ABOUT THE AVERAGE IN THE LAST MONTH BEFORE THEY LEFT TO HAVE THE BABY.

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR PAYSLIP, IF AVAILABLE.

ENTER AMOUNT IN POUNDS AND PENCE. E.G. £5.49

1..500,000

BEpayP(1)

{If BBEpay ne DK or RF}
ENTER PAY PERIOD

1.   Hourly
2.   Weekly
3.   Monthly (calendar month)
4.   Annual

(Note for programmer: need soft checks at BBEpayP for unlikely amounts taking into account the amount entered at BBEpay, the period at BBEpayP and working hours at BBHrs)

BEpayB(1)

{If DK At BBEPay}
SHOWCARD 11
And thinking again about the time you stopped working to have *[baby's name]*, can you choose from this card the category that is closest to your gross pay then. By gross pay I mean your pay before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

(Programmer: use EPayB(1) codes)

SEPay(1)

{If self-employed – Empst(1)=2}
What are/were your normal gross earnings from your business or self-employment before any deductions for tax and national insurance. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED, ASK ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THAT BUSINESS).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR ACCOUNTS, IF AVAILABLE.

ENTER AMOUNT

1..500,000

	{If SEpay(1) ne DK or RF}
SEpayP(1)	ENTER PAY PERIOD

1. Hourly
2. Weekly
3. Monthly (calendar month)
4. Annual

(Note for programmer: need soft checks at SEpayP(1) for unlikely amounts taking into account the amount entered at SEpay(1), the period at SEpayP(1) and working hours at Hrs(1))

	{If DK at SEPay(1)}
SEPayB(1)	SHOWCARD 11
	And looking at this card, can you choose the category that is/was closest to your gross earnings from your business or self-employment, that is your earnings before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

(Programmer: use EPayB(1) codes)

	{If self- employed and went back to same business– Empst(1)=2 and JBack=1}
BSEPay(1)	And thinking about the time you stopped working to have *[baby's name]*, what were your normal gross earnings from your business or self-employment then. By gross earnings I mean your earnings before any deductions for tax and national insurance. (You can give an hourly, weekly, monthly or annual amount)?
	IF THE AMOUNT VARIED, ASK ABOUT THE AVERAGE IN THE LAST MONTH BEFORE THEY LEFT TO HAVE A BABY.
	RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR ACCOUNTS, IF AVAILABLE.
	ENTER AMOUNT
	1..500,000

	{If BBSEpay ne DK or RF}
BSEpyP(1)	ENTER PAY PERIOD

1. Hourly
2. Weekly
3. Monthly (calendar month)
4. Annual

(Note for programmer: need soft checks at BBSEpayP for unlikely amounts taking into account the amount entered at BBSEpay, the period at BBSEpayP and working hours at BBHrs)

BSEpyB(1)
{If DK at BBSEPay}
SHOWCARD 11
Thinking again about the time you stopped working to have *[baby's name]*, from this card, can you choose the category that is closest to your gross earnings from your business or self-employment then. By gross earnings I mean your earnings before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen.

IF THE AMOUNT VARIES/VARIED, ASK ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THAT BUSINESS).

(Programmer: use EPayB(1) codes)

TrUn
{If employee – EmpSt(1)=1}
At your workplace, are/were there any staff associations or trades union groups recognised by management for negotiating pay and working conditions?

IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1. Yes
2. No

UnMem
{If yes at TrUn)
Are/Were you a member of a trades union or staff association?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1. Yes
2. No

BBTrUn
{If went back to same job as before birth -JBack=1}
And thinking back at the time you stopped working to have *[baby's name]*, at your workplace were there any staff associations or trades union groups at that time (recognised by management for negotiating pay and working conditions)?

1. Yes
2. No

BUnMem
{If yes at BBTrUn)
And were you a member of a trades union or staff association then?

1. Yes
2. No

Flex

{If employee – EmpSt(1)=1}
SHOWCARD 12
In this/that job, does/did your employer offer to employees any of the family friendly arrangements shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?

IF THIS CHANGED, ASK ABOUT CURRENT TIME/TIME THEY LEFT

PART-TIME WORK MEANS BEING ALLOWED TO WORK FEWER HOURS THAN THE STANDARD FULL-TIME HOURS IN THE RESPONDENT'S WORKPLACE.

1. Part-time work
2. Employees can work during school terms only
3. Job-share, that is two people working part-time to fill a full-time post
4. Flexible working hours that meet an employee's needs
5. Reduced hours for an agreed period to meet an employee's needs
6. Working shifts that meet an employee's needs
7. Working at home or from home sometimes
8. Working at home or from home all the time
9. None of these

FlxU

{If went back to same job – JBack=1 and Flex ne 9/DK/RF}
SHOWCARD 12 AGAIN
And since going back to work after *[baby's name]* was born, have you actually used any of these family friendly arrangements?
CODE ALL THAT APPLY
PROBE: Which others?

(Programmer display codes selected at Flex)

WCar

{If employee – EmpSt(1)=1}
SHOWCARD 13
Does/did your employer offer to employees any of the types of support shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?
IF THIS CHANGED, ASK ABOUT CURRENT TIME/TIME THEY LEFT

CHILDCARE INCLUDES DAYCARE AND OUT OF SCHOOL CARE

CAREER BREAKS ARE TIME OFF WORK TO LOOK AFTER THE FAMILY AND ARE PROVIDED IN ADDITION TO OTHER LEAVE PARENTS CAN HAVE, SUCH AS MATERNITY, PATERNITY OR PARENTAL LEAVE.

SCROLL RIGHT TO SEE ALL CODES

1. Childcare vouchers or other help with paying for childcare
2. Workplace childcare
3. Other childcare supported by the employer
4. Help with finding childcare away from the workplace
5. Employees able to use a telephone for family reasons
6. Career breaks for family reasons
7. 'Keep in touch' scheme offered by employer during maternity leave
8. Re-training on return from maternity leave
9. None of these

WcrU
{If went back to same job –JBack=1 and Wcare ne 9/DK/RF}
SHOWCARD 13 AGAIN
And since going back to work after [baby's name] was born, have you actually used any of these arrangements?
CODE ALL THAT APPLY
PROBE: Which others?

(Programmer display codes selected at WCare)

Leav
{If employee – EmpSt(1)=1}
SHOWCARD 14
Does your employer offer working parents any of these leave arrangements. These are types of leave that are offered to both mothers and fathers in addition to maternity and paternity leave, and annual leave?
CODE ALL THAT APPLY
PROBE: Which others?
IF THIS CHANGED, ASK ABOUT CURRENT TIME/TIME THEY LEFT

IF ASKED, PARENTAL LEAVE IS FOR PARENTS TO LOOK AFTER THEIR CHILDREN AND IS NORMALLY ARRANGED IN ADVANCE, WHILE EMERGENCY LEAVE IS AVAILABLE FOR A RANGE OF FAMILY EMERGENCIES.

1. *Fully paid time-off for family emergencies*
2. *Partly paid time-off for family emergencies*
3. *Unpaid time-off for family emergencies*
4. *Fully paid parental leave*
5. *Partly paid parental leave*
6. *Unpaid parental leave*
7. *None of these*

LveU
{If went back to same job –JBack=1 and Leave ne 7/DK/RF}
SHOWCARD 14 AGAIN
And since going back to work after *[baby's name]* was born, have you actually used any of these types of leave?
CODE ALL THAT APPLY
PROBE: Which others?

(Programmer display codes selected at Leave)

MAware
{Ask if EmpSt(1)=1}
How well informed do/did you feel about the family friendly arrangements offered by your employer?

IF NECESSARY:
Family-friendly arrangements include all flexible working, childcare support and leave arrangements we asked you about earlier.

1. Very well informed
2. Fairly well informed
3. Not very well informed
4. Not at all well informed

{If more than one job before birth – BBJobs>1}

BBOIntr   Now I'd like to ask you about the other job or jobs you had before *[baby's name]* was born.

Note to programmer: the following questions need to be asked for all jobs entered at BBName for those routed at BBOIntr:

Job start and end dates: BBStart, Jnow, BBEnd
Whether employee or self-employed: EmpSE, SEChk, EmpSt
Whether job permanent and temporary: Perm
Working hours: Hrs
Earnings: Epay E payP EpayB, EpayBP, SEPay SEPayP SEPayB, SEPayBP

BLOCK E (BAFTER) EMPLOYMENT AFTER THE BABY WAS BORN

{If respondent employee and went back to pre-birth job OR left pre-birth job at the end of maternity leave – EmpSt1=1 and JBack=1 OR JBack=No and BBEnd1 is after Baby's DoB}

RetResp   Thinking about the job you had just before *[baby's name]* was born, that is working as *[BBName1]*, when you *[went back to work/talked with your ex-employer about going back to work]*, were you offered a job with more responsibility, less responsibility or the same level of responsibility you had just before *[baby's name]* was born?

1. More responsibility
2. Less responsibility
3. Same responsibility
4. Not applicable, e.g. did not discuss going back to work or did not discuss level of responsibility

RetPay   Thinking again about the job you had just before *[baby's name]* was born, (that is working as *[BBName1]*), when you [went back to work/talked with your ex-employer about going back to work], were you offered a job with a higher pay, a lower pay or the same pay you had just before *[baby's name]* was born?
If the pay you were offered was the same but pro rata, for example because you wanted to work part-time, the answer should be 'same pay'.

1. Higher pay
2. Lower pay
3. Same pay
4. Not applicable, e.g. did not discuss going back to work or did not discuss pay

(Programmer in RetResp, RetPay the textfill should be:
If JBack=1 then textfill 'went back to work'
If JBack=2 then textfill 'talked with your ex-employer about going back to work')

(Programmer please insert DV:
RetEmp 'Whether returned to work after birth'
1 Returned to same job if JBack=1
2 Returned to different job if JBack=2 and ABJobs>0)
3 Didn't return to work if JBack=2 and ABJobs=0)

{If respondent was employee before birth and returned to different job – EmpSt1=1 and RetEmp=2 and BBEnd1 is after Baby's DoB}

RetChn   SHOWCARD 15
You said earlier that you changed jobs after *[baby's name]* was born. Did you change jobs for any of the reasons shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?

1. I wanted flexible hours
2. I wanted part-time work
3. I wanted working hours that suited my needs
4. I wanted an employer that provided help with childcare
5. I wanted a job that was easier to get to
6. I wanted to work from home

7. I wanted a job with fewer responsibilities/duties
8. I wanted a job with more responsibilities/duties
9. I wanted a better paid job
10. I wanted to progress with my career
11. I wanted to change type of work/career
12. Other (PLEASE SPECIFY)

{If RetChan=Other}

RtChnO   DESCRIBE OTHER REASONS FOR CHANGING JOBS

{If respondent was employee before birth and didn't return to work– EmpSt1=1 and RetEmp=3 and BBEnd1 is after Baby's DoB}

RetWNo   SHOWCARD 16
You said earlier that you didn't go back to your job after *[baby's name]* was born. Would these arrangements have made you more likely to go back to your old job, that is working as *[BBName1]*, after *[baby's name]* was born?
CODE ALL THAT APPLY
PROBE: Which others?

If my ex-employer had offered me:

1. Flexible working hours
2. Part-time work
3. Working hours that suited my needs
4. Help with childcare
5. Home working some or all of the time
6. Re-training to return to my old job
7. Other help ex-employer could have offered (PLEASE SPECIFY)
8. No changes in working arrangement would have made me more likely to go back to my old job

{If RetWNO= Other}

RtWnoO   DESCRIBE OTHER HELP EX-EMPLOYER COULD HAVE OFFERED

{All with a new job after birth and who didn't go back to pre-birth job– ABJobs > 0 and JBack=2}

ABIntro   I would now like to ask you about the job or jobs your started after *[baby's name]* was born.

SHOW CALENDAR
ABStart(1)   Thinking about your job as *[ABName(1)]*, when did you start this job/period of self-employment, I need the actual day you started it, as well as the month and the year?

ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT CAN'T REMEMBER THE DAY:

•   ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
•   ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
•   SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

(Programmer hard checks to be added here:
-Must be after Baby's DoB
-Upper limit: 2,009
-Lower limit: 1,950)

(Programmer: add soft check below at ABStart(2), ABStart3 etc. if the date at these jobs is earlier than the date entered at the first main job after the birth i.e. ABStart(1):

'The starting date for this job is earlier than the date you have entered for the first main job before the birth i.e. *[ABName1]*, please make sure that *[ABName1]* was the first main job/period of employment after the birth or that the dates you have entered for this job and/or for *[ABName1]* are correct'

CJNow(1)	CODE OR ASK Are you still in this job/running this business?

1.   Yes
2.   No

NODK NORF

{If this not current job – CJNow(1)=2}

ABEnd(1)	And when did you finish this job/period of self-employment?

ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT CAN'T REMEMBER THE DAY:

- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

(Programmer hard checks to be added here:
-Must be after Baby's DoB
-Upper limit: 2,009
-Lower limit: 1,950)

	{All with a new job after birth and who didn't go back to pre-birth job– ABJobs > 0 and JBack=2}
CMake	What does/did the organisation you work/worked for mainly make or do (at the place where you work/worked)? IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT
CWKind	What kind of work do/did you do most of the time? IF RELEVANT, PROBE: What materials or equipment do/did you use? IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT
CEmpSe(1)	And are/were you an employee or self-employed?

AN EMPLOYEE IS SOMEONE WHO HAS/HAD AN ARRANGEMENT WITH AN EMPLOYER (ANOTHER PERSON OR ORGANISATION) TO WORK FOR THE LATTER FOR A WAGE OR SALARY.

SELF-EMPLOYED INCLUDES: SUBCONTRACTORS, FREELANCERS PEOPLE WORKING FOR THEMSELVES, CHILDMINDERS.

1. Employee
2. Self-employed

{If CEmpSe=2}

CSEChk(1)   Are/were you an employee of a company or business that you own/owned shares in or that you own/owned entirely?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1. Yes
2. No

(Note to programmer: please add DV:
CEmpSt(1) 'Employment status'
1 Employee if CEmpSe(1)=1 or CSEChk(1)=1
2 Self-employed if CEmpSe(1)=2 and CSEChk(1)=2

{If Employee –CEmpSt(1)=1}
SHOWCARD 17

CSize   Including yourself, how many employees work/worked in your organisation?

IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1. 1 or 2
2. 3-24
3. 25-499
4. 500 or more

CWGend   At the place where you work/worked, are/were the employees...READ OUT...
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1. ...all women,
2. mostly women,
3. about half and half, or
4. mostly men?

CSupr   In this/that job do/did you have formal responsibility for supervising the work of other employees?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

DO NOT INCLUDE PEOPLE WHO ONLY SUPERVISE: CHILDREN (E.G. TEACHERS, NANNIES, CHILDMINDERS), ANIMALS, SECURITY OR BUILDINGS (E.G. CARETAKERS, SECURITY GUARDS.).

1. Yes
2. No

CSuperD

{If supervisory responsibilities at CSuper}
Please describe the type of responsibility you have/had for supervising the work of other employees?
PROBE FOR WHO AND WHAT IS/WAS BEING SUPERVISED.

CPerm1

{If Employee – CEmpSt(1)=1}
SHOWCARD 18
Looking at this card, can you tell me how best you would describe this/that job.
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1.   A casual job
2.   A temporary job, lasting less than 12 months
3.   A fixed term job, lasting between one and three years
4.   A permanent job, with no fixed time for ending

CSEOwn

{If self-employed –CEmpSt(1)=2}
Are/Were you working on your own or do/did you have employees?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

CODE 1 IF HAS PARTNERS BUT NO EMPLOYEES.

1.   On their own
2.   With employees

CSENo

{If with employees at CSEOwn}
SHOWCARD 17
How many people do/did you employ at the place where you work/worked?

IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1.   1 or 2
2.   3-24
3.   25-499
4.   500 or more

CHrs(1)

{All with a new job after birth – ABJobs > 0 and JBack=2}
How many hours a week do/did you usually work in this/that job, excluding meal breaks, but including any paid overtime?

IF HOURS VARY/VARIED ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH/LAST MONTH THEY WERE IN THE JOB/BUSINESS

CODE XX IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

(Programmer: insert a soft check at CHrs(1) if hours less than five or more than 50. Insert code for those who can't provide hours because varied too much – see interviewer instructions)

{If employee – CEmpst(1)=1}

CEpay(1)   What is/was your normal gross pay in this/that job, that is your pay before any deductions for tax and national insurance. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR PAYSLIP, IF AVAILABLE.

ENTER AMOUNT IN POUNDS AND PENCE. E.G. £5.49

1..500,000

{If CEpay(1) ne DK or RF}

CEpayP(1)   ENTER PAY PERIOD

1.   Hourly
2.   Weekly
3.   Monthly (calendar month)
4.   Annual

(Note for programmer: need soft checks at CEpayP(1) for unlikely amounts taking into account the amount entered at CEpay(1), the period at CEpayP(1) and working hours at Hrs(1))

{If DK at CEpay(1)}

CEpayB(1)   SHOWCARD 19
And looking at this card, can you choose the category that is/was closest to your gross pay in this/that job. By gross pay I mean your pay before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

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

CSEPay(1)   *{If self-employed – CEmpst(1)=2}*
What are/were your normal gross earnings from your business or self-employment before any deductions for tax and national insurance. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THAT BUSINESS).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR ACCOUNTS, IF AVAILABLE.

ENTER AMOUNT

1..500,000

CSEpayP(1)   *{If CSEpay(1) ne DK or RF}*
ENTER PAY PERIOD

1.   Hourly
2.   Weekly
3.   Monthly (calendar month)
4.   Annual

(Note for programmer: need soft checks at CSEpayP(1) for unlikely amounts taking into account the amount entered at CSEpay(1), the period at CSEpayP(1) and working hours at Hrs(1))

CSEPyB(1)   *{If DK at CSEPay(1)}*
SHOWCARD 19
And looking at this card, can you choose the category that is/was closest to your gross earnings from your business or self-employment, that is your earnings before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

(Programmer: use CEPayB(1) codes)

CTrUn   *{If employee – CEmpSt(1)=1}*
At your workplace, are/were there any staff associations or trades union groups recognised by management for negotiating pay and working conditions?

IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1.   Yes
2.   No

CUnMem   *{If yes at CTrUn)*
Are/Were you a member of a trades union or staff association?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

1.   Yes
2.   No

CFlex

{If employee – CEmpSt(1)=1}
SHOWCARD 20
In this/that job, does/did your employer offer to employees any of the family friendly arrangements shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?
IF THIS CHANGED, ASK ABOUT CURRENT TIME/TIME THEY LEFT

PART-TIME WORK MEANS BEING ALLOWED TO WORK FEWER HOURS THAN THE STANDARD FULL-TIME HOURS IN THE RESPONDENT'S WORKPLACE.

1. Part-time work
2. Employees can work during school terms only
3. Job-share, that is two people working part time to fill a full-time post
4. Flexible working hours that meet an employee's needs
5. Reduced hours for an agreed period to meet an employee's needs
6. Working shifts that meet an employee's needs
7. Working at home or from home sometimes
8. Working at home or from home all the time
9. None of these

CflxU

{If CFlex ne 9/DK/RF}
SHOWCARD 20 AGAIN
And have you actually used any of those family friendly arrangements which you chose in the previous question?
CODE ALL THAT APPLY
PROBE: Which others?

(Programmer display codes selected at CFlex)

CWCar

{If employee – CEmpSt(1)=1}
SHOWCARD 21
Does/did your employer offer to employees any of the types of support shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?
IF THIS CHANGED, ASK ABOUT CURRENT TIME/TIME THEY LEFT

CHILDCARE INCLUDES DAYCARE AND OUT OF SCHOOL CARE

CAREER BREAKS ARE TIME OFF WORK TO LOOK AFTER THE FAMILY AND ARE PROVIDED IN ADDITION TO OTHER LEAVE PARENTS CAN HAVE, SUCH AS MATERNITY, PATERNITY OR PARENTAL LEAVE.

1. Childcare vouchers or other help with paying for childcare
2. Workplace childcare
3. Other childcare supported by the employer
4. Help with finding childcare away from the workplace
5. Employees able to use a telephone for family reasons
6. Career breaks for family reasons
7. 'Keep in touch' scheme offered by employer during maternity leave
8. Re-training on return from maternity leave
9. None of these

CWCrU	*{If CWCare ne 9/DK/RF}* SHOWCARD 21 AGAIN And have you actually used any of those arrangements chosen in the previous question? CODE ALL THAT APPLY PROBE: Which others?

(Programmer display codes selected at CWCare)

CLeav	*{If employee – CEmpSt(1)=1}* SHOWCARD 22 Does your employer offer working parents any of these leave arrangements. These are types of leave that are offered to both mothers and fathers in addition to maternity and paternity leave, and annual leave? CODE ALL THAT APPLY PROBE: Which others? IF THIS CHANGED, ASK ABOUT CURRENT TIME/TIME THEY LEFT

IF ASKED, PARENTAL LEAVE IS FOR PARENTS TO LOOK AFTER THEIR CHILDREN AND IS NORMALLY ARRANGED IN ADVANCE, WHILE EMERGENCY LEAVE IS AVAILABLE FOR A RANGE OF FAMILY EMERGENCIES.

1. *Fully paid time-off for family emergencies*
2. *Partly paid time-off for family emergencies*
3. *Unpaid time-off for family emergencies*
4. *Fully paid parental leave*
5. *Partly paid parental leave*
6. *Unpaid parental leave*
7. *None of these*

ClveU	*{If CLeave ne 7/DK/RF}* SHOWCARD 22 AGAIN And have you actually used any of those types of leave chosen in the previous question? CODE ALL THAT APPLY PROBE: Which others?

(Programmer display codes selected at CLeave)

MCAware	*{If employee – CEmpSt(1)=1}* How well informed do/did you feel about the family friendly arrangements offered by your employer?

IF NECESSARY:
Family-friendly arrangements include all flexible working, childcare support and leave arrangements we asked you about earlier.

1. Very well informed
2. Fairly well informed
3. Not very well informed
4. Not at all well informed

{If more than one new job after birth – JBack=2 and ABJobs>1 OR JBack=1 and ABJobs>0 }

ABOIntr   Now I'd like to ask you about the (other) job or jobs you had since *[baby's name]* was born.

Note to programmer: the following questions need to be asked for all jobs entered at ABName and those routed at ABOIntr:

Job start and end dates: ABStart, CJnow, ABEnd
Whether employee or self-employed: CEmpSE, CSEChk, CEmpSt
Whether job permanent and temporary: CPerm
Working hours: CHrs
Earnings: CEpayB CEOyBP CSEPayB CSEPyBP

BLOCK F (BTIMEOFF) TAKING TIME OFF WORK TO HAVE THE BABY

	{Ask all mothers who were officially employed/self-employed when the baby was born–BBEnd1 is after baby's DoB or Jnow1=yes}
TOffIn	I'm now going to ask you some questions about taking time off work around the time *[baby's name]* was born.
	{Ask all employees who were officially employed when baby was born– EmpSt1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }
LegEntit	As far as you know, by law how much maternity leave were you allowed to have when *[baby's name]* was born? We want to know about the total paid and unpaid maternity leave you think you were allowed to have by law, regardless of whether or not your employer gave you all that time, or whether or not you took all that time.

CODE 0, IF RESPONDENT THINKS NO LEGAL ENTITLEMENT TO MATERNITY LEAVE

CODE THE NUMBER OF WEEKS OR MONTHS HERE AND THE PERIOD AT THE NEXT QUESTION

0..80

{If LegEntit > 0 and ne DK/RF)

LegEntP	CODE WHETHER REPLY GIVEN IN WEEKS OR MONTHS

1. Weeks
2. Months

(Programmer: add a soft check above if the value is more than 12 months or more than 52 weeks)

(Programmer: can you please create the following DV:
WLegEnt 'N of weeks of ML legally entitled to'
If LegEntP = 2, recode answer at LegEntit into number of weeks (using formula of 30 days in a month)
If LegEntP = 1, copy answer from LegEntit.

	{Ask all employees who were officially employed when baby was born - EmpStat1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }
MLEmp	Employers offer different amounts of maternity leave, how much paid and/or unpaid leave did your employer offer you around the time you had *[baby's name]*? We want to know how much maternity leave your employer offered at the time, whether or not you took all of that leave.

CODE 0, IF RESPONDENT THINKS NO MATERNITY LEAVE PROVIDED BY EMPLOYER

IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE MAIN JOB I.E. ^BBNAME1

CODE THE NUMBER OF WEEKS OR MONTHS HERE AND THE PERIOD AT THE NEXT QUESTION

0..80

MlEmpP
{If MLEmp > 0 and ne DK/RF)
CODE WHETHER REPLY GIVEN IN WEEKS OR MONTHS

1.   Weeks
2.   Months

(Programmer: add a soft check above if the value is more than 12 months or more than 52 weeks)

(Programmer: can you please create the following DVs:
WMlEmp 'N. of weeks of ML employer offered'
If MlEmpP = 2, recode answer at MlEmp into number of weeks (using formula of 30 days in a month)
If MlEmpP = 1, copy answer from MlEmp.

MatWhen
{Ask all mothers who were officially employed/self-employed when the baby was born–BBEnd1 is after baby's DoB or Jnow1=yes }
SHOW CALENDAR
[Text for employees] When did you start your formal maternity leave, by this I mean the start of the maternity leave date allowed by or agreed with your employer. Please do not include any annual leave or time off sick you had immediately before your maternity leave?
[Text for self-employed] When did you stop working before your baby arrived?

PLEASE ENTER DATE IN FORM DD-MM-YYYY.

MARK START OF MATERNITY LEAVE ON CALENDAR

IF RESPONDENT TOOK MATERNITY LEAVE FROM MORE THAN ONE JOB, ASK ABOUT MATERNITY LEAVE FROM THE MAIN JOB I.E. ^BBNAME1

IF SELF-EMPLOYED ASK ABOUT THE TIME THEY DECIDED TO TAKE OFF TO HAVE THE BABY AND THEY STOPPED WORKING ALTOGETHER OR ONLY WORKED FOR VERY FEW HOURS, E.G. TO FINISH THINGS OFF.
ASKING ABOUT THE TIME THEY STARTED RECEIVING MATERNITY ALLOWANCE/PAY MIGHT HELP THEM TO REMEMBER WHEN THEY STOPPED WORKING.

IF RESPONDENT CAN'T REMEMBER THE DAY:

•   ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM
       REMEMBER
•   ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE
       THEM TO PROVIDE A DAY WITHIN THIS PERIOD
•   SUGGEST RESPONDENT CHECKS DATE IN DIARY OR OTHER DOCUMENTS,
       IF AVAILABLE

(Programmer add soft check if the date at MatWhen is 2+ months before the baby's DoB or if it after the baby's DoB)

MLStopW
Did you stop working before *[date at MatWhen]*, for example because you took annual leave, emergency leave or other leave?

IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE MAIN JOB I.E. ^BBNAME1

1.   Yes
2.   No

(Programmer if MatWhen =DK/RF the texfill should be 'the official start of your maternity leave')

WorkStop	*{If yes at MLStopW}* SHOW CALENDAR When did you stop working? PLEASE ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE MAIN JOB I.E. ^BBNAME1

IF RESPONDENT CAN'T REMEMBER THE DAY:
- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY OR OTHER DOCUMENTS, IF AVAILABLE

(Programmer. Insert HARD CHECK at WorkStop, answer provided should be earlier than date given at MatWhen)

EarlyW	SHOWCARD 23 And looking at this card, why did you stop working before *[date at MatWhen]*? IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE MAIN JOB I.E. ^BBNAME1 CODE ALL THAT APPLY PROBE: Which others?

1. I took annual leave/holiday entitlement
2. I took emergency leave
3. I took sick leave
4. The baby arrived early
5. Other (please specify)

(Programmer if MatWhen =DK/RF the texfill should be 'the official start of your maternity leave')

OEarly	*{If EarlyWhy=Other}* ENTER DESCRIPTION OF OTHER REASON FOR STOPPING WORK BEFORE START OF FORMAL MATERNITY LEAVE

{Ask all mothers who were officially employed/self-employed when the baby was born–BBEnd1 is after baby's DoB or Jnow1=yes }
SHOWCARD 24

MTimeW   And looking at this card, what were your reasons for *[starting your formal maternity leave/stop working to have your baby]* when you did]?
CODE ALL THAT APPLY
PROBE: Which others?

IF RESPONDENT TOOK MATERNITY LEAVE FROM MORE THAN ONE JOB, ASK ABOUT MATERNITY LEAVE FROM THE MAIN JOB I.E. ^BBNAME1

1.   The baby arrived early

2.   My employer obliged me to stop working because I had been off work for a pregnancy-related reason in the last month before my baby was due
3.   My employer obliged me to stop working for a different reason

4.   I had health problems
5.   I was too tired to carry on working
6.   I was too big to carry on working

7.   I wanted to prepare for the baby's arrival
8.   I thought the baby might come early

9.   I wanted to take as much leave as possible after the birth
10.   Other (PLEASE SPECIFY)

(Programmer: at MtimeW:
If employee i.e. EmpStat(1)=1 texfill= 'starting your formal maternity leave'
If self-employed i.e. EmpStat(1)=2 texfill='stop working to have your baby'

{If MTimeWhy=Other}
OtimeW2   ENTER DESCRIPTION OF OTHER REASON FOR STARTING MATERNITY LEAVE WHEN THEY DID

{Ask all mothers who were officially employed/self-employed when the baby was born–BBEnd1 is after baby's DoB or Jnow1=yes }
MLStill   CODE OR ASK
And are you still on maternity leave?

1.   Yes
2.   No

MLStop	*{If no at MLStill}* SHOW CALENDAR *[Text for employees]* And when did your maternity leave end, by this I mean the end of maternity leave date allowed by or agreed with your employer? *[Text for self-employed]* And when did you start working again after your baby arrived? PLEASE ENTER DATE IN FORM DD-MM-YYYY. MARK START OF MATERNITY LEAVE ON CALENDAR IF SELF-EMPLOYED AND HAD NOT DECIDED TO END THEIR MATERNITY LEAVE AT ANY POINT, CODE DON'T KNOW IF SELF-EMPLOYED ASKING ABOUT THE TIME MATERNITY ALLOWANCE/PAY ENDED MIGHT HELP THEM TO REMEMBER WHEN THEY STARTED WORKING AGAIN. IF RESPONDENT CAN'T REMEMBER THE DAY: • ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER • ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD • SUGGEST RESPONDENT CHECKS DATE IN DIARY OR OTHER DOCUMENTS, IF AVAILABLE

(Programmer: add soft check at MLStop if date entered is more than 12 months after the baby's DoB)

(Programmer; please add DV
LengthML 'N.of weeks of ML taken'
LengthML = number of days between DD.MM.YYYY at MatWhen and DD.MM.YYYY at MLStop, divided by 7 and rounded up to nearest whole number (number of weeks).

RetWhy	*{If returned to pre-birth job – Jback=1}* SHOWCARD 25 And looking at that this card, what were the reasons for returning to work at that time? CODE ALL THAT APPLY PROBE: Which others? IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE MAIN JOB I.E. THE ONE WITH THE LONGEST HOURS SUITABLE CHILDCARE INCLUDES FORMAL CHILDCARE , SUCH AS A DAY NURSERY OR A CHILDMINDER, AS WELL AS INFORMAL CARE, SUCH AS PARTNER OR GRANDPARENTS 1. My maternity leave came to an end 2. My maternity pay/benefits came to an end 3. I got additional money from my employer for returning at that time 4. I needed the money 5. I was worried I might lose my job if I stayed away longer 6. A longer break could have harmed my career/business 7. I enjoy working and was keen to return 8. I missed the company at work 9. I wanted to work to be independent 10. I found a new job that suited my needs 11. I found suitable childcare 12. Other (PLEASE SPECIFY)

OretWhy   *{If ORetWhy=other}*
ENTER DESCRIPTION OF OTHER REASONS FOR RETURNING TO WORK

{If have dates at MLWhent and MLStop}
MLTake   From the dates you have given me, the computer has calculated that you had a total of *[weeks calculated at ^LenghtML]* maternity leave, is that correct?

1.   Yes
2.   No

{If MLTake=No OR MLWhen or MLStop=DK or RF }
MLTake2   And what was the total number of weeks or months of paid or unpaid maternity leave that you took (or planned to take)?
ENTER NUMBER OF WEEKS OR MONTHS HERE AND PERIOD AT THE NEXT QUESTION

1..80

MLTake3   CODE WHETHER REPLY WAS GIVEN IN WEEKS OR MONTHS

1.   Weeks
2.   Months

(Programmer: add soft checks here for unlikely no's of weeks and months:
PROG4
If MLTake2>52 and MLTake3=weeks or MLTake2<39 and MLTake3=weeks OR
if MLTake2>12 and MLTake3=months or MLTake2<6 and MLTake3=months)

{Ask all employees who were officially employed when baby was born– EmpSt1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }

{If Yes at Unfair}
UnfrTx   SHOWCARD 26
Do you believe you were treated unfairly at work because of your pregnancy in any of the ways shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?

1.   I was given unsuitable work or workloads
2.   I was discouraged from attending antenatal classes during work time
3.   I received unpleasant comments from my employer and/or colleagues
4.   I was unfairly criticised or disciplined about my performance at work
5.   I failed to gain a promotion I felt I deserved or were otherwise sidelined
6.   I was denied access to training that I would otherwise have received
7.   I had a reduction in my salary or bonus
8.   I received a pay rise or bonus that was less than my peers at work
9.   I was treated so poorly that I felt I had to leave
10. I was bullied by my line manager/supervisor
11. I was dismissed or selected for redundancy because of pregnancy
12. I do not believe I was treated unfairly at work because of my pregnancy
93. Other (PLEASE SPECIFY)

UnfrTrO   *{UnfairTr=other}*
ENTER DESCRIPTION OF OTHER UNFAIR TREATMENT BY EMPLOYER.

{Ask all employees who were officially employed when baby was born– EmpSt1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }
SHOWCARD 27

DiffML   Did you have any of the following difficulties with your employer relating to your maternity leave before you stopped work to have your baby?"
CODE ALL THAT APPLY
PROBE: Which others?

1.   My employer lacked knowledge about my maternity leave entitlements and benefits
2.   My employer was unhappy about letting me take my maternity leave
3.   I was put under pressure to hand in my notice
4.   I was encouraged to take time off or signed off on sick leave before I was ready to start maternity leave
5.   I was encouraged by my employer to start my maternity leave earlier than I would have liked
6.   Other difficulties with my employer relating to my maternity leave (PLEASE SPECIFY)
7.   I had no difficulties with my employer relating to my maternity leave

{If DiffMl=other}

OdiffMl   ENTER DESCRIPTION OF OTHER PROBLEMS RELATING TO TAKING MATERNITY LEAVE

{Ask all employees who were officially employed when baby was born - EmpStat1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }
SHOWCARD 28

KIT   Before your maternity leave ended on *[date at MLStop]*, did you have any type of work-related contact or communication with your employer? Please include any work-related contact you might have had with Human Resources, your manager or anyone else in your workplace.

INTERVIEWER: INCLUDE ALL WORK-RELATED CONTACTS BUT EXCLUDE SOCIAL CONTACTS

CODE ALL THAT APPLY
PROBE: Which others?

1.   Yes, I had [a] face-to-face meeting[s] with someone from my workplace
2.   Yes, I had [a] telephone conversation[s] with someone from my workplace
3.   Yes, I had email correspondence with someone from my workplace
4.   Yes, I received letters from someone from my workplace
5.   Other (PLEASE SPECIFY)
6.   No, I didn't have any work-related contact with anyone from my workplace

{If KIT=other}

KITO   What type of contact was this?
[open]

KITWhyN	*{If KIT=No contact}* Why didn't you have any work-related contact with your employer during your maternity leave? CODE ALL THAT APPLY PROBE FULLY. DO NOT READ OUT

1. There was no need for any work-related contact
2. My employer was reluctant to contact me
3. I was reluctant to contact my employer
4. Other

KITWhO	*{If KITWhyN=Other}* RECORD OTHER ANSWER HERE [open]

KITWrk	Did you do any work for your employer or receive any training during your maternity leave? CODE ALL THAT APPLY

1. Yes, work
2. Yes, training
3. No, neither work nor training

(Programmer: No is an exclusive code}

KITDay	*{Ask If KITWrk<>No and KITWrk ne DK or RF }* How many days of work or training in total did you do during your maternity leave? INTERVIEWER: CODE HALF DAYS OR LESS AS O.5 0.5 .. 90

{Programmer: add a soft check for values over 20}

KITPay	Were you paid for doing any of this work or training? Please include payments received in addition to maternity pay.

1. Yes
2. No

KITPAm	*{Ask if KITPay=Yes}* How many days were you paid for? Was it all of them, most of them or some of them?

1. All of them
2. Most of them
3. Some of them

KITProb	*{Ask If KITWrk<>No and KITWrk ne DK or RF }* Did you have any problems with your employer with regard to the work you did or the training you received during your maternity leave?

1. Yes
2. No

KITProbW

{Ask if KITProb=yes}
What problems did you have?
[open]

KITAware

{Ask all employees who were officially employed when baby was born - EmpStat1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }
Before your maternity leave began, were you aware that women on maternity leave are entitled to 10 'Keeping in touch' days', which means they can do some work for their employer without affecting their maternity leave or maternity pay?

1. Yes, I was aware
2. No, I was not aware

SKITWrk

{Ask all self-employed mothers who were officially employed when baby was born - EmpStat1=2 and BBEnd1 is after baby's DoB or Jnow1=yes }
Before you started working again on *[date at MLStop]*, did you do any work or receive any training related to your job?

CODE ALL THAT APPLY

1. Yes, work
2. Yes, training
3. No, neither work nor training

(Programmer: No is an exclusive code}

SKITDay

{Ask if SKITWrk <> No}
How many days of work or training in total did you do during your maternity leave?

INTERVIEWER: CODE HALF DAYS OR LESS AS O.5

0.5 .. 90

{Programmer: add a soft check for values over 20}

BLOCK G (BMATPAY) MATERNITY PAY

MatPayIn   *{Ask All}*
I'm now going to ask you about maternity pay and benefits you may have received when *[baby's name]* was born. We ask these questions as the Government wants to find out whether mothers get the money they are entitled to. (If you have any documents relating to your maternity pay or benefits, such as a letter from your employer, bank statements, payslips, or social security documents, these might help you to answer the next questions.)

MatPay   SHOWCARD 29
When you had *[baby's name],* did you receive any of the types of maternity pay or benefit shown on this card?
CODE ALL THAT APPLY

PROBE: Which others?

PLEASE MAKE SURE RESPONDENT READS VERY CAREFULLY THE DESCRIPTION OF THE DIFFERENT TYPES OF MATERNITY PAY BEFORE THEY ANSWER THE QUESTION.

1. Statutory Maternity Pay
2. Maternity Allowance
3. Occupational Maternity Pay
94 None of these

Statutory Maternity Pay (SMP): this is paid to women by their employer usually in the same way as their normal wages are paid
Maternity Allowance (MA): this is paid to women weekly or every four weeks by the social security/Jobcentre Plus offices, but it is separate from Child Benefit payments
Occupational Maternity Pay (OMP): this is paid to women by their employer as part of their contract of employment and is usually paid in addition to Statutory Maternity Pay or Maternity Allowance. OMP is sometimes called Company Maternity Pay or Employer Maternity Pay.

(Programmer insert:
- a soft check here if mother was self-employed before going on maternity leave and they choose SMP (i.e. EmpSt(1)= 2 and MatPay=1)
-a hard check: if 94 and other codes selected - 94 is an exclusive code)

{If selected both SMP and MA (1 and 2) at MatPay}
MatPayCk   SHOWCARD 29 AGAIN
Women normally get either Statutory Maternity Pay from their employer or Maternity Allowance from the social security/Jobcentre Plus office, I just wanted to check that you actually received both these?

1. Yes, received both
2. No, received Statutory Maternity Pay only
3. No, received Maternity Allowance only

OMPPay
{If receied OMP – i.e. MatPay =3}
You said that you received Occupational Maternity Pay from your employer. May I just ask, for this did you get regular maternity payments, a one-off payment in the form of a lump sum, or both regular payments and a lump sum?

CODE 1 IF PAYMENT REGULAR BUT AMOUNT VARIED OVER THE MATERNITY PAY PERIOD

THE LUMP SUM MIGHT BE GIVEN TO MOTHERS AT THE BEGINNING OF THEIR MATERNITY LEAVE, DURING THEIR MATERNITY LEAVE OR WHEN THEY RETURNED TO WORK

1   Regular payments only
2   Lump sum only
3   Both regular payments and lump sum

OMPPayLS
{If 2 or 3 at OMPPay }
And how much did you get for your Occupational Maternity Pay lump sum.
We are interested in the gross amount, that is before deductions for tax and national insurance?

ENTER AMOUNT

1..100,000

OMPWhen
And did you get this lump sum at the beginning of your maternity leave, during your maternity leave or when you returned to work?

1.   Beginning of maternity leave
2.   During maternity leave
3.   When returned to work

(Programmer create the following DV:
PayType 'Type of maternity pay'
1.   'SMP only' = (code SMP only at MatPay) OR (coded SMP and MA at MatPay and then MatPayCk=SMP only or both) OR (coded SMP and OMP at MatPay and OMPPay is lump sum only) OR (coded SMP, MA and OMP at MatPay and MatCk is both or SMP only and OMPPay is lump sum only)
2.   'MA' = (coded MA only at MatPay) OR (coded SMP and MA at MatPay and then MatPayCk coded MA only) OR (coded MA and OMP at MatPay) OR (coded SMP, MA and OMP at MatPay and MatCk is MA only)
3.   'OMP' = (coded OMP only at MatPay and OMPPay is regular or both) OR (coded SMP and OMP at MatPay and OMPPay is regular or both) OR (coded MA and OMP at MatPay and OMPPay is regular or both) OR (coded SMP, MA and OMP at MatPay and OMPPay is regular or both)
4.   Else=invalid information provided)

{Ask if no maternity pay received MatPay=none of these}
SHOWCARD 30

WNoSMP   You said that you did not get Statutory Maternity Pay. May I just ask, why was this?
CODE ALL THAT APPLY
PROBE: Which others?

1.   I was unemployed
2.   I was self-employed
3.   I had not worked long enough
4.   I gave up work too early
5.   I did not earn enough
6.   My employer refused to give me maternity pay
7.   I did not give my employer enough notice of stopping work to have the baby
8.   I did not know about Statutory Maternity Pay
9.   I was living abroad at the time
10. Other (PLEASE SPECIFY)

{Ask if WNoSMP=other}

WhyNSMP   Why didn't you receive Statutory Maternity Pay?
[open]

{Ask if no maternity pay received MatPay=none}

MAApply   To receive Maternity Allowance, you would have to get a claim form from JobcentrePlus or the Department for Work and Pensions website. Can I just check, did you apply for Maternity Allowance?

1.   Yes
2.   No

{Ask If MAApply = No}
SHOWCARD 31

MAApNo   Why did you not apply for Maternity Allowance?
CODE ALL THAT APPLY

1.   I didn't think I was eligible
2.   I didn't know about Maternity Allowance
3.   I couldn't be bothered
4.   I found the process of applying too complicated
5.   I was living abroad at the time
6.   Other (PLEASE SPECIFY]

{Ask if MAApNo=other}

MAApWhyO   Why did you not apply for Maternity Allowance?
[open]

{Ask If MAApply = yes}

MASuc   Was your application for Maternity Allowance successful?

1.   Yes, I received MA
2.   No, I didn't receive MA

{Ask if MASuc = no}
SHOWCARD 32

WyNoMA   You said that you did not get Maternity Allowance either. May I just ask, why was this?
CODE ALL THAT APPLY
PROBE: Which others?

1.   I was unemployed
2.   I had not worked long enough
3.   I gave up work too early
4.   I did not earn enough
5.   I did not know about Maternity Allowance
6.   I was living abroad at that time
7.   Other (PLEASE SPECIFY)

{Ask if WNoMA=other}

WNoMAO   Why didn't you get Maternity Allowance?
[open]

{Ask All}

IncO1   SHOWCARD 33
Did you personally receive any of these benefits or other types of income *[while you were on maternity leave/in the first six months after [baby's name] was born]*?
CODE ALL THAT APPLY.
PROBE: Which others?

DO NOT INCLUDE INCOME THE PARTNER RECEIVES OR GIVES TO THE RESPONDENT E.G. HOUSEKEEPING MONEY.

IF NECESSARY TELL RESPONDENT THAT YOU WILL ASK AT THE NEXT QUESTION ABOUT OTHER TYPES OF INCOME AND BENEFIT NOT INCLUDED BELOW

1.   Sure Start Maternity Grant
2.   Income from an insurance/health policy
3.   Income from your business
4.   Earnings from employment/self-employment
5.   Income Support
6.   Working Tax Credit (previously known as Working Families Tax Credit)
7.   Jobseeker's Allowance
8.   Child Tax Credit
9.   Child Benefit
10. Child or spouse maintenance from a former partner
11. None of these

(Programmer:
-add soft check if code 9 'Child Benefit' is not selected at this question
-add a soft check here if mother receiving SMP and MA and if also receiving Income Support i.e. if PayType=1 or 2 AND IncO=Income Support

IncO2 SHOWCARD 34
And did you personally receive any of these benefits or other types of income *[while you were on maternity leave/in the first six months after [baby's name] was born]*?
CODE ALL THAT APPLY.
PROBE: Which others?
DO NOT INCLUDE INCOME THE PARTNER RECEIVES OR GIVES TO THE RESPONDENT E.G. HOUSEKEEPING MONEY.

1. Housing Benefit
2. Council Tax Benefit
3. Incapacity Benefit
4. New Deal Allowance
5. Statutory Sick Pay
6. Disability Living Allowance
7. Carer's Allowance
8. Other state benefits or allowances
9. Income from savings and investment
10. Other type of income or benefit (PLEASE SPECIFY)
11. No other income received

IncOO *{If IncO2 = Other}*
ENTER DESCRIPTION OF OTHER TYPE OF INCOME OR BENEFIT

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

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

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

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

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

SMP ONLY SECTION

SMPStart

{If received SMP only – PayType=1}
SHOW CALENDAR
When did you start receiving Statutory Maternity Pay?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RESPONDENT CANT' REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

(Programmer: add soft check above if date is 2+ months before baby's DoB or after the baby's DoB)

SMPEnd

When did you finish receiving Statutory Maternity Pay?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RESPONDENT CANT' REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

(Programmer:
add soft check if SMPEnd is 41+ weeks after SMPStart)
add soft check if date above is 12+ months after the baby's Dob)

(Programmer: create a DV:
SMPWKs 'N. of weeks of SMP' –calculate this from SMPStart and SMPEnd

SMPCkW

{If valid replies given at SMPStart and SMPEnd}
From the dates you have given me the computer has calculated that you received Statutory Maternity Pay for [SMPWKs] weeks, is that correct?

1.   Yes
2.   No

ISMPWks

{If SMPCkW=No or SMPStart=DK/RF or SMPEnd=DK/RF}
And for how many weeks did you receive Statutory Maternity Pay?

1..80

(Programmer: add soft check if ISMPWks is over 41)

	{If received SMP for fewer than 39 weeks i.e. (I)SMPWks<39}
	SHOWCARD 35
SMPLess	Women normally get 39 weeks of Statutory Maternity Pay, that's just over nine months. You seem to have received Statutory Maternity Pay for *[SMPWks]* only. Do you know why you got Statutory Maternity Pay for this number of weeks?
	CODE ALL THAT APPLY
	PROBE: Which others?

1. I didn't know I could get maternity pay for 39 weeks
2. I started a new job/business
3. I needed to return to work early for financial reasons
4. I wanted to return to work early
5. My employer pressurised me to return to work early
6. Other reason (PLEASE SPECIFY)

	{If SMPLess=Other}
SMPLessO	ENTER DESCRIPTION OF OTHER REASON FOR RECEIVING LESS THAN 39 WEEKS STATUTORY MATERNITY PAY/MATERNITY PAY.
	{If received SMP only – PayType=1}
SMPPay	Women can get different amounts of maternity pay at different times. As part of your Statutory Maternity Pay, did you get 90 per cent of your average earnings for at least some of the time?
	IF UNSURE, ENCOURAGE TO CHECK WITH RELEVANT DOCUMENTS, IF AVAILABLE

1 Yes
2 No

	{If SMPPay =yes}
SMPPer	For how many weeks or months did you get 90 per cent of your earnings?
	ENTER AMOUNT AT THIS QUESTION AND PERIOD AT THE NEXT

1..80

	{If SMPPer ne RF or DK}
SMPPerP	ENTER TIME PERIOD (SMP)

1. Weeks
2. Months

(Programmer: add a soft check: if SMPPer=12 and SMPPerP =weeks OR if SMPPer=3 and SMPPerP =months)

	{If received SMP only – PayType=1}
SMPRest	And how much did you get paid *[for the rest of the time/as part of your Statutory Maternity Pay]*. You can provide this as an actual amount or a percentage of your earnings?

1. Actual amount
2. Percentage of earnings

(Programmer: at SMPRest:
If SMPPay=yes textfill 'for the rest of the time'
If SMPtPay=no textfill 'as part of your Statutory Maternity Pay')

{If SMPRest=Actual amount}

SMPAmt   ENTER AMOUNT HERE AND PERIOD AT THE NEXT QUESTION (SMP)

                1..10,000

                {If SMPAmt ne DK or RF}

SMPAmtP   ENTER TIME PERIOD

                1.   Weeks
                2.   Months

(Programmer: add soft check at SMPAmtP
if SMPAmt is <50 or >200 and SMPAmtP=weeks
if SMPAmt is <200 or >800 and SMPAmtP=months)

                {If SMPRest=Percentage}
SMPPerc   ENTER PERCENTAGE OF EARNINGS

                1..100

                {If received SMP only – PayType=1}
                SHOWCARD 36
SMPPr   Looking at this card, did you experience any of these problems with your employer
                with your Statutory Maternity Pay?
                CODE ALL THAT APPLY
                PROBE: Which others?

                1.   Employer didn't give information about conditions for getting maternity pay
                2.   Employer didn't give information about the number of weeks of maternity
                     pay I was allowed
                3.   Employer didn't give information about the amount of maternity pay I
                     could get
                4.   Employer didn't pay maternity pay regularly
                5.   Employer didn't always pay the right amount of maternity pay
                93   Other problems experienced with employer(PLEASE SPECIFY)
                94   No problems experienced with employer

                {If other at SMPPr}
SMPPrO   ENTER DESCRIPTION OF OTHER PROBLEM EXPERIENCED WITH EMPLOYER

MA ONLY SECTION

MAStart

{If received MA – PayType=2}
SHOW CALENDAR
When did you start receiving Maternity Allowance?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RESPONDENT CAN'T REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

(Programmer: add soft check above if date is 2+ months before the baby's DoB or after baby's DoB or after the baby's DoB)

MAEnd

When did you finish receiving Maternity Allowance?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RESPONDENT CANT' REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

(Programmer:
add soft check if MAEnd is 41+ weeks after MAStart
add soft check if date above is 12+ months after the baby's DoB)

(Programmer: create a DV:
MAWKs 'N. of weeks of MA' –calculate this from MAStart and MAEnd

MACkW

{If valid replies given at MAStart and MAEnd}
From the dates you have given me the computer has calculated that you received Maternity Allowance for *[MAWKs]* weeks, is that correct?

Yes
No

IMAWks

{If MACkW=No or MAStart=DK/RF or MAEnd=DK/RF}
And for how many weeks did you receive Maternity Allowance?

1..80

(Programmer: add soft check if IMAWks is over 41)

{If received MA for fewer than 39 weeks i.e. (I)MAWks<39}
SHOWCARD 35

MALess   Women normally get 39 weeks of Maternity Allowance, that's just over 9 months. You seem to have received Maternity Allowance for *[MAWks]* only. Do you know why you got Maternity Allowance for this number of weeks?
CODE ALL THAT APPLY
PROBE: Which others?

1. I didn't know I could get maternity pay for 39 weeks
2. I started a new job/business
3. I needed to return to work early for financial reasons
4. I wanted to return to work early
5. My employer pressurised me to return to work early
6. Other reason (PLEASE SPECIFY)

{If MpayLess=Other}

MALessO   ENTER DESCRIPTION OF OTHER REASON FOR RECEIVING LESS THAN 39 WEEKS MATERNITY ALLOWANCE.

{If received MA – PayType=2}
SHOWCARD 37

MAPayW   Depending on their circumstances, women can get different types of maternity pay or benefits, do you know why you received Maternity Allowance?
CODE ALL THAT APPLY
PROBE: Which others?

IF RESPONDENT SAYS SHE DIDN'T WORK ENOUGH HOURS, PROBE WHETHER THIS MEANT THAT THEY HAD NOT EARNED ENOUGH

1. I did not know about other types of maternity pay/benefits
2. I was self-employed
3. I was unemployed
4. I had not worked long enough for my employer
5. I gave up work too early
6. I did not earn enough
7. My employer refused to give me other types of maternity pay
8. I did not give my employer enough notice of stopping work to have the baby
93. Other (PLEASE SPECIFY)

{if MayPayW=other}

MAPayWO   ENTER OTHER REASON FOR GETTING MATERNITY ALLOWANCE

{If received MA – PayType=2 or 5}

MAPay   How much Maternity Allowance did you get per week or month?
IF UNSURE, ENCOURAGE TO CHECK WITH RELEVANT DOCUMENTS, IF AVAILABLE
ENTER AMOUNT AT THIS QUESTION AND PAY PERIOD AT THE NEXT.

1..10,000

MAPayP

{If MAPay ne RF or DK}
ENTER PAY PERIOD

1. Weeks
2. Months

(Programmer: add soft check at MAPayP
if MaPay is <50 or >200 and MAPayP=weeks
if MaPay is <200 or >800 and MAPayP=months)

MAPrCl

{If received MA – PayType=2}
SHOWCARD 38
Looking at this card, did you have any of these problems with applying for your Maternity Allowance?
CODE ALL THAT APPLY.
PROBE: Which others?

THIS QUESTION IS ABOUT PROBLEMS WITH APPLYING FOR MATERNITY ALLOWANCE, THE NEXT QUESTION ASKS ABOUT PROBLEMS WITH RECEIVING THE MATERNITY ALLOWANCE PAYMENTS

1. Social Security/Jobcentre Plus didn't give useful information about the conditions for getting maternity pay
2. Social Security/Jobcentre Plus didn't give useful information about the number of weeks of maternity pay I was allowed
3. Social Security/Jobcentre Plus didn't give useful information about how much maternity pay I could receive
4. Social Security/Jobcentre Plus didn't give me enough help to fill in the maternity pay form
93. Other problems with applying for maternity pay (PLEASE SPECIFY)
94. I didn't have any problems applying for maternity pay

MAPrClO

{If MAPrCl=Other}
ENTER DESCRIPTION OF OTHER TYPE OF PROBLEM WITH CLAIMING MATERNITY ALLOWANCE

MAPrPay

{If received MA – PayType=2}
SHOWCARD 39
Looking at this card, did you have any of these problems with the Social Security/ Jobcentre Plus office with the payment of your Maternity Allowance?
CODE ALL THAT APPLY
PROBE: Which others?

1. I sometimes/always got late payments
2. I sometimes/always got the wrong amount
3. I sometimes/always got irregular payments
4. I got the payment for the wrong number of weeks
93. Other problems with getting maternity pay (PLEASE SPECIFY)
94. I didn't have any problems with my maternity payments

MAPrPayO

{If MAPrPay=Other}
ENTER DESCRIPTION OF OTHER TYPE OF PROBLEM WITH PAYMENT OF MATERNITY ALLOWANCE

OMP(SMP) SECTION

OMPStart
{If received regular OMP payment on its own or in combination with SMP – PayType=3 OR PayType=3 and MatPay=1 OR MatPayCk= 1or 2 }
SHOW CALENDAR
When did you start receiving Occupational Maternity Pay (and Statutory Maternity Pay)?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RECEIVED BOTH OCCUPATIONAL MATERNITY PAY AND STATUTORY MATERNITY PAY AND THESE STARTED AT THE DIFFERENT TIMES, ENTER THE DATE OF THE ONE THAT STARTED FIRST

IF RESPONDENT CAN'T REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

(Programmer: add soft check above if date is 2+ months before baby's DoB, or after the baby's DoB)

OMPEnd
When did you finish receiving Occupational Maternity Pay (and Statutory Maternity Pay)?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RECEIVED BOTH OCCUPATIONAL MATERNITY PAY AND STATUTORY MATERNITY PAY AND THESE ENDED AT DIFFERENT TIMES, ENTER THE DATE OF THE ONE THAT ENDED MORE RECENTLY.

IF RESPONDENT CAN'T REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

(Programmer:
add soft check if OMPEnd is 41+ weeks after OMPStart
add soft check if date above is 12+ months after the baby's DoB)

(Programmer pl create a DV: OMPWKs
'N. of weeks of OMP/SMP' –calculate this from OMPStart and OMPEnd)

OMPCkW   *{If valid replies given at OMPStart and OMPEnd}*
From the dates you have given me the computer has calculated that you received Occupational Maternity Pay (and Statutory Maternity Pay) for *[OMPWKs]* weeks, is that correct?

1. Yes
2. No

IOMPWks   *{If OMPCkW=No or OMPStart=DK/RF or OMPEnd=DK/RF}*
And for how many weeks did you receive Occupational Maternity Pay (and Statutory Maternity Pay)?

1..80

(Programmer: add soft check if IOMPWks is over 41)

OMPLess   *{If (I)OMPWks<39 and getting SMP in addition to regular OMP i.e. PayType 3 and MatPay=1 OR MatPayCk= 1or 2 }*
SHOWCARD 35
You said earlier that you got Statutory Maternity Pay. Women normally get 39 weeks of Statutory Maternity Pay, that's just over nine months. You seem to have received maternity pay for *[O(S)MPWks]* only. Do you know why you got Statutory Maternity Pay for this number of weeks?
CODE ALL THAT APPLY
PROBE: Which others?

1. I didn't know I could get maternity pay for 39 weeks
2. I started a new job/business
3. I needed to return to work early for financial reasons
4. I wanted to return to work early
5. My employer pressurised me to return to work early
6. Other reason (PLEASE SPECIFY)

OMPLessO   *{If O(S)MPLess=Other}*
ENTER DESCRIPTION OF OTHER REASON FOR RECEIVING LESS THAN 39 WEEKS STATUTORY MATERNITY PAY.

OMPFull   *{If received regular OMP payment on its own or in combination with SMP – PayType=3 OR PayType=3 and MatPay=1 OR MatPayCk= 1or 2 }*
And did you receive your normal full pay for all, part or none of the time you were getting your maternity pay?

IF RESPONDENT CANT' T REMEMBER, CAN BE INVITED TO CHECK WITH `RELEVANT DOCUMENTS, IF AVAILABLE.

IF RESPONDENT MENTIONS RECEIVING A FLAT RATE THAT WAS LESS THAN THEIR NORMAL EARNINGS:
-CODE 2 IF THEY RECEIVED THIS INSTEAD OF THEIR FULL PAY FOR SOME OF THE TIME
- CODE 3 IF THEY RECEIVED THIS INSTEAD OF THEIR FULL PAY ALL THE TIME.

1   Full pay all of the time
2   Full pay part of the time
3   Never received full pay

OMPFullW
{If full pay part of the time i.e. 2 at OMPFull}
For how many weeks or months did you receive full pay?
ENTER NUMBER OF WEEKS/MONTHS HERE AND PAY PERIOD AT THE NEXT QUESTION

1..80

OMPFullP
ENTER PAY PERIOD HERE

1.   Weeks
2.   Months

(Programmer: add a soft check above if the value is greater than OMPWks)

OMPPartW
{If part pay some of the time i.e. 2 at OMPFull}
And for how many weeks or months did you receive part pay?
ENTER NUMBER OF WEEKS/MONTHS HERE AND PAY PERIOD AT THE NEXT QUESTION

1..80

OMPPartP
ENTER PAY PERIOD HERE

1.   Weeks
2.   Months

(Programmer: create derived variable here –
OMPTotal: calculated by the amount of time entered at OMPFullW and OMPFullP(whether weeks or months), and OMPPartw and OMPPartWP (whether weeks or months.
Add a check if OMPTotal is not equal to O(S)MPWKs)

OMPFAmt
{If OMPFull=full pay all the time}
And what was the normal full gross pay that you got for your maternity pay, that is your pay before deductions for tax and national insurance. You can provide this as a weekly or monthly amount?

ENTER AMOUNT HERE AN PERIOD AT THE NEXT QUESTION

1...50,000

OMPFPr
{If OMPFAmt ne DK or RF}
ENTER PERIOD

1.   Weeks
2.   Months

(Programmer: add soft check above for unusually high/low amounts in line with checks used for earning Qs)

OMPInt
{If full pay part of the time or never full pay i.e. 2 or 3 at OMPFull }
Women can get different amounts of maternity pay at different times. We would like to find out what you got at different times during the *[O(S)MPWks]* of your maternity pay.

OMPHow(1)
You can tell me your maternity pay (for the next period) as an amount or as percentage of your normal earnings.

1.   Amount
2.   Percentage of normal earnings

OMPAmt(1)	*{If OMPHow=1}* And how much did you get in the [initial/next] period. We would like to know about your gross maternity pay, that is before deductions, tax and national insurance. You can provide this as a weekly or monthly amount?

ENTER AMOUNT

1..10,000

OMPPrd(1)	*{If OMPAmt(1) ne DK or RF}* ENTER THE PERIOD

1. Weeks
2. Months

(Programme: need a soft check above for unusually high/low amounts in line with checks used for earning Qs)

OMPPr(1)   And for how many [weeks/months] did you get this amount of maternity pay?

1..80

OMPPerc(1)	*{If OMPHow=2}* ENTER PERCENTAGE OF EARNINGS

1..100

(Programmer: add a soft check above if value is below 10)

OMPPN(1)	*{If OMPPerc(1) ne DK or RF}* And for how may weeks or months did you receive this percentage of earnings for your maternity pay? ENTER NUMBER OF WEEKS/MONTHS HERE AND PERIOD AT THE NEXT QUESTION

1..80

OMPPP(1)   ENTER PERIOD

1. Weeks
2. Months

(Programmer: we need a check above if the total from OMPPr(1), OMPPr(2) and OMPPN(1), OMPPN(2) etc is not equal OMPWks)

OMPNxt(1)	*{If full pay part of the time or never full pay i.e. 2 or 3 at OMPFull}* And did you get a different amount of maternity pay for another period?

1   Yes
2   No

(Programmer: allow for OMPHow OMPAmt, OMPPrd, OMPPr, OMPPerc, OMPPN, OMPPP and OMPNxt to be repeated up to five times – they are repeated if OMPNx=yes)

OMPInfW

{If received OMP and returned to pre-birth job - MatPay =3 AND JBack=1}
SHOWCARD 40
Did getting Occupational Maternity Pay made a difference to the time you returned to work? (OMP)
CODE ALL THAT APPLY
PROBE: Which others?

1. I could only afford to take time off while I was receiving Occupational Maternity Pay
2. I was obliged under the scheme to return to work after a certain amount of time
3. Other (PLEASE SPECIFY)
4. Receiving Occupational Maternity Pay didn't make a difference to the time I returned to work.

OMPInfWO

{If OMPInfW=other}
ENTER OTHER WAY IN WHICH OCCUPATIONAL MATERNITY PAY MADE A DIFFERENT TO WHEN RETURNED TO WORK (OMP)

BLOCK H (BCRDSORT) INFLUENCES ON WORK DECISIONS

{If respondent not currently in work - REmpN=No}

RNoWrk   SHOWCARD 41

You said earlier on that you are not in paid employment, can I just check, which of the things on this card are you doing at the moment?

CODE ALL THAT APPLY

PROBE: What else?

1. Looking after the home or family
2. Caring for a sick or disabled child
3. Caring for a sick, elderly or disabled person
4. In education, studying or training
5. Doing voluntary or unpaid work
6. Looking for work
7. Temporary sick/disabled
8. Permanently sick/disabled
9. Waiting to take up/start a job
10. Other (PLEASE DESCRIBE)

{If RNoWrk=other}
RNoWrkO   DESCRIBE WHAT RESPONDENT IS CURRENTLY DOING

{If not waiting to start a job - RNoWrk ne 9 }
SortInt   The next few questions are about factors that may have influenced your decision not to go back to work. In answering these questions I would like you to think about the last *[job/period of self-employment]* you have had, that is working as a *[BBName1/ABName1]*.

Programmer: include following texfills above:
If ABJobs > 0 and CempSt1=1 OR If ABJobs=0 and EmpSt1=1 then texfill should be 'job'
If ABJobs > 0 and CempSt1=2 OR If ABJobs=0 and EmpSt1=2 then texfill should be 'period of self -employment'
If ABJobs = 0 then texfill should be BBName1
If ABJobs > 0 then texfill should be ABName1

BwShA   INTRODUCE CARD PACK
                Each of these small cards has on it a factor that some *[lone]* parents have mentioned for not wanting or being able to do paid work. Thinking about your current situation, please sort the cards into big or smaller factors and those that are not a factor in your not wanting to, or being able to, work at this time.
                SHOWCARD 42
                Place them under the headings on this larger card.
                ALLOW RESPONDENT TO MAKE CHANGES TO THE ALLOCATIONS.

(Programmer: 'lone' in BwShA should appear if FamStat=Lone parent)

BwCA   WAS THE RESPONDENT ABLE TO COMPLETE THE CARD SORT?

1   Yes
2   No

BwRA

{If BwCA=No}
PLEASE CODE REASONS WHY RESPONDENT DID NOT COMPLETE THE CARD SORT?
CODE ALL THAT APPLY

1   Problems reading/writing
2   Language problems
3   Problems understanding the task
4   Ran out of time
5   Couldn't be bothered
6   Children present/tending to children
7   Other – SPECIFY AT NEXT QUESTION

BwRAO

{F BwRA=Other}
ENTER OTHER REASON

BwNot

{If BwCA=Yes}
RECORD ALL STATEMENTS THAT ARE NOT A FACTOR AT THIS QUESTION

1   My child/children wouldn't like me to work
2   My parent/parents wouldn't like it if I worked
3   I would have problems with transport to and from work
4   There are few suitable job opportunities in the local area
5   I have difficulties due to my health condition or disability
6   My confidence is low at the moment
7   I want to look after my child/children myself or at home
8   I care for someone who has a health condition, disability or behavioural difficulties
9   I am worried I will not have enough time with my child/children
10 I haven't got the qualifications or experience to get the kind of job I would want
11 My husband/partner/ex-partner would not like it if I worked
12 I am not sure I would be financially better off in work
13 There isn't enough suitable, affordable childcare around here
14 I would need a job where I could take time off at short notice to look after my child/children
15 Employers aren't very family-friendly
16 My family or close friends are not able, or live too far away, to provide childcare
17 I am not prepared to leave my child/children in the care of anyone other than my family or close friends while I work
18 I am concerned about leaving the security of benefits
19 I have personal or family troubles that need to be sorted out
20 I don't need to work because we have enough money
21 There are no statements which are NOT a factor

BwSml   RECORD ALL STATEMENTS THAT ARE SMALLER FACTORS AT THIS QUESTION
           [DISPLAYS ALL STATEMENTS NOT ALREADY CODED AT PREVIOUS QUESTION]

(Note for programmer: add soft check at BwSml if factor already entered at BwNot)

BwBig   RECORD ALL STATEMENTS THAT ARE BIG FACTORS AT THIS QUESTION
               [DISPLAYS ALL STATEMENTS NOT ALREADY CODED AT PREVIOUS QUESTIONS]

(Note for programmer: add hard check at BwBig if factor already entered at BwNot or BWSmall)

               {If not all statements have been coded}
BwUnp   RECORD ALL STATEMENTS THAT THE RESPONDENT HASN'T PLACED UNDER A
               HEADING AT THIS QUESTION
               [DISPLAYS ALL STATEMENTS NOT ALREADY CODED AT PREVIOUS QUESTIONS]

(Note for programmer: please compute derived variable BwCrdA: number of statements at BwNot, BwSml and BwBig and BWunp to check that all statements (i.e. 1-20) have been coded). This should be a hard check)

               {IF BwBig = more than one factor}
BwImpA   Which one, if any, of the things that you said are big factors for not working would
               you say is the most important?

BLOCK I (BROLE) GENDER ROLE ATTITUDES

GRoleInt

{Ask all}

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

Sexrole

A man's job is to earn money; a woman's job is to look after the home and family. Do you strongly agree, agree, neither agree nor disagree, disagree or strongly disagree?

INTERVIEWER: THIS QUESTION IS ABOUT RESPONDENT'S PREFERENCE FOR HOW THINGS SHOULD BE IN THE IDEAL WORLD

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

HwifeFfl

Being a housewife is just as fulfilling as working for pay.

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

Wwchld2

Do you think women should work outside the home full time, part time or stay at home under these circumstances...
When there is a child under school age?

INTERVIEWER: THIS QUESTION IS ABOUT RESPONDENT'S PREFERENCE FOR HOW THINGS SHOULD BE IN THE IDEAL WORLD

1. Work full time
2. Work part time
3. Stay at home

Wwchld3

And after the youngest child starts school?

1. Work full time
2. Work part time
3. Stay at home

BLOCK J (BPWORK) PARTNER'S WORK

This section collects employment information about:

- The baby's father at the time of time of birth – if he was living with the mother at the time
- The partner at the time of the interview – if the respondent is currently a partnered mother.

Information collected	At time of birth	At time of survey
Earnings	✓	✓
Whether in paid employment	✓	✓

DadB
{Ask all}
I'd now like to ask you some questions about *[baby's name]*'s father. Were you living with him when *[baby's name]* was born?

1. Yes
2. No

(Programmer: at Q above if Widow coded at Marital the following interview note should come up: 'PLEASE NOTE THIS MOTHER IS A WIDOW AND THE CHILD'S FATHER MIGHT BE DEAD')

DadN
{If DadB=yes and FamStat= Partnered parent}
And can I just check, is *[partner's name] [baby's name]*'s father?

1. Yes
2. No

DadNam
{If living with baby's father at the time of birth but he's not current partner–DadB=yes and DadN=no OR if Famstat=lone parent and living with baby's father at time of birth – DadB=ye)}
And what is (was) *[baby's name]*'s father's first name?

DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXFILL

(Programmer: reply at *DadNam* should be used for ex-partner's text fill in the Qs below if the baby's father is not the same as the current partner (i.e *DadB=yes* and *DadN=no*), if the baby's father is the same as the current partner (i.e. *DadN=yes*) use the partner's name textfill from Block A)

PEmpB
{If DadB=Yes}
And was [(ex-)partner's name] in paid employment when *[baby's name's]* was born?

1. Yes
2. No

PrBand
{If PempB=1}
SHOWCARD 43
And looking at this card, can you choose the category that is closest to *[ex-partner's name]* gross earnings when *[baby's name]* was born, that is, before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF EARNINGS VARIED ASK ABOUT THE AVERAGE THE MONTH THE BABY WAS BORN

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

PempN
{If FamStat= partnered mother}
[And now I'd like to ask you some questions about [partner's name]].
Is *[partner's name]* in paid employment at the moment?

1.   Yes
2.   No

(Programmer: first texfill in Q above should come up if current partner is not the baby's father i.e. *DadN=no*)

PrBan3
{If PempN=1}
SHOWCARD 43
And looking at this card, can you choose the category that is closest to *[partner's name]* earnings before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF EARNINGS VARY, ASK ABOUT THE AVERAGE IN THE LAST MONTH

(Programmer enter codes from PrneBand)

{Ask in all situations where the baby's father lived in the household with the mother and baby when the baby was born and still lives in this household now and he was employed when the baby was born DadB=1 and DadN=1 and and PEmpB=1}

NatFath
As well as speaking to mothers, we may contact some fathers to invite them to participate in a telephone interview. This is to find out about their experiences of paternity leave and pay around the time *[baby's name]* was born.

Press 1 and <Enter> to continue.

SpkFath	Would you be happy to give us the telephone contact details for *[father's name]*?
	1. Yes
	2. No
	NODK, NORF
	{If SpkFath=yes} SpkFath2 Can I check, what is *[baby's father's name]*'s full name including title?
YFathT	RECORD TITLE STRING [15]
YFathFN	RECORD FIRST NAME STRING [15]
YFathSN	RECORD SURNAME STRING [15]
Fathtel	And what is the best telephone number to reach *[father's name]* on?
DayT	RECORD DAYTIME TELEPHONE NUMBER STRING [15]
EvenT	RECORD EVENING TELEPHONE NUMBER STRING [15]
MobT	RECORD MOBILE TELEPHONE NUMBER
YPDay	What would be the best days in the week for us to try to speak to *[father's name]*?
	CODE ALL THAT APPLY
	a. Monday
	b. Tuesday
	c. Wednesday
	d. Thursday
	e. Friday
	f. Saturday
	g. Sunday
YPartim	What would be the best time of the day for us to try to speak to *[father's name]*?
	INTERVIEWER: PLEASE RECORD PREFERENCES FOR DAY TIME V EVENING.
	STRING [100]

BLOCK K (BFINANCE) FAMILY FINANCE AND FINAL Qs

FinInt
{Ask all}
I only have a few more questions to ask.

HHIncS
SHOWCARD 44
This card shows various sources of income. Can you please tell me which sources of income you and other members of your household receive?
CODE ALL THAT APPLY
PROBE: Which others?

1.   Earnings from employment/self-employment
2.   Income Support
3.   Working Tax Credit (previously known as Working Families' Tax Credit)
4.   Jobseeker's Allowance
5.   Child Tax Credit
6.   Child Benefit
7.   Child or spouse maintenance from a former partner
8.   Housing Benefit
9.   Council Tax Benefit
10. Incapacity Benefit
11. New Deal Allowance
12. Statutory Sick Pay
13. Disability Living Allowance
14.   Carer's Allowance
15. Other state benefits or allowances
16. Income from savings and investment
17. Other kind of income e.g. pension (PLEASE DESCRIBE)

(Programer: can you please insert the following soft checks:
-If respondent and/or partner currently working 1 should be coded
-All should code 6)

HHIncSO
{If other at HHIncS}
DESCRIBE OTHER INCOME SOURCES

CTC
{If receiving Working Tax Credit – HHIncS=WTC}
Can I just check, do you receive the childcare element of the Working Tax Credit, which is available to families to help with their childcare costs?
IF NECESSARY EXPLAIN THAT THIS IS AVAILABLE TO HELP PAY FOR CHILDCARE FOR LONE PARENTS WHO WORK AT LEAST 16 HOURS A WEEK, OR PARTNERED PARENTS IF THEY BOTH WORK 16 HOURS A WEEK.

1.   Yes
2.   No

(Note to programmer: can you please insert a soft check here if a lone parent says yes above at CTC and is not currently working (i.e. *FamStat= Lone parent* and *REmpN=No*) or if a partnered parent says yes at CTC and she and her partner are not working (i.e. *RempN=No* or *PempN=No*))

PrneBan5

{Ask all }

SHOWCARD 45

And looking at this card, can you choose the category that is closest to your total gross household income. By gross income I mean your household income before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF THE AMOUNT VARIES ASK, ABOUT THE AVERAGE IN THE LAST MONTH.

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

{Ask all}

Phone

Now I need to ask some details for administration. Some interviews are checked by the Head Office. Can I ask for your telephone number in case they want to contact you to check you are satisfied with the way the interview was carried out?
IF NUMBER GIVEN ENTER IT ON THE ARF AND THEN ENTER IT IN THE ADMIN BLOCK

1. Telephone number given
2. Telephone number refused
3. No telephone

Contact

And finally, sometime in the future there may be a follow-up study to this. Such a study would be agreed with the Department for Work and Pensions. Would it be OK for NatCen to get in touch with you to ask if you are happy to take part in another study?

IF NECESSARY ADD: You do not have to say now whether you would actually do an interview, just whether it would be OK for us to contact you about it.

1. Yes
2. No
3. Maybe

Contact2   If the Department for Work and Pensions wanted to conduct a follow-up to this study using a different approved research organisation, would you be willing for us to pass on your details to another research organisation like ourselves?

IF NECESSARY ADD: Again, you do not have to say now whether you would actually do an interview, just whether it would be OK for someone to contact you about it.

1. Yes
2. No
3. Maybe

Thank   This is the end of the interview. Thank you very much for your time. The information you have provided has been extremely helpful. Just to remind you that the findings from this study will be published on the Department for Work and Pensions website next year and will be used to try and improve the support provided to families with young children.

Translate   CODE IF AN INTERPRETER WAS USED DURING ALL OR PART OF THE INTERVIEW.

1. No interpreter used
2. Interpreter used for part of the interview
3. Interpreter used for all of the interview

Wave 2 mothers questionnaire

BLOCK A (BDEMO) DEMOGRAPHICS

- Question names are given in bold in the margin.

- Routing instructions are given in *{italics and curly brackets} a*bove each question.

- Statements in *[square brackets]* indicate where a 'textfill' of some kind is used in the programme, this is usually a reply to a previous question (e.g. a person's name or a date) or a part of the sentence that needs to be customised (e.g. past/present tense).

- Interviewer instructions are included after the question in capitals.

- Don't know and refused responses are permissible at most questions, but in most cases would not appear as an option on showcards. When don't know and/or refused responses are not allowed this is indicate with: NODK NORF.

- The instruction CODE ALL THAT APPLY indicates a multi-coded question. If this is not stated, a single code applies.

- Permissible ranges are provided for answers requiring numeric values.

SChk1
{Ask all}
CODE
IS THE RESPONDENT THE BABY'S NATURAL MOTHER?

1. Yes
2. No

NODK NORF

DoBConf
INTERVIEWER: CHECK ARF QUESTION B3
THE SAMPLE FILE SAYS THE BABY'S DoB IS *[Ref 2]*. IS THIS CORRECT?

1.   Yes
2.   No

BabyDoB
{If no at DoBConf}
INTERVIEWER ENTER CORRECT DATE OF BIRTH
PLEASE ENTER DATE IN FORM DD-MM-YYYY FROM QUESTION A6 ON ARF

{If baby was born outside of the eligible period (i.e. Mainstage 28th May 08 to 28th Sept 08) then have this check: "This baby was born outside of the period necessary for this survey. Please check it is correct."}

NameConf
INTERVIEWER: CHECK ARF LABEL
THE ARF LABEL SAYS THE BABY'S NAME IS [Baby's name]. IS THIS CORRECT?

1. Yes
2. No

(Programmer: Create a textfil baby's name= first name entered at NameConf – i.e. for mothers with more than one baby, only the name of the first baby entered will be used as a texfill, unless otherwise specified)

NewBNam	INTERVIEWER ENTER THE BABY'S NAME
	DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL.
	IN CASE OF TWINS ENTER HERE THE NAME OF THE BABY WHO WAS BORN FIRST
SChk3	*{Ask all}* CODE OR ASK SEE QUESTION B5 ON THE ARF May I just check, did you do any paid employment in the 12 months before your baby was born, that is between *[Ref 1 and Ref2]*?
	CODE YES IF THE RESPONDENT HAS HAD A JOB OR A PERIOD OF SELF-EMPLOYMENT IN THIS PERIOD REGARDLESS OF THE NUMBER OF HOURS AND LENGTH OF TIME IN WORK.
	1. Yes 2. No
	NODK NORF
IntEnd	*{if respondent is not the baby's natural mother OR baby's DoB at BabyDOB is outside of eligible period or mother didn't work in 12 months before baby's was born}* CLOSE INTERVIEW

(Programmer: in the rest of the interview 'All'=All those eligible to take part in the interview i.e. those coded Yes at SChk3)

DemoIn1	*{Ask all}* Before we start, I'd like to remind you that any information you provide will be kept strictly confidential. I'm now going to ask you some questions about you and your family.
BIDecInt	In the following questions we will be asking questions about your situation as it was in **December 2009** this is because we would like to know what your working arrangements were like when your child was around a year and a half old.
BabyNo	On *[Ref 2]* did you give birth to just one baby or more than one? ENTER NUMBER OF BABIES
	1..6
	NODK NORF
BabyNam(1)	And what is/are the name(s) of the second baby(ies)?
	DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL
	IF MORE THAN ONE BABY ENTER ONLY ONE NAME HERE AND THE OTHER(S) AT THE NEXT QUESTION(S)
Twinck	*{If Babyno is more than 1}* In some of the questions that follow I will be referring to the time *[baby's name]* was born, I know you had twins/triplets at the time, but I'll be mentioning only *[baby's name]* to keep the questions short.

BabyExp	What was the expected delivery date for *[baby's name]*? PLEASE ENTER DATE IN FORM DD-MM-YYYY. IF MOTHER CAN'T REMEMBER THE EXACT DAY/MONTH PLEASE GET AN ESTIMATE
KidsOth	Thinking about **December 2009**, apart from *[baby's name]* did you have any other children aged 14 or under, who lived with you? Please include children for whom you were the guardian or foster parent. IN THE CASE OF TWINS/TRIPLETS PLEASE DO NOT INCLUDE ANY OF THE BABIES ALREADY RECORDED 1. Yes 2. No NODK
KidsNo	*{If KidsOth=Yes}* And excluding *[baby's name]* how many children (aged 14 or under) did you have living with you then? IN THE CASE OF TWINS/TRIPLETS PLEASE DO NOT INCLUDE ANY OF THE BABIES ALREADY RECORDED 1...20 NODK
KidNam	Can you please tell me the name(s) of the first of these other children? DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL
KidDoB	*{Ask for every child from KidNam}* What is *[child's name]*'s date of birth? PLEASE ENTER DATE IN FORM DD-MM-YYYY.
KidSch	*{Ask of every child aged 4 or 5}* Thinking about **December 2009**, did *[child's name]* go to primary school? IF YES, PROBE: Is that full time or part time? CODE YES IF THE CHILD IS ATTENDING RECEPTION CLASS 1. Yes, full time 2. Yes, part time 3. No
KidDis	*{Ask for every child}* Did *[child's/baby's name]* have any long-standing illness or disability in **December 2009**? By long-standing I mean anything that had troubled *[child's/baby's name]* over a period of time or that was likely to affect him/her over a period of time? 1. Yes 2. No
RDoB	*{Ask all}* And may I ask, what is your date of birth? INTERVIEWER: PLEASE ENTER DATE IN FORM DD-MM-YYYY.

RDis

Still thinking about **December 2009**, did you have any long-standing illness or disability? By long-standing I mean anything that had troubled you over a period of time or that was likely to affect you over a period of time?

1.   Yes
2.   No

RCare

Did you have responsibility for looking after a sick, elderly or disabled relative or friend at that time?

1.   Yes
2.   No

REthn

SHOWCARD 1
Which of the groups on this card best describes you?

1.   White
2.   Black – Caribbean
3.   Black – African
4.   Black – other
5.   Indian
6.   Pakistani
7.   Bangladeshi
8.   Chinese
9.   Mixed race
93. Other (PLEASE SPECIFY)

RethnO

{If REthn=other}
ENTER DESCRIPTION OF OTHER TYPE OF ETHNICITY

{Ask All}

UKBorn

Can I just check, were you born in the UK?

INTERVIEWER: UK INCLUDES ENGLAND, WALES, SCOTLAND AND NORTHERN IRELAND

1.   Yes
2.   No

{Ask if UKBorn=no/DK/REF}

WhBorn

In which country were you born?

STRING[60]

CameYr

How many years have you been living in the UK?

INTERVIEWER: IF MULTIPLE SPELLS PLEASE JUST CODE MOST RECENT
INTERVIEWER: IF LESS THAN ONE YEAR CODE 0

Range: 0…50

{add softcheck against mother's age – CameYr cannot be greater than mother's age}

Marital	SHOWCARD 2
	And what was your legal marital status in **December 2009**?
	CODE FIRST THAT APPLIES.
	IF COHABITING AND NEVER PREVIOUSLY MARRIED, CODE 1.

1.   Single, that is never married or never in a legally recognised civil partnership
2.   Married and living with your husband or in a legally recognised civil partnership and living with your civil partner
3.   Married and separated from your husband or in a legally recognised civil partnership and separated from your civil partner
4.   Divorced or civil partnership legally dissolved
5.   Widowed

	{If not living with husband/civil partner i.e. Marital ne 2}
Partner	And were you living with a partner in **December 2009**?

1.   Yes
2.   No
3   Partnered parent If Marital=2 or Partner=1
4   Lone parent If Marital ne 2 and Partner=2
Else=missing)

	{If FamStat=partnered parent}
PName	And what was your partner's first name?
	DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXFILL

PDis	Did *[partner's name]* have any long-standing illness or disability in **December 2009**? By long-standing I mean anything that had troubled *[partner's name]* over a period of time or that was likely to affect him (her) over a period of time?

1.   Yes
2.   No

DemoIn2	Now I'd like to ask some questions about your educational qualifications as they stood in **December 2009**?

RQual1	SHOWCARD 3
	Can you please tell me if you had gained any of the qualifications shown on this card by **December 2009**? We will ask you about other qualifications if none of these apply.
	CODE THE **FIRST** ON THE LIST TO APPLY

1   First Degree or Post-graduate qualification
2   Diploma in Higher Education
3   Teaching qualification
4   Nursing or other medical qualification
5   NVQ/SVQ Level 4 or 5
6   HNC or HND
7   BTEC Higher Certificate
8   OCR/RSA Higher Diploma
94. None of these

RQual2 *{If RQual1=none or DK or RF}*
SHOWCARD 4
And did you have any of the qualifications shown on this card in **December 2009**?
We will ask you about other qualifications if none of these apply.
CODE THE **FIRST** ON THE LIST TO APPLY

1   A level/Vocational A level (AVCE)
2   AS level
3   Scottish Higher
4   Scottish SCE/SLC/SUPE at higher grade
5   Scottish Higher School Certificate
6   Scottish Certificate of 6th Year Studies/Advanced Higher Grades
7   NVQ/SVQ Level 3
8   GNVQ/GSVQ Advanced
9   OCR/RSA Advanced Diploma
10   BTEC National Diploma
11   OND or ONC Diploma
12   City and Guilds Advanced Craft
13   Access to Higher Education qualification
14   Trade apprenticeship
94. None of these

RQual3 *{If Rqual2=none or DK or RF}*
SHOWCARD 5
And did you have any of the qualifications shown on this card?
CODE THE **FIRST** ON THE LIST TO APPLY

1   GCSE
2   O LEVEL
3   CSE
4   School Certificate/Matriculation
5   Scottish Standard Grades
6   Scottish (SCE) Ordinary Bands
7   SUPE Ordinary
8   Scottish Intermediate 2
9   Scottish School Leaving Certificate Lower Grade
10   NVQ/SVQ Level 2
11   GNVQ/GSVQ Intermediate
12   OCR/RSA First Diploma
13   BTEC or SCOTVEC First General Diploma
94   None of these

{If RQual3=GCSE}

Rqual4

{If Rqual3=none or DK or RF}
SHOWCARD 6
Did you have any of the qualifications shown on this card?
CODE THE **FIRST** ON THE LIST TO APPLY

1   School Leaving Certificate (no grade)
2   City and Guilds Intermediate Craft
3   NVQ/SVQ Level 1
4   GNVQ/GSVQ Foundation level
5   OCR/RSA (Vocational) Certificate
6   BTEC or SCOTVEC First Certificate
7   SCOTVEC/SQA National Certificate modules
8   Scottish Intermediate 1
94   None of these

Rqual5

{If Rqual4=none or DK or RF}
By December 2009, had you gained any other qualifications that I have not mentioned so far?

1   Yes
2   No

Rqual5O

{If Rqual5=Yes}
ENTER OTHER QUALIFICATION. PROBE FOR:
-    WHETHER QUALIFICATION NATIONALLY RECOGNISED LEVEL
-    WHETHER CERTIFICATE INDICATES ATTENDANCE ONLY OR STANDARD REACHED.

REmpN

{Ask all}
And may I just ask, were you in paid employment in **December 2009**?

1.   Yes
2.   No

BLOCK B (BCARE) CHILDCARE

CcareIn
{Ask all}
I'd now like to ask you about any childcare you might have used for *[baby's name]* in **December 2009**.

Ccarex
SHOWCARD 7
Thinking back to **December 2009**, did any of the people or places listed on this card look after *[baby's name]* **in that month**?
IF YES: Which ones?
PROBE: Which others?

1. Day nursery
2. Playgroup or pre-school
3. Nursery school or nursery class
4. Special nursery or unit for children with special educational needs
5. Childminder
6. Nanny or au pair
7. Baby-sitter
8. The baby's grandparent(s)
9. The baby's older brother/sister
10. Another relative
11. The baby's other parent who does not live in this household
12. A friend or neighbour
13. Other (PLEASE DESCRIBE)
14. No one else looked after the baby in that week

CcareO
{If Ccarex=other}
ENTER DESRIPTION OF OTHER TYPE OF CHILDCARE

BLOCK C (BCALENDAR) EMPLOYMENT OVERVIEW

In this block we establish all jobs mothers had in the 66 week period before the baby was born and all the jobs they have had between when the baby was born and December 2009.

- In Block D we then collect information about the pre-birth jobs. For those who went back to (and remained in) the same job after maternity leave, this will also be their current job.

- In Block E we collect information on all **new** jobs started after the birth of the baby and before December 2009.

Information is collected about jobs that lasted more than a week.

Detailed information will be collected about the **last job mothers had before the birth** of the baby, and **the first job they had after the birth** (if applicable and if this began pre-December 2009). If mothers had more than one job at either of these times, detailed information will be asked about the job where they worked the longest hours. If mothers returned to the same job after the birth, we will check if/how some aspects of their job (thinking about how their job was in December 2009) might differ from the time they stopped working to have their baby.

Basic information will be collected about other jobs, i.e. second jobs and jobs mothers had prior to the last one before the birth, and if they had more than one new job after the birth.

Information collected in Blocks D and E	Last & main job before birth	Other jobs before birth	First and main job after birth (if started pre-December 2009)	Other jobs after birth (if started pre-December 2009)	If in same job – check if pre-birth was same/ different
Job start and end dates	✓	✓	✓	✓	
SOC and SIC classification	✓		✓		
Whether employee or self-employed	✓	✓	✓	✓	
Workforce size and gender composition (employees only)	✓		✓		
Supervisory responsibilities (employees only)	✓		✓		✓
Whether permanent or temporary work (employees only)	✓	✓	✓	✓	✓
Whether employ others and how many (if self-employed)	✓		✓		✓
Working hours	✓	✓	✓	✓	✓
Earnings	✓	✓	✓	✓	✓
Trades union presence and membership (employees only)	✓		✓		✓
Availability of family-friendly arrangements (employees only)	✓		✓		
Use of family-friendly arrangements (employees only)			✓		✓

WorkIn

{Ask all}
SHOW CALENDAR
Now I'd like to ask you some questions about the job or jobs you have had since *[Ref 3]*, that is about 16 months before *[baby's name]* was born.

MARK ON THE CALENDAR *[Ref 2]* WHEN THE BABY WAS BORN AND THEN START WITH THE JOBS THE RESPONDENT HAD BEFORE THEN.

MARK THE JOBS USING A SHORT DESCRIPTION.

MARK ALL JOBS THE RESPONDENT HAD SINCE *[Ref 3]*, EVEN IF THEY STARTED BEFORE THAT DATE.

MARK ALL JOBS THAT LASTED MORE THAN ONE WEEK.

IF THEY HAD MORE THAN ONE JOB AT ANY ONE TIME, MARK THEM ALL ON THE CALENDAR

REMEMBER WE ARE ONLY INTERESTED IN JOBS UP TO AND INCLUDING DECEMBER 2009

BBJobs

CODE THE TOTAL NUMBER OF JOBS/PERIODS OF EMPLOYMENT THE RESPONDENT HAD BEFORE THE BABY WAS BORN, THAT IS BETWEEN *[Ref 3]* AND *[Ref 2]*.

CODE ALL JOBS/PERIODS OF SELF-EMPLOYMENT THEY HAD DURING THIS TIME, EVEN IF THEY STARTED BEFORE *[Ref 3]*.

THE RESPONDENT SHOULD HAVE HAD AT LEAST ONE JOB BEFORE THE BIRTH, IF SHE DIDN'T WORK AT ALL IN THE REFERENCE PERIOD CODE xx TO END INTERVIEW.

1..20

NODK NORF

BBName(1)

ENTER A DESCRIPTION OF THE LAST JOB/PERIOD OF SELF-EMPLOYMENT RESPONDENT STARTED BEFORE THE BABY WAS BORN.

THE DESCRIPTION WILL BE USED AS A TEXTFILL SO IT NEEDS TO DISTINGUISH BETWEEN DIFFERENT JOBS WITH THE SAME/SIMILAR NAME, E.G. 'INTERVIEWER AT NATCEN', 'INTERVIEWER AT MORI'.

IF THEY STARTED MORE THAN ONE JOB ON THE SAME DAY, ENTER FIRST THE ONE WITH THE LONGEST NUMBER OF HOURS.

NODK NORF

(Note for programmer: BBName needs to be repeated for the number of jobs entered at BBJobs.
After BBName(1):
'LAST JOB THEY HAD BEFORE THE BABY WAS BORN' should be replaced with 'PREVIOUS JOB/PERIOD OF SELF-EMPLOYMENT ON THE CALENDAR')

ABJobs	CODE THE TOTAL NUMBER OF NEW JOBS STARTED AFTER THE BABY WAS BORN, THAT IS STARTED AFTER *[Ref 2]*.
	CODE 0 IF THE RESPONDENT WENT BACK TO THE JOB SHE HAD BEFORE THE BIRTH AND DID NOT HAVE ANY OTHER JOBS/PERIODS OF SELF-EMPLOYMENT AFTER THAT.
	CODE 0 IF THE MOTHER DID NOT GO BACK TO WORK
	0..20
	NODK NORF
	{If had new jobs after the birth – ABJobs 1 or more}
ABName(1)	ENTER A DESCRIPTION OF THE FIRST NEW JOB RESPONDENT STARTED AFTER THE BABY WAS BORN.
	THE DESCRIPTION WILL BE USED AS A TEXTFILL, SO IT NEEDS TO DISTINGUISH BETWEEN DIFFERENT JOBS WITH THE SAME/SIMILAR NAME, E.G. 'INTERVIEWER AT NATCEN', 'INTERVIEWER AT MORI'.
	IF THEY HAD MORE THAN ONE JOB ON THE SAME DAY, ENTER FIRST THE ONE WITH THE LONGEST NUMBER OF HOURS
	NODK NORF

(Note for programmer: ABName needs to be repeated for the number of jobs entered at ABJobs. After ABName(1):
'FIRST NEW JOB THEY STARTED AFTER THE BABY WAS BORN' should be replaced with 'NEXT JOB ON THE CALENDAR')

BLOCK D (BBEFORE) EMPLOYMENT BEFORE THE BABY WAS BORN

BBIntro   I would now like to ask you about the job or jobs you started before *[baby's name]* was born.

               {All}
               SHOW CALENDAR
BBStart(1)   Thinking about the job/period of self-employment you had as a *[BBName(1)]*, when did you start this job/business, I need the actual day you started it, as well as the month and the year?

               ENTER DATE IN FORM DD-MM-YYYY.

               IF RESPONDENT CAN'T REMEMBER THE DAY:

               • ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
               • ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
               • SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

JNow(1)   CODE OR ASK
               In **December 2009**, were you still in this job/running this business?

               1. Yes
               2. No

               NODK NORF

               CODE OR ASK
JBack   Did you go back to this job/period of self-employment after *[baby's name]* was born?
               CODE 2 IF SHE DIDN'T GO BACK TO JOB/BUSINESS AT THE END OF MATERNITY LEAVE.

               1. Yes
               2. No

               NODK NORF

               {If (JNow1=1 AND JBack=1) OR (JNow(1)=2 and JBack=1)}
JBkJob   Thinking about the job/period of self-employment you had as a *[BBName(1)]*, when did you return to this job/business after your baby was born, I need the actual day you returned to it, as well as the month and the year?

               ENTER DATE IN FORM DD-MM-YYYY.

               IF RESPONDENT CAN'T REMEMBER THE DAY:

               • ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
               • ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
               • SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

{If was not in this job in December 2009 – JNow(1)=2}

BBEnd1   And when did you finish this job/period of self-employment (including to the end of any maternity leave you took)?

ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT DIDN'T GO BACK TO THIS JOB AT THE END OF MATERNITY LEAVE, ENTER DATE MATERNITY LEAVE ENDED.

IF RESPONDENT CAN'T REMEMBER THE DAY:

- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

{If BBEnd(1) is within six weeks of the baby's DoB}

BBEndC   You ended this job/period of self-employment a few weeks before *[baby's name]* was born. Was this when you **formally** finished this job/period of self-employment, for example, after taking a period of maternity leave or other type of leave?

3.   Yes, it was the formal end date
4.   No, it was not the formal end date

{IF (BkJob<31ˢᵗ December 2009 and JNow=1) OR if (JBkJob<31ˢᵗ December 2009 and BBEnd>31ˢᵗ December 2009}

BDecInt   In the following questions we would like you to think about how your job was in **December 2009** this is because we would like to know what your working arrangements were like when your child was around a year and a half old.

(Programmer: Correct present/past tense should be programmed according to following routing

PAST TENSE
If JNow(1)=1 and JBack=1 and JBkJob<31ˢᵗ December 2009
if (JNow=2 and JBack=1 and BBEnd>31ˢᵗ December 2009)
(JNow=2 and JBack=2)
JBkjob<31st Decmber 2009 and BBEnd<31ˢᵗ December 2009
JBkJob>31stDecember 2009 and BBEnd>31ˢᵗ December 2009

PRESENT TENSE:
If JNow(1) and JBack=1 and JBkJob<31ˢᵗ Decmebr 2009

{PROGRAMMER: Can we insert the following texfill at
Make, WKind, EmpSe(1), SEChk(1), BSize, WGend, Super, SuperD, Perm1
SEOwn SENo Hrs(1) Epay(1) EpayP(1) EpayB(1 SEPay(1) SEpayP(1) SEPayB(1) TrUn UnMem Flex FlxU
WCar WcrU Leav LveU MAware
IF (JNow(1)=1 and JBack=1 and JBkJob<31st December 2009) OR
if (JNow=2 and JBack=1 and JBkJob<31st December 2009 and BBEnd>31st December 2009) :

'PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN
DECEMBER 2009'

Make	*{Ask all}* You said you were working as a *[BBName(1)]*. What does/did the organisation you work/worked for mainly make or do (at the place where you work/worked)? PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**
WKind	What kind of work do/did you do most of the time? IF RELEVANT, PROBE: What materials or equipment do/did you use? PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**
EmpSe(1)	And are/were you an employee or self-employed? AN EMPLOYEE IS SOMEONE WHO HAS/HAD AN ARRANGEMENT WITH AN EMPLOYER (ANOTHER PERSON OR ORGANISATION) TO WORK FOR THE LATTER FOR A WAGE OR SALARY. SELF-EMPLOYED INCLUDES: SUBCONTRACTORS, FREELANCERS, PEOPLE WORKING FOR THEMSELVES, CHILDMINDERS. 3. Employee 4. Self-employed PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**
SEChk(1)	*{If EmpSe(1)=2}* Are/were you an employee of a company or business that you own/owned shares in or that you own/owned entirely? 3. Yes 4. No PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**
BSize	*{If Employee –EmpSt(1)=1}* SHOWCARD 9 *[Still thinking about December 2009]*, Including yourself, how many employees work/worked in your organisation? 5. 1 or 2 employees 6. 3-24 employees 7. 25-499 employees 8. 500 or more employees PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

(Programmer: Insert textfill [Still thinking about December 2009] if (JNow(1)=1 and JBack=1 and JBkJob<31st December 2009) OR if (JNow=2 and JBack=1 and BBEnd>31st December 2009)

WGend   At the place where you work/worked, are/were the employees…READ OUT…

5.   …all women,
6.   mostly women,
7.   about half and half, or
8.   mostly men?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

Super   In this/that job do/did you have formal responsibility for supervising the work of other employees?
I

DO NOT INCLUDE PEOPLE WHO ONLY SUPERVISE: CHILDREN (E.G. TEACHERS, NANNIES, CHILDMINDERS), ANIMALS, SECURITY OR BUILDINGS (E.G. CARETAKERS, SECURITY GUARDS.).

3.   Yes
4.   No

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

SuperD   *{If supervisory responsibilities at Super}*
Please describe the type of responsibility you have/had for supervising the work of other employees?

PROBE FOR WHO AND WHAT IS/WAS BEING SUPERVISED.

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

{If employees and went back to same job as before birth – EmpSt(1)=1 and JBack=1}

BBSupr   And thinking back at the time when you stopped working to have *[baby's name]*, did you have formal responsibility for supervising the work of other employees **then**?

DO NOT INCLUDE PEOPLE WHO ONLY SUPERVISE: CHILDREN (E.G. TEACHERS, NANNIES, CHILDMINDERS), ANIMALS, SECURITY OR BUILDINGS (E.G. CARETAKERS, SECURITY GUARDS.).

3.   Yes
4.   No

{If Employee – EmpSt(1)=1}
SHOWCARD 10
Perm1   Looking at this card, can you tell me how best you would describe this/that job **[in December 2009?]**.

5.   A casual job
6.   A temporary job, lasting less than 12 months
7.   A fixed term job, lasting between one and three years
8.   A permanent job, with no fixed time for ending

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

BBPerm

{If employee and went back to same job as before birth – EmpSt(1)=1 and JBack=1}
SHOWCARD10 AGAIN
And thinking back at the time when you stopped working to have *[baby's name]*, how would you describe your job **then**?

5.   A casual job
6.   A temporary job, lasting less than 12 months
7.   A fixed term job, lasting between one and three years
8.   A permanent job, with no fixed time for ending

SEOwn

{If self-employed –EmpSt(1)=2}
[Still thinking about December 2009], Are/Were you working on your own or do/did you have employees?

CODE 1 IF HAS PARTNERS BUT NO EMPLOYEES.

3.   On their own
4.   With employees

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: Insert textfill [Still thinking about December 2009] if (JNow(1)=1 and JBack=1 and JBkJob<31st December 2009) OR if (JNow=2 and JBack=1 and BBEnd>31st December 2009)

SENo

{If with employees at SEOwn}
SHOWCARD 9
How many people do/did you employ at the place where you work/worked?

5.   1 or 2 employees
6.   3-24 employees
7.   25-499 employees
8.   500 or more employees

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

BSEOwn

{If self-employed and went back to same business – EmpSt(1)=2 and JBack=1}
And thinking about the time you stopped working to have *[baby's name]*, were you working on your own **then** or did you have employees?

CODE 1 IF HAD PARTNERS BUT NO EMPLOYEES.

3.   On their own
4.   With employees

BBSeNo

{If with employees at BBSeOwn}
SHOWCARD 9
How many people did you employ **then** at the place where you worked?

5.   1 or 2
6.   3-24
7.   25-499
8.   500 or more

	{Ask all}
Hrs(1)	**[Still thinking about December 2009]**, How many hours a week do/did you usually work in this/that job, excluding meal breaks, but including any paid overtime?

IF HOURS VARY/VARIED ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH/LAST MONTH THEY WERE IN THE JOB/BUSINESS

CODE 997 IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: Insert textfill [Still thinking about December 2009] if (JNow(1)=1 and JBack=1 and JBkJob<31st December 2009) OR if (JNow=2 and JBack=1 and BBEnd>31st December 2009)

	{If went back to same job/business –JBack=1}
BBHhrs	And thinking about the time you stopped working to have *[baby's name]*, how many hours a week did you usually work **then** in that job, excluding meal breaks but including any **paid** overtime?

IF HOURS VARIED ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH THEY WERE IN THE JOB/BUSINESS BEFORE MATERNITY LEAVE.

CODE XX IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

	{If employee – Empst(1)=1}
Epay(1)	**[Still thinking about December 2009]**, What is/was your normal **gross** pay in this/that job, that is your pay **before** any deductions for tax and national insurance. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR PAYSLIP, IF AVAILABLE.

ENTER AMOUNT IN POUNDS AND PENCE. E.G. £5.49

1..500,000

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: Insert textfill [Still thinking about December 2009] if (JNow(1)=1 and JBack=1 and JBkJob<31st December 2009) OR if (JNow=2 and JBack=1 and BBEnd>31st December 2009)

	{If Epay(1) ne DK or RF}
EpayP(1)	ENTER PAY PERIOD

5. Hourly
6. Weekly
7. Monthly (calendar month)
8. Annual

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT

EpayB(1)

{If DK at Epay(1)}
SHOWCARD 11
And looking at this card, can you choose the category that is/was closest to your **gross** pay in this/that job. By gross pay I mean your pay **before** any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF THE AMOUNT VARIES/VARIED ASK ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

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

BBEPay(1)

{If employee and went back to same job– Empst(1)=1 and JBack=1}
And thinking about the time you stopped working to have *[baby's name]*, what was your normal **gross pay then**. By gross pay I mean your pay before any deductions for tax and national insurance. (You can give an hourly, weekly, monthly or annual amount)?

IF THE AMOUNT VARIED, ASK ABOUT THE AVERAGE IN THE LAST MONTH BEFORE THEY LEFT TO HAVE THE BABY.

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR PAYSLIP, IF AVAILABLE.

ENTER AMOUNT IN POUNDS AND PENCE. E.G. £5.49

1..500,000

BEpayP(1)

{If BBEpay ne DK or RF}
ENTER PAY PERIOD

5. Hourly
6. Weekly
7. Monthly (calendar month)
8. Annual

{If DK At BBEPay}

BEpayB(1) SHOWCARD 11

And thinking again about the time you stopped working to have *[baby's name]*, can you choose from this card the category that is closest to your **gross** pay **then**. By gross pay I mean your pay **before** any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

{If self-employed – Empst(1)=2}

SEPay(1) **[Still thinking about December 2009]**, What are/were your normal **gross** earnings from your business or self-employment **before** any deductions for tax and national insurance. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THAT BUSINESS).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR ACCOUNTS, IF AVAILABLE.

ENTER AMOUNT

1..500,000

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: Insert textfill [Still thinking about December 2009] if (JNow(1)=1 and JBack=1 and JBkJob<31st December 2009) OR if (JNow=2 and JBack=1 and BBEnd>31st December 2009)

{If SEpay(1) ne DK or RF}

SEpayP(1) ENTER PAY PERIOD

5. Hourly
6. Weekly
7. Monthly (calendar month)
8. Annual

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

{If DK at SEPay(1)}

SEPayB(1) SHOWCARD 11

And looking at this card, can you choose the category that is/was closest to your **gross** earnings from your business or self-employment, that is your earnings **before** any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

BSEPay(1)

{If self-employed and went back to same business – Empst(1)=2 and JBack=1}
And thinking about the time you stopped working to have *[baby's name]*, what were your normal **gross** earnings from your business or self-employment then. By gross earnings I mean your earnings **before** any deductions for tax and national insurance. (You can give an hourly, weekly, monthly or annual amount)?

IF THE AMOUNT VARIED, ASK ABOUT THE AVERAGE IN THE LAST MONTH BEFORE THEY LEFT TO HAVE A BABY.

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR ACCOUNTS, IF AVAILABLE.

ENTER AMOUNT

1..500,000

{If BBSEpay ne DK or RF}

BSEpyP(1)

ENTER PAY PERIOD

5. Hourly
6. Weekly
7. Monthly (calendar month)
8. Annual

BSEpyB(1)

{If DK at BBSEPay}
SHOWCARD 11
Thinking again about the time you stopped working to have *[baby's name]*, from this card, can you choose the category that is closest to your **gross earnings** from your business or self-employment **then**. By gross earnings I mean your earnings **before** any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen.

IF THE AMOUNT VARIES/VARIED, ASK ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THAT BUSINESS).

TrUn

{If employee – EmpSt(1)=1}
[Still thinking about December 2009], At your workplace, are/were there any staff associations or trades union groups recognised by management for negotiating pay and working conditions?

3. Yes
4. No

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: Insert textfill [Still thinking about December 2009] if (JNow(1)=1 and JBack=1 and JBkJob<31st December 2009) OR if (JNow=2 and JBack=1 and BBEnd>31st December 2009)

{If yes at TrUn)

UnMem   Are/Were you a member of a trades union or staff association?

3. Yes
4. No

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

{If went back to same job as before birth -JBack=1}

BBTrUn   And thinking back at the time you stopped working to have *[baby's name]*, at your workplace were there any staff associations or trades union groups **at that time** (recognised by management for negotiating pay and working conditions)?

3   Yes
4   No

{If yes at BBTrUn)

BUnMem   And were you a member of a trades union or staff association **then**?

3   Yes
4   No

{If employee – EmpSt(1)=1}
SHOWCARD 12

Flex   **[Still thinking about December 2009]**, In this/that job, does/did your employer offer to employees any of the family friendly arrangements shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?

PART-TIME WORK MEANS BEING ALLOWED TO WORK FEWER HOURS THAN THE STANDARD FULL-TIME HOURS IN THE RESPONDENT'S WORKPLACE.

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

10. Part-time work
11. Employees can work during school terms only
12. Job-share, that is two people working part time to fill a full-time post
13. Flexible working hours that meet an employee's needs
14. Reduced hours for an agreed period to meet an employee's needs
15. Working shifts that meet an employee's needs
16. Working at home or from home sometimes
17. Working at home or from home all the time
18. None of these

(Programmer: Insert textfill [Still thinking about December 2009] if (JNow(1)=1 and JBack=1 and JBkJob<31st December 2009) OR if (JNow=2 and JBack=1 and BBEnd>31st December 2009)

FlxU

{If went back to same job – JBack=1 and Flex ne 9/DK/RF}
SHOWCARD 12 AGAIN
And since going back to work after *[baby's name]* was born, have you actually used any of these family friendly arrangements?
CODE ALL THAT APPLY
PROBE: Which others?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

WCar

{If employee – EmpSt(1)=1}
SHOWCARD 13
Does/did your employer offer to **employees** any of the types of support shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?

CHILDCARE INCLUDES DAYCARE AND OUT OF SCHOOL CARE

CAREER BREAKS ARE TIME OFF WORK TO LOOK AFTER THE FAMILY AND ARE PROVIDED IN ADDITION TO OTHER LEAVE PARENTS CAN HAVE, SUCH AS MATERNITY, PATERNITY OR PARENTAL LEAVE.

SCROLL RIGHT TO SEE ALL CODES

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

10. Childcare vouchers or other help with paying for childcare
11. Workplace childcare
12. Other childcare supported by the employer
13. Help with finding childcare away from the workplace
14. Employees able to use a telephone for family reasons
15. Career breaks for family reasons
16. 'Keep in touch' scheme offered by employer during maternity leave
17. Re-training on return from maternity leave
18. None of these

WcrU

{If went back to same job –JBack=1 and Wcare ne 9/DK/RF}
SHOWCARD 13 AGAIN
And since going back to work after [baby's name] was born, have you actually used any of these arrangements?
CODE ALL THAT APPLY
PROBE: Which others?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

{If employee – EmpSt(1)=1}
SHOWCARD 14
Leav Does your employer offer working parents any of these leave arrangements.
These are types of leave that are offered to both mothers and fathers **in addition**
to maternity and paternity leave, and annual leave?
CODE ALL THAT APPLY
PROBE: Which others?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS
IT WAS IN **DECEMBER 2009**

IF ASKED, PARENTAL LEAVE IS FOR PARENTS TO LOOK AFTER THEIR CHILDREN AND
IS NORMALLY ARRANGED IN ADVANCE, WHILE EMERGENCY LEAVE IS AVAILABLE FOR
A RANGE OF FAMILY EMERGENCIES.

8. Fully paid time-off for family emergencies
9. Partly paid time-off for family emergencies
10. Unpaid time-off for family emergencies
11. Fully paid parental leave
12. Partly paid parental leave
13. Unpaid parental leave
14. None of these

{If went back to same job – JBack=1 and Leave ne 7/DK/RF}
LveU SHOWCARD 14 AGAIN
And since going back to work after *[baby's name]* was born, have you actually
used any of these types of leave?
CODE ALL THAT APPLY
PROBE: Which others?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS
IT WAS IN **DECEMBER 2009**

{Ask if EmpSt(1)=1}
MAware **[Still thinking about December 2009]**,How well informed do/did you feel about the
family friendly arrangements offered by your employer?

IF NECESSARY:
Family-friendly arrangements include all flexible working, childcare support and
leave arrangements we asked you about earlier.

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS
IT WAS IN **DECEMBER 2009**

5. Very well informed
6. Fairly well informed
7. Not very well informed
8. Not at all well informed

(Programmer: Insert textfill [Still thinking about December 2009] if (JNow(1)=1 and JBack=1 and
JBkJob<31st December 2009) OR if (JNow=2 and JBack=1 and BBEnd>31st December 2009)

BBOIntr

{If more than one job before birth – BBJobs>1}

Now I'd like to ask you about the other job or jobs you had before *[baby's name]* was born.

Note to programmer: the following questions need to be asked for all jobs entered at BBName for those routed at BBOIntr:

Job start and end dates: BBStart, Jnow, BBEnd
Whether employee or self-employed: EmpSE, SEChk, EmpSt
Whether job permanent and temporary: Perm
Working hours: Hrs
Earnings: Epay EpayP EpayB, EpayBP, SEPay SEPayP SEPayB, SEPayBP

BLOCK E (BAFTER) EMPLOYMENT AFTER THE BABY WAS BORN

{If respondent employee and went back to pre-birth job OR left pre-birth job at the end of maternity leave - EmpSt1=1 and JBack=1 OR JBack=No and BBEnd1 is after Baby's DoB}

RetResp   Thinking about the job you had just before *[baby's name]* was born, that is working as *[BBName1]*, when you *[went back to work/talked with your ex-employer about going back to work]*, were you offered a job with more responsibility, less responsibility or the same level of responsibility you had just before *[baby's name]* was born?

5.   More responsibility
6.   Less responsibility
7.   Same responsibility
8.   Not applicable, e.g. did not discuss going back to work or did not discuss level of responsibility

RetPay   Thinking again about the job you had just before *[baby's name]* was born, (that is working as *[BBName1]*,) when you *[went back to work/talked with your ex-employer about going back to work]*, were you offered a job with a higher pay, a lower pay or the same pay you had just before *[baby's name]* was born?
If the pay you were offered was the same, but pro rata, for example, because you wanted to work part time, the answer should be 'same pay'.

5.   Higher pay
6.   Lower pay
7.   Same pay
8.   Not applicable, e.g. did not discuss going back work or did not discuss pay

(Programmer in RetResp, RetPay the texfill should be:
If JBack=1 then textfill 'went back to work'
If JBack=2 then textfill *'talked with your ex-employer about going back to work'*)

(Programmer please insert DV:
RetEmp 'Whether returned to work after birth'
1 Returned to same job if JBack=1
2 Returned to different job if JBack=2 and ABJobs>0)
3 Didn't return to work if JBack=2 and ABJobs=0)

{If respondent was employee before birth and returned to different job – EmpSt1=1 and RetEmp=2 and BBEnd1 is after Baby's DoB}

RetChn   SHOWCARD 15
You said earlier that you changed jobs after *[baby's name]* was born. Did you change jobs for any of the reasons shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?

13. I wanted flexible hours
14. I wanted part-time work
15. I wanted working hours that suited my needs
16. I wanted an employer that provided help with childcare
17. I wanted a job that was easier to get to
18. I wanted to work from home
19. I wanted a job with fewer responsibilities/duties
20. I wanted a job with more responsibilities/duties
21. I wanted a better paid job
22. I wanted to progress with my career
23. I wanted to change type of work/career
24. Other (PLEASE SPECIFY)

{If RetChan=Other}

RtChnO   DESCRIBE OTHER REASONS FOR CHANGING JOBS

{If respondent was employee before birth and didn't return to work– EmpSt1=1 and RetEmp=3 and BBEnd1 is after Baby's DoB}

RetWNo   SHOWCARD 16
You said earlier that you didn't go back to your job after *[baby's name]* was born. Would these arrangements have made you more likely to go back to your old job, that is working as *[BBName1]*, after *[baby's name]* was born?
CODE ALL THAT APPLY
PROBE: Which others?

If my ex-employer had offered me:

9. Flexible working hours
10. Part-time work
11. Working hours that suited my needs
12. Help with childcare
13. Home working some or all of the time
14. Retraining to return to my old job
15. Other help ex-employer could have offered (PLEASE SPECIFY)
16. No changes in working arrangement would have made me more likely to go back to my old job

{If RetWNO= Other}

RtWnoO   DESCRIBE OTHER HELP EX-EMPLOYER COULD HAVE OFFERED

{All with a new job after birth and who didn't go back to pre-birth job– ABJobs > 0 and JBack=2}

ABIntro	I would now like to ask you about the job or jobs you started after *[baby's name]* was born and before the end of December 2009.

SHOW CALENDAR

ABStart(1)	Thinking about your job as *[ABName(1)]*, when did you start this job/period of self-employment, I need the actual day you started it, as well as the month and the year? ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT CAN'T REMEMBER THE DAY:

- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

CJNow(1)	CODE OR ASK Are you still in this job/running this business?

3. Yes
4. No

NODK NORF

ABEnd(1)	*{If this not current job – CJNow(1)=2}* And when did you finish this job/period of self-employment?

ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT CAN'T REMEMBER THE DAY:

- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

{If ABStart(1)<31 December 2009} & (CJNow=1 or ABEnd(1)>31 December 2009)

ADecInt	In the following questions we would like you to think about how your job was in **December 2009** this is because we would like to know what your working arrangements were like when your child was around a year and a half old.

(Programmer: FOR ABNAME1 {If ABStart(1)<31 December 2009} & (CJNow=1 or ABEnd(1)>31 December 2009) THEN ALL NEW INTERVIEWER INSTRUCTIONS AND TEXT FILLS BELOW SHOULD APPEAR.

FOR ABNAME1 {If ABStart(1)<31 December 2009 AND ABEnd<31 December 2009} then past tense should be used at all questions but new textfills and interviewer instructions should not appear

For ABName2 and onwards nothing should be changed from original programming.

	{All with a new job after birth and who didn't go back to pre-birth job– ABJobs > 0 and JBack=2}
CMake	What does/did the organisation you work/worked for mainly make or do (at the place where you work/worked)? PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**
CWKind	What kind of work do/did you do most of the time? IF RELEVANT, PROBE: What materials or equipment do/did you use? PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**
CEmpSe(1)	And are/were you an employee or self-employed? AN EMPLOYEE IS SOMEONE WHO HAS/HAD AN ARRANGEMENT WITH AN EMPLOYER (ANOTHER PERSON OR ORGANISATION) TO WORK FOR THE LATTER FOR A WAGE OR SALARY. SELF-EMPLOYED INCLUDES: SUBCONTRACTORS, FREELANCERS PEOPLE WORKING FOR THEMSELVES, CHILDMINDERS. 3. Employee 4. Self-employed PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**
CSEChk(1)	*{If CEmpSe=2}* Are/were you an employee of a company or business that you own/owned shares in or that you own/owned entirely? 3. Yes 4. No PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**
CSize	*{If Employee –CEmpSt(1)=1}* SHOWCARD 17 [**Still thinking about December 2009**], Including yourself, how many employees work/worked in your organisation? 5. 1 or 2 6. 3-24 7. 25-499 8. 500 or more PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: Insert textfill {If ABStart(1)<31 December 2009} & (CJNow=1 or ABEnd(1)> 31 December 2009)

CWGend	At the place where you work/worked, are/were the employees…READ OUT…

5. …all women,
6. mostly women,
7. about half and half, or
8. mostly men?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

CSupr	In this/that job do/did you have formal responsibility for supervising the work of other employees?

DO NOT INCLUDE PEOPLE WHO ONLY SUPERVISE: CHILDREN (E.G. TEACHERS, NANNIES, CHILDMINDERS), ANIMALS, SECURITY OR BUILDINGS (E.G. CARETAKERS, SECURITY GUARDS.).

3. Yes
4. No

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

{If supervisory responsibilities at CSuper}

CSuperD	Please describe the type of responsibility you have/had for supervising the work of other employees? PROBE FOR WHO AND WHAT IS/WAS BEING SUPERVISED.

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

{If Employee – CEmpSt(1)=1}
SHOWCARD 18

CPerm1	[Still thinking about December 2009], Looking at this card, can you tell me how best you would describe this/that job.

5. A casual job
6. A temporary job, lasting less than 12 months
7. A fixed term job, lasting between one and three years
8. A permanent job, with no fixed time for ending

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

(Programmer: Insert textfill if {If ABStart(1)<31 December 2009} & (CJNow=1 or ABEnd(1)> 31 December 2009)

CSEOwn

{If self-employed –CEmpSt(1)=2}
[Still thinking about December 2009], Are/Were you working on your own or do/did you have employees?

CODE 1 IF HAS PARTNERS BUT NO EMPLOYEES.

3.　On their own
4.　With employees

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: {If ABStart(1)<31 December 2009} & (CJNow=1 or ABEnd(1)> 31 December 2009)

CSENo

{If with employees at CSEOwn}
SHOWCARD 17
How many people do/did you employ at the place where you work/worked?

5.　1 or 2
6.　3-24
7.　25-499
8.　500 or more

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

CHrs(1)

{All with a new job after birth – ABJobs > 0 and JBack=2}
[Still thinking about December 2009], How many hours a week do/did you usually work in that job, excluding meal breaks, but including any **paid** overtime?

IF HOURS VARY/VARIED ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH/LAST MONTH THEY WERE IN THE JOB/BUSINESS

CODE XX IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN DECEMBER 2009

(Programmer: Insert textfill if {If ABStart(1)<31 December 2009} & (CJNow=1 or ABEnd(1)> 31 December 2009)

CEpay(1)

{If employee – CEmpst(1)=1}
[Still thinking about December 2009], What was your normal **gross** pay in that job, that is your pay **before** any deductions for tax and national insurance. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR PAYSLIP, IF AVAILABLE.

ENTER AMOUNT IN POUNDS AND PENCE. E.G. £5.49

1..500,000

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: Insert textfill if {If ABStart(1)<31 December 2009} & (CJNow=1 or ABEnd(1)> 31 December 2009)

{If CEpay(1) ne DK or RF}

CEpayP(1)   ENTER PAY PERIOD

5.   Hourly
6.   Weekly
7.   Monthly (calendar month)
8.   Annual

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

{If DK at CEpay(1)}

CEpayB(1)   SHOWCARD 19
And looking at this card, can you choose the category that is/was closest to your **gross** pay in this/that job. By gross pay I mean your pay before any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

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

CSEPay(1)

{If self-employed – CEmpst(1)=2}
What are/were your normal **gross** earnings from your business or self-employment **before** any deductions for tax and national insurance. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED, ASK ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THAT BUSINESS).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR ACCOUNTS, IF AVAILABLE.

ENTER AMOUNT

1..500,000

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

CSEpayP(1)

{If CSEpay(1) ne DK or RF}
ENTER PAY PERIOD

5. Hourly
6. Weekly
7. Monthly (calendar month)
8. Annual

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

CSEPyB(1)

{If DK at CSEPay(1)}
SHOWCARD 19
And looking at this card, can you choose the category that is/was closest to your **gross** earnings from your business or self-employment, that is your earnings **before** any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

CTrUn

{If employee – CEmpSt(1)=1}
At your workplace, are/were there any staff associations or trades union groups recognised by management for negotiating pay and working conditions?

3. Yes
4. No

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

CUnMem

{If yes at CTrUn)
Are/Were you a member of a trades union or staff association?

3. Yes
4. No

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

{If employee – CEmpSt(1)=1}
SHOWCARD 20

CFlex   **[Still thinking about December 2009]**, In this/that job, does/did your employer offer to **employees** any of the family friendly arrangements shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?

PART-TIME WORK MEANS BEING ALLOWED TO WORK FEWER HOURS THAN THE STANDARD FULL-TIME HOURS IN THE RESPONDENT'S WORKPLACE.

10. Part-time work
11. Employees can work during school terms only
12. Job-share, that is two people working part time to fill a full-time post
13. Flexible working hours that meet an employee's needs
14. Reduced hours for an agreed period to meet an employee's needs
15. Working shifts that meet an employee's needs
16. Working at home or from home sometimes
17. Working at home or from home all the time
18. None of these

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: Insert textfill if {If ABStart(1)<31 December 2009} & (CJNow=1 or ABEnd(1)>
31 December 2009)

{If CFlex ne 9/DK/RF}
CflxU   SHOWCARD 20 AGAIN
And have you actually used any of those family friendly arrangements which you chose in the previous question?
CODE ALL THAT APPLY
PROBE: Which others?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

CWCar

{If employee – CEmpSt(1)=1}
SHOWCARD 21
Does/did your employer offer to **employees** any of the types of support shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?

CHILDCARE INCLUDES DAYCARE AND OUT OF SCHOOL CARE

CAREER BREAKS ARE TIME OFF WORK TO LOOK AFTER THE FAMILY AND ARE PROVIDED IN ADDITION TO OTHER LEAVE PARENTS CAN HAVE, SUCH AS MATERNITY, PATERNITY OR PARENTAL LEAVE.

10. Childcare vouchers or other help with paying for childcare
11. Workplace childcare
12. Other childcare supported by the employer
13. Help with finding childcare away from the workplace
14. Employees able to use a telephone for family reasons
15. Career breaks for family reasons
16. 'Keep in touch' scheme offered by employer during maternity leave
17. Re-training on return from maternity leave
18. None of these

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

CWCrU

{If CWCare ne 9/DK/RF}
SHOWCARD 21 AGAIN
And have you actually used any of those arrangements chosen in the previous question?
CODE ALL THAT APPLY
PROBE: Which others?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

CLeav

{If employee – CEmpSt(1)=1}
SHOWCARD 22
Does your employer offer working parents any of these leave arrangements. These are types of leave that are offered to both mothers and fathers **in addition** to maternity and paternity leave, and annual leave?
CODE ALL THAT APPLY
PROBE: Which others?

IF ASKED, PARENTAL LEAVE IS FOR PARENTS TO LOOK AFTER THEIR CHILDREN AND IS NORMALLY ARRANGED IN ADVANCE, WHILE EMERGENCY LEAVE IS AVAILABLE FOR A RANGE OF FAMILY EMERGENCIES.

8.   Fully paid time-off for family emergencies
9.   Partly paid time-off for family emergencies
10. Unpaid time-off for family emergencies
11. Fully paid parental leave
12. Partly paid parental leave

13. Unpaid parental leave
14. None of these

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

ClveU

{If CLeave ne 7/DK/RF}
SHOWCARD 22 AGAIN
And have you actually used any of those types of leave chosen in the previous question?
CODE ALL THAT APPLY
PROBE: Which others?

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

MCAware

{If employee – CEmpSt(1)=1}
[Still thinking about December 2009], How well informed do/did you feel about the family friendly arrangements offered by your employer?

IF NECESSARY:
Family-friendly arrangements include all flexible working, childcare support and leave arrangements we asked you about earlier.

5.   *Very well informed*
6.   *Fairly well informed*
7.   *Not very well informed*
8.   *Not at all well informed*

PLEASE REMEMBER TO REMIND THE RESPONDENT TO THINK ABOUT THEIR JOB AS IT WAS IN **DECEMBER 2009**

(Programmer: Insert textfill if {If ABStart(1)<31 December 2009} & (CJNow=1 or ABEnd(1)>
31 December 2009)

ABOIntr

{If more than one new job after birth – JBack=2 and ABJobs>1 OR JBack=1 and ABJobs>0 }
Now I'd like to ask you about the (other) job or jobs you had or started between when *[baby's name]* was born and the end of **December 2009**.

Note to programmer: the following questions need to be asked for all jobs entered at ABName and those routed at ABOIntr:

Job start and end dates: ABStart, CJnow, ABEnd
Whether employee or self-employed: CEmpSE, CSEChk, CEmpSt
Whether job permanent and temporary: CPerm
Working hours: CHrs
Earnings: CEpayB CEPyBP CSEPayB CSEPyBP

BLOCK F (BTIMEOFF) TAKING TIME OFF WORK TO HAVE THE BABY

	{Ask all mothers who were officially employed/self-employed when the baby was born–BBEnd1 is after baby's DoB or Jnow1=yes}
TOffIn	I'm now going to ask you some questions about taking time off work around the time *[baby's name]* was born.
	{Ask all employees who were officially employed when baby was born– EmpSt1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }
LegEntit	As far as you know, **by law** how much maternity leave were you allowed to have when *[baby's name]* was born? We want to know about the **total paid and unpaid** maternity leave you think you were allowed to have by law, regardless of whether or not your employer gave you all that time, or whether or not you took all that time.

CODE 0, IF RESPONDENT THINKS NO LEGAL ENTITLEMENT TO MATERNITY LEAVE

CODE THE NUMBER OF WEEKS OR MONTHS HERE AND THE PERIOD AT THE NEXT QUESTION

0..80

	{If LegEntit > 0 and ne DK/RF)
LegEntP	CODE WHETHER REPLY GIVEN IN WEEKS OR MONTHS

3.   Weeks
4.   Months

	{Ask all employees who were officially employed when baby was born – EmpStat1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }
MLEmp	Employers offer different amounts of maternity leave, how much **paid and/or unpaid** leave did your employer **offer** you around the time you had *[baby's name]*? We want to know how much maternity leave your employer offered at the time, whether or not you took all of that leave.

CODE 0, IF RESPONDENT THINKS NO MATERNITY LEAVE PROVIDED BY EMPLOYER

IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE **MAIN JOB** I.E. ^BBNAME1

CODE THE NUMBER OF WEEKS OR MONTHS HERE AND THE PERIOD AT THE NEXT QUESTION

0..80

	{If MLEmp > 0 and ne DK/RF)
MlEmpP	CODE WHETHER REPLY GIVEN IN WEEKS OR MONTHS

3.   Weeks
4.   Months

MatWhen

{Ask all mothers who were officially employed/self-employed when the baby was born–BBEnd1 is after baby's DoB or Jnow1=yes }
SHOW CALENDAR
[Text for employees] When did you start your **formal** maternity leave, by this I mean the start of the maternity leave date allowed by or agreed with your employer. Please do not include any annual leave or time off sick you had immediately before your maternity leave?
[Text for self-employed] When did you stop working before your baby arrived?

PLEASE ENTER DATE IN FORM DD-MM-YYYY.

MARK START OF MATERNITY LEAVE ON CALENDAR

IF RESPONDENT TOOK MATERNITY LEAVE FROM MORE THAN ONE JOB, ASK ABOUT MATERNITY LEAVE FROM THE **MAIN JOB,** I.E. ^BBNAME1

IF SELF-EMPLOYED ASK ABOUT THE TIME THEY DECIDED TO TAKE OFF TO HAVE THE BABY AND THEY STOPPED WORKING ALTOGETHER OR ONLY WORKED FOR VERY FEW HOURS, E.G. TO FINISH THINGS OFF.

ASKING ABOUT THE TIME THEY STARTED RECEIVING MATERNITY ALLOWANCE/PAY MIGHT HELP THEM TO REMEMBER WHEN THEY STOPPED WORKING.

IF RESPONDENT CAN'T REMEMBER THE DAY:

- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY OR OTHER DOCUMENTS, IF AVAILABLE

MLStopW

Did you stop working **before** *[date at MatWhen],* for example because you took annual leave, emergency leave or other leave?

IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE **MAIN JOB** I.E. ^BBNAME1

3.   Yes
4.   No

WorkStop

{If yes at MLStopW}
SHOW CALENDAR
When did you stop working?
PLEASE ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE **MAIN JOB** I.E. ^BBNAME1

IF RESPONDENT CAN'T REMEMBER THE DAY:

- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY OR OTHER DOCUMENTS, IF AVAILABLE

EarlyW

SHOWCARD 23
And looking at this card, why did you stop working before *[date at MatWhen]*?
IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE **MAIN JOB**
I.E. ^BBNAME1
CODE ALL THAT APPLY
PROBE: Which others?

6.   I took annual leave/holiday entitlement
7.   I took emergency leave
8.   I took sick leave
9.   The baby arrived early
10. Other (please specify)

OEarly

{If EarlyWhy=Other}
ENTER DESCRIPTION OF OTHER REASON FOR STOPPING WORK BEFORE START OF
FORMAL MATERNITY LEAVE

MTimeW

*{Ask all mothers who were officially employed/self-employed when the baby was
born–BBEnd1 is after baby's DoB or Jnow1=yes }*
SHOWCARD 24
And looking at this card, what were your reasons for *[starting your formal
maternity leave/stop working to have your baby]* when you did?
CODE ALL THAT APPLY
PROBE: Which others?

IF RESPONDENT TOOK MATERNITY LEAVE FROM MORE THAN ONE JOB, ASK ABOUT
MATERNITY LEAVE FROM THE **MAIN JOB** I.E. ^BBNAME1

11. The baby arrived early
12. My employer obliged me to stop working because I had been off work for a
     pregnancy-related reason in the last month before my baby was due
13. My employer obliged me to stop working for a different reason
14. I had health problems
15. I was too tired to carry on working
16. I was too big to carry on working
17. I wanted to prepare for the baby's arrival
18. I thought the baby might come early
19. I wanted to take as much leave as possible after the birth
20. Other (PLEASE SPECIFY)

OtimeW2

{If MTimeWhy=Other}
ENTER DESCRIPTION OF OTHER REASON FOR STARTING MATERNITY LEAVE WHEN
THEY DID

MLStop

{Ask all}I
SHOW CALENDAR
[Text for employees] And thinking about the maternity leave you took when you had *[baby's name]* when did your maternity leave end, by this I mean the end of maternity leave date allowed by or agreed with your employer?
[Text for self-employed] And when did you start working again after your baby arrived?
PLEASE ENTER DATE IN FORM DD-MM-YYYY.

MARK START OF MATERNITY LEAVE ON CALENDAR

IF SELF-EMPLOYED AND HAD NOT DECIDED TO END THEIR MATERNITY LEAVE AT ANY POINT, CODE DON'T KNOW

IF SELF-EMPLOYED ASKING ABOUT THE TIME MATERNITY ALLOWANCE/PAY ENDED MIGHT HELP THEM TO REMEMBER WHEN THEY STARTED WORKING AGAIN.

IF RESPONDENT CAN'T REMEMBER THE DAY:

- ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
- ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
- SUGGEST RESPONDENT CHECKS DATE IN DIARY OR OTHER DOCUMENTS, IF AVAILABLE

RetWhy

{If returned to pre-birth job – Jback=1}
SHOWCARD 25
And looking at that this card, what were the reasons for returning to work at that time? CODE ALL THAT APPLY
PROBE: Which others?

IF RESPONDENT HAD MORE THAN ONE JOB AT THE TIME, ASK ABOUT THE **MAIN JOB**, I.E. THE ONE WITH THE LONGEST HOURS

SUITABLE CHILDCARE INCLUDES FORMAL CHILDCARE , SUCH AS A DAY NURSERY OR A CHILDMINDER, AS WELL AS INFORMAL CARE, SUCH AS PARTNER OR GRANDPARENTS

13. My maternity leave came to an end
14. My maternity pay/benefits came to an end
15. I got additional money from my employer for returning at that time
16. I needed the money
17. I was worried I might lose my job if I stayed away longer
18. A longer break could have harmed my career/business
19. I enjoy working and was keen to return
20. I missed the company at work
21. I wanted to work to be independent
22. I found a new job that suited my needs
23. I found suitable childcare
24. Other (PLEASE SPECIFY)

OretWhy   *{If ORetWhy=other}*
                ENTER DESCRIPTION OF OTHER REASONS FOR RETURNING TO WORK

                {If have dates at MLWhent and MLStop}
MLTake   From the dates you have given me, the computer has calculated that you had a
                total of *[weeks calculated at ^LenghtML]* maternity leave, is that correct?

                3.   Yes
                4.   No

                {If MLTake=No OR MLWhen or MLStop=DK or RF }
MLTake2   And what was the total number of weeks or months of paid or unpaid maternity
                leave that you took (or planned to take)?
                ENTER NUMBER OF WEEKS OR MONTHS HERE AND PERIOD AT THE NEXT QUESTION

                1..80

MLTake3   CODE WHETHER REPLY WAS GIVEN IN WEEKS OR MONTHS

                3.   Weeks
                4.   Months

                *{Ask all employees who were officially employed when baby was born– EmpSt1=1
                and BBEnd1 is after baby's DoB or Jnow1=yes }*

                {If Yes at Unfair}
UnfrTx   SHOWCARD 26
                Do you believe you were treated unfairly at work because of your pregnancy when
                you were pregnant with *[baby's name]* in any of the ways shown on this card?
                CODE ALL THAT APPLY
                PROBE: Which others?

                13. I was given unsuitable work or workloads
                14. I was discouraged from attending antenatal classes during work time
                15. I received unpleasant comments from my employer and/or colleagues
                16. I was unfairly criticised or disciplined about my performance at work
                17. I failed to gain a promotion I felt I deserved or were otherwise sidelined
                18. I was denied access to training that I would otherwise have received
                19. I had a reduction in my salary or bonus
                20. I received a pay rise or bonus that was less than my peers at work
                21. I was treated so poorly that I felt I had to leave
                22. I was bullied by my line manager/supervisor
                23. I was dismissed or selected for redundancy because of pregnancy
                24. I do not believe I was treated unfairly at work because of my pregnancy
                93. Other (PLEASE SPECIFY)

UnfrTrO   *{UnfairTr=other}*
                ENTER DESCRIPTION OF OTHER UNFAIR TREATMENT BY EMPLOYER.

{Ask all employees who were officially employed when baby was born– EmpSt1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }

SHOWCARD 27

DiffML Did you have any of the following difficulties with your employer relating to your maternity leave before you stopped work to have your baby?

CODE ALL THAT APPLY

PROBE: Which others?

8. My employer lacked knowledge about my maternity leave entitlements and benefits
9. My employer was unhappy about letting me take my maternity leave
10. I was put under pressure to hand in my notice
11. I was encouraged to take time off or signed off on sick leave before I was ready to start maternity leave
12. I was encouraged by my employer to start my maternity leave earlier than I would have liked
13. Other difficulties with my employer relating to my maternity leave (PLEASE SPECIFY)
14. I had no difficulties with my employer relating to my maternity leave

{If DiffMl=other}

OdiffMl ENTER DESCRIPTION OF OTHER PROBLEMS RELATING TO TAKING MATERNITY LEAVE

*{Ask **all employees** who were officially employed when baby was born – EmpStat1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }*

SHOWCARD 28

KIT Before your maternity leave ended on *[date at MLStop]*, did you have any type of work-related contact or communication with your employer? Please include any work-related contact you might have had with Human Resources, your manager or anyone else in your workplace.

INTERVIEWER: INCLUDE ALL WORK-RELATED CONTACTS BUT EXCLUDE SOCIAL CONTACTS

CODE ALL THAT APPLY

PROBE: Which others?

7. Yes, I had [a] face-to-face meeting[s] with someone from my workplace
8. Yes, I had [a] telephone conversation[s] with someone from my workplace
9. Yes, I had email correspondence with someone from my workplace
10. Yes, I received letters from someone from my workplace
11. Other (PLEASE SPECIFY)
12. No, I didn't have any work-related contact with anyone from my workplace

{If KIT=other}

KITO What type of contact was this?

[open]

KITWhyN   *{If KIT=No contact}*
Why didn't you have any work-related contact with your employer during your maternity leave?

CODE ALL THAT APPLY
PROBE FULLY. DO NOT READ OUT

5.   There was no need for any work-related contact
6.   My employer was reluctant to contact me
7.   I was reluctant to contact my employer
8.   Other

KITWhO   *{If KITWhyN=Other}*
RECORD OTHER ANSWER HERE
[open]

KITWrk   Did you do any work for your employer or receive any training during your maternity leave?

CODE ALL THAT APPLY

4.   Yes, work
5.   Yes, training
6.   No, neither work nor training

{Ask If KITWrk<>No and KITWrk ne DK or RF }
KITDay   How many days of work or training in total did you do during your maternity leave?

INTERVIEWER: CODE HALF DAYS OR LESS AS 0.5

0.5 .. 90

KITPay   Were you paid for doing any of this work or training? Please include payments received **in addition** to maternity pay.

3.   Yes
4.   No

{Ask if KITPay=Yes}
KITPAm   How many days were you paid for? Was it all of them, most of them or some of them?

4.   All of them
5.   Most of them
6.   Some of them

{Ask If KITWrk<>No and KITWrk ne DK or RF }
KITProb   Did you have any problems with your employer with regard to the work you did or the training you received during your maternity leave?

3.   Yes
4.   No

{Ask if KITProb=yes}
KITProbW   What problems did you have?
[open]

KITAware

{Ask all employees who were officially employed when baby was born - EmpStat1=1 and BBEnd1 is after baby's DoB or Jnow1=yes }

Before your maternity leave began, were you aware that women on maternity leave are entitled to 10 'Keeping in touch' days', which means they can do some work for their employer without affecting their maternity leave or maternity pay?

3.   Yes, I was aware
4.   No, I was not aware

{Ask all self-employed mothers who were officially employed when baby was born – EmpStat1=2 and BBEnd1 is after baby's DoB or Jnow1=yes }

SKITWrk

Before you started working again on *[date at MLStop]*, did you do any work or receive any training related to your job?

CODE ALL THAT APPLY

4.   Yes, work
5.   Yes, training
6.   No, neither work nor training

{Ask if SKITWrk <> No}

SKITDay

How many days of work or training in total did you do during your maternity leave?

INTERVIEWER: CODE HALF DAYS OR LESS AS 0.5

0.5 .. 90

BLOCK G (BMATPAY) MATERNITY PAY

MatPayIn   *{Ask All}*
I'm now going to ask you about maternity pay and benefits you may have received when *[baby's name]* was born. We ask these questions as the Government wants to find out whether mothers get the money they are entitled to. (If you have any documents relating to your maternity pay or benefits, such as a letter from your employer, bank statements, payslips, or social security documents, these might help you to answer the next questions.)

MatPay   SHOWCARD 29
When you had *[baby's name]*, did you receive any of the types of maternity pay or benefit shown on this card?
CODE ALL THAT APPLY
PROBE: Which others?

PLEASE MAKE SURE RESPONDENT READS VERY CAREFULLY THE DESCRIPTION OF THE DIFFERENT TYPES OF MATERNITY PAY BEFORE THEY ANSWER THE QUESTION.

4.   Statutory Maternity Pay
5.   Maternity Allowance
6.   Occupational Maternity Pay
94   None of these

Statutory Maternity Pay (SMP): **this is paid to women by their employer usually in the same way as their normal wages are paid**

Maternity Allowance (MA): this can be paid to women every two or four weeks by the social security/Jobcentre Plus offices, but it is separate from Child Benefit payments

Occupational Maternity Pay (OMP): this is paid to women by their employer as part of their contract of employment and is usually paid in addition to Statutory Maternity Pay or Maternity Allowance. OMP is sometimes called Company Maternity Pay or Employer Maternity Pay.

MP and MA (1 and 2) at MatPay}
MatPayCk   SHOWCARD 29 AGAIN
Women normally get **either** Statutory Maternity Pay from their employer or Maternity Allowance from the social security/Jobcentre Plus office, I just wanted to check

that you actually received both these?

4.   Yes, received both
5.   No, received Statutory Maternity Pay only
6.   No, received Maternity Allowance only

	{If received OMP – i.e. MatPay =3}
OMPPay	You said that you received Occupational Maternity Pay from your employer. May I just ask, for this did you get regular maternity payments, a one-off payment in the form of a lump sum, or both regular payments and a lump sum?

CODE 1 IF PAYMENT REGULAR BUT AMOUNT VARIED OVER THE MATERNITY PAY PERIOD

THE LUMP SUM MIGHT BE GIVEN TO MOTHERS AT THE BEGINNING OF THEIR MATERNITY LEAVE, DURING THEIR MATERNITY LEAVE OR WHEN THEY RETURNED TO WORK

4   Regular payments only
5   Lump sum only
6   Both regular payments and lump sum

{If 2 or 3 at OMPPay}

OMPPayLS   And how much did you get for your Occupational Maternity Pay lump sum. We are interested in the gross amount, that is before deductions for tax and national insurance?

ENTER AMOUNT

1..100,000

OMPWhen   And did you get this lump sum at the beginning of your maternity leave, during your maternity leave or when you returned to work?

4.   Beginning of maternity leave
5.   During maternity leave
6.   When returned to work

(Programmer create the following DV:

PayType 'Type of maternity pay'

5.   'SMP only' = (code SMP only at MatPay) OR (coded SMP and MA at MatPay and then MatPayCk=SMP only or both) OR (coded SMP and OMP at MatPay and OMPPay is lump sum only) OR (coded SMP, MA and OMP at MatPay and MatCk is both or SMP only and OMPPay is lump sum only)
6.   'MA' = (coded MA only at MatPay) OR (coded SMP and MA at MatPay and then MatPayCk coded MA only) OR (coded MA and OMP at MatPay) OR (coded SMP, MA and OMP at MatPay and MatCk is MA only)
7.   'OMP' = (coded OMP only at MatPay and OMPPay is regular or both) OR (coded SMP and OMP at MatPay and OMPPay is regular or both) OR (coded MA and OMP at MatPay and OMPPay is regular or both) OR (coded SMP, MA and OMP at MatPay and OMPPay is regular or both)
8.   Else=invalid information provided)

{Ask if no maternity pay received MatPay=none of these}
SHOWCARD 30

WNoSMP   You said that you did not get Statutory Maternity Pay. May I just ask, why was this?

CODE ALL THAT APPLY
PROBE: Which others?

11. I was unemployed
12. I was self-employed
13. I had not worked long enough
14. I gave up work too early
15. I did not earn enough
16. My employer refused to give me maternity pay
17. I did not give my employer enough notice of stopping work to have the baby
18. I did not know about Statutory Maternity Pay
19. I was living abroad at the time
20. Other (PLEASE SPECIFY)

{Ask if WNoSMP=other}

WhyNSMP   Why didn't you receive Statutory Maternity Pay?
[open]

{Ask if no maternity pay received MatPay=none}

MAApply   To receive Maternity Allowance, you would have to get a claim form from Jobcentre Plus or the Department for Work and Pensions website. Can I just check, did you apply for Maternity Allowance?

3.   Yes
4.   No

{Ask If MAApply = No}
SHOWCARD 31

MAApNo   Why did you not apply for Maternity Allowance?

CODE ALL THAT APPLY

7.   I didn't think I was eligible
8.   I didn't know about Maternity Allowance
9.   I couldn't be bothered
10. I found the process of applying too complicated
11. I was living abroad at the time
12. Other (PLEASE SPECIFY]

{Ask if MAApNo=other}

MAApWhyO   Why did you not apply for Maternity Allowance?
[open]

{Ask If MAApply = yes}

MASuc   Was your application for Maternity Allowance successful?

3.   Yes, I received MA
4.   No, I didn't receive MA

{Ask if MASuc = no}
SHOWCARD 32

WyNoMA   You said that you did not get Maternity Allowance either. May I just ask, why was this?

CODE ALL THAT APPLY
PROBE: Which others?

8. I was unemployed
9. I had not worked long enough
10. I gave up work too early
11. I did not earn enough
12. I did not know about Maternity Allowance
13. I was living abroad at that time
14. Other (PLEASE SPECIFY)

{Ask if WNoMA=other}
WNoMAO   Why didn't you get Maternity Allowance?
          [open]

{Ask All}
IncO1   SHOWCARD 33
          Did you **personally** receive any of these benefits or other types of income *[while you were on maternity leave/in the first six months after [baby's name] was born]*?
          CODE ALL THAT APPLY.
          PROBE: Which others?

          DO NOT INCLUDE INCOME THE PARTNER RECEIVES OR GIVES TO THE RESPONDENT, E.G. HOUSEKEEPING MONEY.

          IF NECESSARY TELL RESPONDENT THAT YOU WILL ASK AT THE NEXT QUESTION ABOUT OTHER TYPES OF INCOME AND BENEFIT NOT INCLUDED BELOW

          12. Sure Start Maternity Grant
          13. Income from an insurance/health policy
          14. Income from your business
          15. Earnings from employment/self-employment
          16. Income Support
          17. Working Tax Credit (previously known as Working Families' Tax Credit)
          18. Jobseeker's Allowance
          19. Child Tax Credit
          20. Child Benefit
          21. Child or spouse maintenance from a former partner
          22. None of these

IncO2   SHOWCARD 34
And did you **personally** receive any of these benefits or other types of income
[while you were on maternity leave/in the first six months after [baby's name]
was born]?
CODE ALL THAT APPLY.
PROBE: Which others?

DO NOT INCLUDE INCOME THE PARTNER RECEIVES OR GIVES TO THE RESPONDENT,
E.G. HOUSEKEEPING MONEY.

12. Housing Benefit
13. Council Tax Benefit
14. Incapacity Benefit
15. New Deal Allowance
16. Statutory Sick Pay
17. Disability Living Allowance
18. Carer's Allowance
19. Other state benefits or allowances
20. Income from savings and investment
21. Other type of income or benefit (PLEASE SPECIFY)
22. No other income received

IncOO   *{If IncO2 = Other}*
ENTER DESCRIPTION OF OTHER TYPE OF INCOME OR BENEFIT

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

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

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

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

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

SMP ONLY SECTION

SMPStart
{If received SMP only – PayType=1}
SHOW CALENDAR
When did you start receiving Statutory Maternity Pay?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RESPONDENT CAN'T REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

SMPEnd
When did you finish receiving Statutory Maternity Pay?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RESPONDENT CAN'T REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

(Programmer: create a DV:
SMPWKs 'N. of weeks of SMP' –calculate this from SMPStart and SMPEnd

SMPCkW
{If valid replies given at SMPStart and SMPEnd}
From the dates you have given me the computer has calculated that you received Statutory Maternity Pay for *[SMPWKs]* weeks, is that correct?

3.   Yes
4.   No

ISMPWks
{If SMPCkW=No or SMPStart=DK/RF or SMPEnd=DK/RF}
And for how many weeks did you receive Statutory Maternity Pay?

1..80

SMPLess
{If received SMP for fewer than 39 weeks i.e. (I)SMPWks<39}
SHOWCARD 35
Women normally get 39 weeks of Statutory Maternity Pay, that's just over 9 months. You seem to have received Statutory Maternity Pay for *[SMPWks]* only. Do you know why you got Statutory Maternity Pay for this number of weeks?
CODE ALL THAT APPLY
PROBE: Which others?

7.   I didn't know I could get maternity pay for 39 weeks
8.   I started a new job/business
9.   I needed to return to work early for financial reasons
10. I wanted to return to work early
11. My employer pressurised me to return to work early
12. Other reason (PLEASE SPECIFY)

SMPLessO
{If SMPLess=Other}
ENTER DESCRIPTION OF OTHER REASON FOR RECEIVING LESS THAN 39 WEEKS STATUTORY MATERNITY PAY/MATERNITY PAY.

SMPPay
{If received SMP only – PayType=1}
Women can get different amounts of maternity pay at different times. As part of your Statutory Maternity Pay, did you get 90 per cent of your average earnings for at least some of the time?
IF UNSURE, ENCOURAGE TO CHECK WITH RELEVANT DOCUMENTS, IF AVAILABLE

3   Yes
4   No

SMPPer
{If SMPPay =yes}
For how many weeks or months did you get 90 per cent of your earnings?
ENTER AMOUNT AT THIS QUESTION AND PERIOD AT THE NEXT

1..80

SMPPerP
{If SMPPer ne RF or DK}
ENTER TIME PERIOD (SMP)

1.   Weeks
2.   Months

SMPRest
{If received SMP only – PayType=1}
And how much did you get paid *[for the rest of the time/as part of your Statutory Maternity Pay]*. You can provide this as an actual amount or a percentage of your earnings?

3.   Actual amount
4.   Percentage of earnings

SMPAmt
{If SMPRest=Actual amount}
ENTER AMOUNT HERE AND PERIOD AT THE NEXT QUESTION (SMP)

1..10,000

SMPAmtP

{If SMPAmt ne DK or RF}
ENTER TIME PERIOD

1.   Weeks
2.   Months

SMPPerc

{If SMPRest=Percentage}
ENTER PERCENTAGE OF EARNINGS

1..100

SMPPr

{If received SMP only – PayType=1}
SHOWCARD 36
Looking at this card, did you experience any of these problems with your employer
with your Statutory Maternity Pay?
CODE ALL THAT APPLY
PROBE: Which others?

6.   Employer didn't give information about conditions for getting maternity pay
7.   Employer didn't give information about the number of weeks of maternity
       pay I was allowed
8.   Employer didn't give information about the amount of maternity pay
       I could get
9.   Employer didn't pay maternity pay regularly
10. Employer didn't always pay the right amount of maternity pay
95   Other problems experience with employer(PLEASE SPECIFY)
96   No problems experienced with employer

SMPPrO

{If other at SMPPr}
ENTER DESCRIPTION OF OTHER PROBLEM EXPERIENCED WITH EMPLOYER

MA SECTION

MAStart
{If received MA – PayType=2}
SHOW CALENDAR
When did you start receiving Maternity Allowance?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RESPONDENT CAN'T REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

MAEnd
When did you finish receiving Maternity Allowance?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RESPONDENT CAN'T REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

(Programmer: create a DV:
MAWKs 'N. of weeks of MA' –calculate this from MAStart and MAEnd

MACkW
{If valid replies given at MAStart and MAEnd}
From the dates you have given me the computer has calculated that you received Maternity Allowance for *[MAWKs]* weeks, is that correct?

Yes
No

IMAWks
{If MACkW=No or MAStart=DK/RF or MAEnd=DK/RF}
And for how many weeks did you receive Maternity Allowance?

1..80

MALess

{If received MA for fewer than 39 weeks i.e. (I)MAWks<39}
SHOWCARD 35
Women normally get 39 weeks of Maternity Allowance, that's just over 9 months.
You seem to have received Maternity Allowance for *[MAWks]* only. Do you know
why you got Maternity Allowance for this number of weeks?
CODE ALL THAT APPLY
PROBE: Which others?

7. I didn't know I could get maternity pay for 39 weeks
8. I started a new job/business
9. I needed to return to work early for financial reasons
10. I wanted to return to work early
11. My employer pressurised me to return to work early
12. Other reason (PLEASE SPECIFY)

MALessO

{If MpayLess=Other}
ENTER DESCRIPTION OF OTHER REASON FOR RECEIVING LESS THAN 39 WEEKS
MATERNITY ALLOWANCE.

MAPayW

{If received MA – PayType=2}
SHOWCARD 37
Depending on their circumstances, women can get different types of maternity pay
or benefits, do you know why you received Maternity Allowance?
CODE ALL THAT APPLY
PROBE: Which others?

IF RESPONDENT SAYS SHE DIDN'T WORK ENOUGH HOURS, PROBE WHETHER THIS
MEANT THAT THEY HAD NOT EARNED ENOUGH

9. I did not know about other types of maternity pay/benefits
10. I was self-employed
11. I was unemployed
12. I had not worked long enough for my employer
13. I gave up work too early
14. I did not earn enough
15. My employer refused to give me other types of maternity pay
16. I did not give my employer enough notice of stopping work to have the baby
93. Other (PLEASE SPECIFY)

MAPayWO

{if MayPayW=other}
ENTER OTHER REASON FOR GETTING MATERNITY ALLOWANCE

MAPay

{If received MA – PayType=2 or 5}
How much Maternity Allowance did you get per week or month?
IF UNSURE, ENCOURAGE TO CHECK WITH RELEVANT DOCUMENTS, IF AVAILABLE
ENTER AMOUNT AT THIS QUESTION AND PAY PERIOD AT THE NEXT.

1..10,000

MAPayP

{If MAPay ne RF or DK}
ENTER PAY PERIOD

3. Weeks
4. Months

MAPrCl
{If received MA – PayType=2}
SHOWCARD 38
Looking at this card, did you have any of these problems with **applying** for your Maternity Allowance?
CODE ALL THAT APPLY.
PROBE: Which others?

THIS QUESTION IS ABOUT PROBLEMS WITH APPLYING FOR MATERNITY ALLOWANCE, THE NEXT QUESTION ASKS ABOUT PROBLEMS WITH RECEIVING THE MATERNITY ALLOWANCE PAYMENTS

5.   Social Security/Jobcentre Plus didn't give useful information about the conditions for getting maternity pay
6.   Social Security/Jobcentre Plus didn't give useful information about the number of weeks of maternity pay I was allowed
7.   Social Security/Jobcentre Plus didn't give useful information about how much maternity pay I could receive
8.   Social Security/Jobcentre Plus didn't give me enough help to fill in the maternity pay form
95   Other problems with applying for maternity pay (PLEASE SPECIFY)
96   I didn't have any problems applying for maternity pay

MAPrClO
{If MAPrCl=Other}
ENTER DESCRIPTION OF OTHER TYPE OF PROBLEM WITH CLAIMING MATERNITY ALLOWANCE

MAPrPay
{If received MA – PayType=2}
SHOWCARD 39
Looking at this card, did you have any of these problems with the Social Security/ Jobcentre Plus office with the **payment** of your Maternity Allowance?
CODE ALL THAT APPLY
PROBE: Which others?

5.   I sometimes/always got late payments
6.   I sometimes/always got the wrong amount
7.   I sometimes/always got irregular payments
8.   I got the payment for the wrong number of weeks
95   Other problems with getting maternity pay (PLEASE SPECIFY)
96   I didn't have any problems with my maternity payments

MAPrPayO
{If MAPrPay=Other}
ENTER DESCRIPTION OF OTHER TYPE OF PROBLEM WITH PAYMENT OF MATERNITY ALLOWANCE

OMP(SMP)

OMPStart

{If received regular OMP payment on its own or in combination with SMP – PayType=3 OR PayType=3 and MatPay=1 OR MatPayCk= 1or 2 }
SHOW CALENDAR
When did you start receiving Occupational Maternity Pay (and Statutory Maternity Pay)?

ENTER DATE IN FORM OF DD-MM-YYYY

IF RECEIVED BOTH OCCUPATIONAL MATERNITY PAY AND STATUTORY MATERNITY PAY AND THESE STARTED AT THE DIFFERENT TIMES, ENTER THE DATE OF THE ONE THAT STARTED FIRST

IF RESPONDENT CAN'T REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

OMPEnd

When did you finish receiving Occupational Maternity Pay (and Statutory Maternity Pay)?
ENTER DATE IN FORM OF DD-MM-YYYY

IF RECEIVED BOTH OCCUPATIONAL MATERNITY PAY AND STATUTORY MATERNITY PAY AND THESE ENDED AT DIFFERENT TIMES, ENTER THE DATE OF THE ONE THAT ENDED MORE RECENTLY.

IF RESPONDENT CAN'T REMEMBER:

YOU CAN REFER TO THE CALENDAR AND DATES ENTERED FOR MATERNITY LEAVE, IF THESE ARE THE SAME AS THE MATERNITY PAY PERIOD

ASK ABOUT THE MONTH FIRST, THEN IF IT WAS EARLY, MID OR LATE IN THAT MONTH AND THEN ENCOURAGE THEM TO PROVIDE AN ESTIMATED DAY WITHIN THIS PERIOD.

INVITE RESPONDENT TO CHECK RELEVANT DOCUMENTS, IF AVAILABLE.

(Programmer pl create a DV: OMPWKs
'N. of weeks of OMP/SMP' –calculate this from OMPStart and OMPEnd)

OMPCkW

{If valid replies given at OMPStart and OMPEnd}
From the dates you have given me the computer has calculated that you received Occupational Maternity Pay (and Statutory Maternity Pay) for *[OMPWKs]* weeks, is that correct?

3. Yes
4. No

{If OMPCkW=No or OMPStart=DK/RF or OMPEnd=DK/RF}

IOMPWks   And for how many weeks did you receive Occupational Maternity Pay (and Statutory Maternity Pay)?

1..80

{If (I)OMPWks<39 and getting SMP in addition to regular OMP i.e. PayType 3 and MatPay=1 OR MatPayCk= 1or 2 }

OMPLess   SHOWCARD 35
You said earlier that you got Statutory Maternity Pay. Women normally get 39 weeks of Statutory Maternity Pay, that's just over nine months. You seem to have received maternity pay for *[O(S)MPWks]* only. Do you know why you got Statutory Maternity Pay for this number of weeks?
CODE ALL THAT APPLY
PROBE: Which others?

7.   I didn't know I could get maternity pay for 39 weeks
8.   I started a new job/business
9.   I needed to return to work early for financial reasons
10. I wanted to return to work early
11. My employer pressurised me to return to work early
12. Other reason (PLEASE SPECIFY)

{If O(S)MPLess=Other}

OMPLessO   ENTER DESCRIPTION OF OTHER REASON FOR RECEIVING LESS THAN 39 WEEKS STATUTORY MATERNITY PAY.

{If received regular OMP payment on its own or in combination with SMP – PayType=3 OR PayType=3 and MatPay=1 OR MatPayCk= 1or 2 }

OMPFull   And did you receive your normal full pay for all, part or none of the time you were getting your maternity pay?

IF RESPONDENT CAN'T REMEMBER, CAN BE INVITED TO CHECK WITH `RELEVANT DOCUMENTS, IF AVAILABLE.

IF RESPONDENT MENTIONS RECEIVING A FLAT RATE THAT WAS LESS THAN THEIR NORMAL EARNINGS:
-CODE 2 IF THEY RECEIVED THIS INSTEAD OF THEIR FULL PAY FOR SOME OF THE TIME
- CODE 3 IF THEY RECEIVED THIS INSTEAD OF THEIR FULL PAY ALL THE TIME.

4   Full pay all of the time
5   Full pay part of the time
6   Never received full pay

{ If full pay part of the time i.e. 2 at OMPFull}

OMPFullW   For how many weeks or months did you receive full pay?
ENTER NUMBER OF WEEKS/MONTHS HERE AND PAY PERIOD AT THE NEXT QUESTION

1..80

OMPFullP   ENTER PAY PERIOD HERE

                3   Weeks
                4   Months

                {If part pay some of the time i.e. 2 at OMPFull}
OMPPartW   And for how many weeks or months did you receive part pay?
                ENTER NUMBER OF WEEKS/MONTHS HERE AND PAY PERIOD AT THE NEXT QUESTION

                1..80

OMPPartP   ENTER PAY PERIOD HERE

                3   Weeks
                4   Months

(Programmer: create derived variable here –
OMPTotal: calculated by the amount of time entered at OMPFullW and OMPFullP(whether weeks or
months), and OMPPartw and OMPPartWP (whether weeks or months.
Add a check if OMPTotal is not equal to O(S)MPWKs)

                {If OMPFull=full pay all the time}
OMPFAmt   And what was the normal full **gross** pay that you got for your maternity pay, that
                is your pay **before** deductions for tax and national insurance. You can provide this
                as a weekly or monthly amount?

                ENTER AMOUNT HERE AND PERIOD AT THE NEXT QUESTION

                1...50,000

                {If OMPFAmt ne DK or RF}
OMPFPr   ENTER PERIOD

                3.   Weeks
                4.   Months

                {If full pay part of the time or never full pay i.e. 2 or 3 at OMPFull}
OMPInt   Women can get different amounts of maternity pay at different times. We would
                like to find out what you got at different times during the *[O(S)MPWks]* of your
                maternity pay.

OMPHow(1)   You can tell me your maternity pay (for the next period) as an amount or as
                percentage of your normal earnings.

                3.   Amount
                4.   Percentage of normal earnings

                {If OMPHow=1}
OMPAmt(1)   And how much did you get in the *[initial/next]* period. We would like to know about
                your **gross** maternity pay that is **before** deductions tax and national insurance. You
                can provide this as a weekly or monthly amount?

                ENTER AMOUNT

                1..10,000

OMPPrd(1)	*{If OMPAmt(1) ne DK or RF}* ENTER THE PERIOD

3.   Weeks
4.   Months

(Programme: need a soft check above for unusually high/low amounts in line with checks used for earning Qs)

OMPPr(1)   And for how many *[weeks/months]* did you get this amount of maternity pay?

1..80

OMPPerc(1)   *{If OMPHow=2}*
ENTER PERCENTAGE OF EARNINGS

1..100

OMPPN(1)   *{If OMPPerc(1) ne DK or RF}*
And for how may weeks or months did you receive this percentage of earnings for your maternity pay?
ENTER NUMBER OF WEEKS/MONTHS HERE AND PERIOD AT THE NEXT QUESTION

1..80

OMPPP(1)   ENTER PERIOD

3.   Weeks
4.   Months

OMPNxt(1)   *{If full pay part of the time or never full pay i.e. 2 or 3 at OMPFull}*
And did you get a different amount of maternity pay for another period?

3   Yes
4   No

OMPInfW   *{If received OMP and returned to pre-birth job – MatPay =3 AND JBack=1}*
SHOWCARD 40
Did getting Occupational Maternity Pay made a difference to the time you returned to work? (OMP)
CODE ALL THAT APPLY
PROBE: Which others?

5.   I could only afford to take time off while I was receiving Occupational Maternity Pay
6.   I was obliged under the scheme to return to work after a certain amount of time
7.   Other (PLEASE SPECIFY)
8.   Receiving Occupational Maternity Pay didn't make a difference to the time I returned to work.

OMPInfWO   *{If OMPInfW=other}*
ENTER OTHER WAY IN WHICH OCCUPATIONAL MATERNITY PAY MADE A DIFFERENT TO WHEN RETURNED TO WORK (OMP)

BLOCK H (BCRDSORT) INFLUENCES ON WORK DECISIONS

{If respondent was not in work in December 2009 - REmpN=No or ABStart1> 31st December 2009}

HDecThk In the following questions we would like you to think about the reasons why you had not returned to work by the end of December 2009. This is because we would like to know about the influences on your work decisions when your child was around a year a half old.

RNoWrk SHOWCARD 41
You said earlier on that you were not in paid employment in **December 2009**, can I just check, which of the things on this card were you doing in **December 2009**?
CODE ALL THAT APPLY
PROBE: What else?

11. Looking after the home or family
12. Caring for a sick or disabled child
13. Caring for a sick, elderly or disabled person
14. In education, studying or training
15. Doing voluntary or unpaid work
16. Looking for work
17. Temporary sick/disabled
18. Permanently sick/disabled
19. Waiting to take up/start a job
20. Other (PLEASE DESCRIBE)

{If RNoWrk=other}
RNoWrkO DESCRIBE WHAT RESPONDENT IS CURRENTLY DOING

{If not waiting to start a job - RNoWrk ne 9}
SortInt The next few questions are about factors that may have influenced your decision not to go back to work before **December 2009**. In answering these questions I would like you to think about the last *[job/period of self-employment]* you have had, that is working as a *[BBName1/ABName1]*.

BwShA INTRODUCE CARD PACK
Each of these small cards has on it a factor that some *[lone]* parents have mentioned for not wanting or being able to do paid work. Thinking about **December 2009**, please sort the cards into **big or smaller** factors and those that are not a factor in your not wanting to or being able to work at this time.
SHOWCARD 42
Place them under the headings on this larger card.
ALLOW RESPONDENT TO MAKE CHANGES TO THE ALLOCATIONS.

BwCA WAS THE RESPONDENT ABLE TO COMPLETE THE CARD SORT?

3 Yes
4 No

BwRA

{If BwCA=No}
PLEASE CODE REASONS WHY RESPONDENT DID NOT COMPLETE THE CARD SORT? CODE ALL THAT APPLY

8   Problems reading/writing
9   Language problems
10 Problems understanding the task
11 Ran out of time
12 Couldn't be bothered
13 Children present/tending to children
14 Other – SPECIFY AT NEXT QUESTION

BwRAO

{F BwRA=Other}
ENTER OTHER REASON

BwNot

{If BwCA=Yes}
RECORD ALL STATEMENTS THAT ARE **NOT** A FACTOR AT THIS QUESTION

22 My child/children wouldn't like me to work
23 My parent/parents wouldn't like it if I worked
24 I would have problems with transport to and from work
25 There are few suitable job opportunities in the local area
26 I have difficulties due to my health condition or disability
27 My confidence is low at the moment
28 I want to look after my child/children myself or at home
29 I care for someone who has a health condition, disability or behavioural difficulties
30 I am worried I will not have enough time with my child/children
31 I haven't got the qualifications or experience to get the kind of job I would want
32 My husband/partner/ex-partner would not like it if I worked
33 I am not sure I would be financially better off in work
34 There isn't enough suitable, affordable childcare around here
35 I would need a job where I could take time off at short notice to look after my child/children
36 Employers aren't very family-friendly
37 My family or close friends are not able, or live too far away, to provide childcare
38 I am not prepared to leave my child/children in the care of anyone other than my family or close friends while I work
39 I am concerned about leaving the security of benefits
40 I have personal or family troubles that need to be sorted out
41 I don't need to work because we have enough money
42 There are no statements which are NOT a factor

BwSml

RECORD ALL STATEMENTS THAT ARE **SMALLER FACTORS** AT THIS QUESTION
[DISPLAYS ALL STATEMENTS NOT ALREADY CODED AT PREVIOUS QUESTION]

BwBig

RECORD ALL STATEMENTS THAT ARE BIG FACTORS AT THIS QUESTION
[DISPLAYS ALL STATEMENTS NOT ALREADY CODED AT PREVIOUS QUESTIONS]

BwUnp

{If not all statements have been coded}
RECORD ALL STATEMENTS THAT THE RESPONDENT **HASN'T** PLACED UNDER A
HEADING AT THIS QUESTION
[DISPLAYS ALL STATEMENTS NOT ALREADY CODED AT PREVIOUS QUESTIONS]

BwImpA

{IF BwBig = more than one factor}
Which one, if any, of the things that you said are big factors for not working would
you say was the **most important?**

BLOCK I (BROLE) GENDER ROLE ATTITUDES

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

Sexrole
A man's job is to earn money; a woman's job is to look after the home and family. Do you strongly agree, agree, neither agree nor disagree, disagree or strongly disagree?

INTERVIEWER: THIS QUESTION IS ABOUT RESPONDENT'S **PREFERENCE** FOR HOW THINGS **SHOULD** BE IN THE IDEAL WORLD

6.   Strongly agree
7.   Agree
8.   Neither agree nor disagree
9.   Disagree
10. Strongly disagree

HwifeFfl
Being a housewife is just as fulfilling as working for pay.

6.   Strongly agree
7.   Agree
8.   Neither agree nor disagree
9.   Disagree
10. Strongly disagree

Wwchld2
Do you think women should work outside the home full time, part time or stay at home under these circumstances...
When there is a child under school age?

INTERVIEWER: THIS QUESTION IS ABOUT RESPONDENT'S **PREFERENCE** FOR HOW THINGS **SHOULD** BE IN THE IDEAL WORLD

4.   Work full time
5.   Work part time
6.   Stay at home

Wwchld3
And after the youngest child starts school?

4.   Work full time
5.   Work part time
6.   Stay at home

BLOCK J (BPWORK) PARTNER'S WORK

This section collects employment information about:

- The baby's father at the time of time of birth – if he was living with the mother at the time

- The partner of the mother if she was partnered in December 2009

Information collected	At time of birth	In December 2009
Earnings	✓	✓
Whether in paid employment	✓	✓

DadB

{Ask all}
I'd now like to ask you some questions about *[baby's name]*'s father. Were you living with him when *[baby's name]* was born?

3.   Yes
4.   No

DadStill

{Ask all}
And were you living together in December 2009?

1.   Yes
2.   No

DadNow

{Ask all}
And are you still living together now?

1.   Yes
2.   No

DadN

{If DadB=yes and FamStat= Partnered parent}
And can I just check, is *[partner's name] [baby's name]*'s father?

3.   Yes
4.   No

DadNam

{If living with baby's father at the time of birth but he's not current partner-DadB=yes and DadN=no OR if Famstat=lone parent and living with baby's father at time of birth – DadB=yes)}
And what is (was) *[baby's name]*'s father first name?
DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXFILL

(Programmer: reply at DadNam should be used for ex-partner's text fill in the Qs below if the baby's father is not the same as the current partner (i.e *DadB=yes* and *DadN=no*), if the baby's father is the same as the current partner (i.e. *DadN=yes*) use the partner's name textfill from Block A)

PEmpB

{If DadB=Yes}
And was *[(ex-)partner's name]* in paid employment when *[baby's name's]* was born?

3.   Yes
4.   No

OPTIn   PLEASE REMEMBER TO LEAVE THE OPT IN FORM WITH THE MOTHER TO PASS ON TO HER EX-PARTNER. SHE SHOULD PASS THIS FORM ON TO HIM PERSONALLY, NOT THROUGH THE POST AND SHOULD ALSO PASS ON THE POSTAGE PAID ENVELOPE.

{If PempB=1}
PrBand   SHOWCARD 43
And looking at this card, can you choose the category that is closest to *[ex-partner's name]* gross earnings when *[baby's name]* was born, that is, **before** any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF EARNINGS VARIED ASK ABOUT THE AVERAGE THE MONTH THE BABY WAS BORN

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

{If FamStat= partnered mother}
PempN   *[And now I'd like to ask you some questions about [partner's name]].*
Was *[partner's name]* in paid employment in **December 2009**?

3.   Yes
4.   No

{If PempN=1}
PrBan3   SHOWCARD 43
And looking at this card, can you choose the category that is closest to *[partner's name]* earnings before any deductions for tax and national insurance in **December 2009**. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF EARNINGS VARY, ASK ABOUT THE AVERAGE IN THE LAST MONTH

{Ask in all situations where the baby's father lived in the household with the mother and baby in December 2009 and still lives with them now and he was employed when the baby was born DadStill=1and DadNow=1 and and PEmpB=1}

NatFath	As well as speaking to mothers, we may contact some fathers to invite them to participate in a telephone interview. This is to find out about their experiences of paternity leave and pay around the time *[baby's name]* was born.
	Press 1 and <Enter> to continue.
SpkFath	Would you be happy to give us the telephone contact details for *[father's name]*?

3.   Yes
4.   No

NODK, NORF

SpkFath2	*{If SpkFath=yes}* Can I check, what is *[baby's father's name]*'s full name including title?
YFathT	RECORD TITLE STRING [15]
YFathFN	RECORD FIRST NAME STRING [15]
YFathSN	RECORD SURNAME STRING [15]
Fathtel	And what is the best telephone number to reach *[father's name]* on?
DayT	RECORD DAYTIME TELEPHONE NUMBER STRING [15]
EvenT	RECORD EVENING TELEPHONE NUMBER STRING [15]
MobT	RECORD MOBILE TELEPHONE NUMBER
YPDay	What would be the best days in the week for us to try to speak to *[father's name]*?

CODE ALL THAT APPLY

a.   Monday
b.   Tuesday
c.   Wednesday
d.   Thursday
e.   Friday
f.   Saturday
g.   Sunday

YPartim	What would be the best time of the day for us to try to speak to *[father's name]*? INTERVIEWER: PLEASE RECORD PREFERENCES FOR DAY TIME V EVENING. STRING [100]

BLOCK K (BFINANCE) FAMILY FINANCE AND FINAL Qs

FinInt	*{Ask all}* I only have a few more questions to ask.

HHIncS
SHOWCARD 44
This card shows various sources of income. Can you please tell me which sources of income you and other members of your household were receiving in **December 2009**?
CODE ALL THAT APPLY
PROBE: Which others?

18. Earnings from employment/self-employment
19. Income Support
20. Working Tax Credit (previously known as Working Families' Tax Credit)
21. Jobseeker's Allowance
22. Child Tax Credit
23. Child Benefit
24. Child or spouse maintenance from a former partner
25. Housing Benefit
26. Council Tax Benefit
27. Incapacity Benefit
28. New Deal Allowance
29. Statutory Sick Pay
30. Disability Living Allowance
31.   Carer's Allowance
32. Other state benefits or allowances
33. Income from savings and investment
34. Other kind of income e.g. pension (PLEASE DESCRIBE)

HHIncSO
{If other at HHIncS}
DESCRIBE OTHER INCOME SOURCES

CTC
{If receiving Working Tax Credit – HHIncS=WTC}
Can I just check, did you receive the childcare element of the Working Tax Credit, which is available to families to help with their childcare costs in **December 2009**?

IF NECESSARY EXPLAIN THAT THIS IS AVAILABLE TO HELP PAY FOR CHILDCARE FOR LONE PARENTS WHO WORK AT LEAST 16 HOURS A WEEK, OR PARTNERED PARENTS IF THEY BOTH WORK 16 HOURS A WEEK.

3. Yes
4. No

PrneBan5

{Ask all }
SHOWCARD 45
And looking at this card, can you choose the category that was closest to your total gross household income in **December 2009**. By **gross** income I mean your household income **before** any deductions for tax and national insurance. You don't need to tell me the amount, just the letter next to the amount you have chosen?

IF THE AMOUNT VARIES ASK, ABOUT THE AVERAGE IN THE LAST MONTH.

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

Phone

{Ask all}
Now I need to ask some details for administration. Some interviews are checked by the Head Office. Can I ask for your telephone number in case they want to contact you to check you are satisfied with the way the interview was carried out?
IF NUMBER GIVEN ENTER IT ON THE ARF AND THEN ENTER IT IN THE ADMIN BLOCK

4. Telephone number given
5. Telephone number refused
6. No telephone

Contact

And finally, sometime in the future there may be a follow-up study to this. Such a study would be agreed with the Department for Work and Pensions. Would it be OK for NatCen to get in touch with you to ask if you are happy to take part in another study?

IF NECESSARY ADD: You do not have to say now whether you would actually do an interview, just whether it would be OK for us to contact you about it.

4. Yes
5. No
6. Maybe

Contact2   If the Department for Work and Pensions wanted to conduct a follow-up to this study using a different approved research organisation, would you be willing for us to pass on your details to another research organisation like ourselves?

IF NECESSARY ADD: Again, you do not have to say now whether you would actually do an interview, just whether it would be OK for someone to contact you about it.

4.   Yes
5.   No
6.   Maybe

Thank   This is the end of the interview. Thank you very much for your time. The information you have provided has been extremely helpful. Just to remind you that the findings from this study will be published on the Department for Work and Pensions website next year and will be used to try and improve the support provided to families with young children.

Translate   CODE IF AN INTERPRETER WAS USED DURING ALL OR PART OF THE INTERVIEW.

4.   No interpreter used
5.   Interpreter used for part of the interview
6.   Interpreter used for all of the interview

Wave 1 fathers questionnaire

- Question names are given in bold in the margin.

- Routing instructions are given in *{italics and curly brackets} a*bove each question.

- Statements in *[square brackets]* indicate where a 'textfill' of some kind is used in the programme, this is usually a reply to a previous question (e.g. a person's name or a date) or a part of the sentence that needs to be customised (e.g. past/present tense).

- Interviewer instructions are included after the question in capitals.

- Don't know and refused responses are permissible at most questions, but in most cases would not appear as an option on showcards. When don't know and/or refused responses are not allowed this is indicate with: NODK NORF.

- The instruction CODE ALL THAT APPLY indicates a multi-coded question. If this is not stated, a single code applies.

- Permissible ranges are provided for answers requiring numeric values.

BLOCK A – Eligibility

Intro

{Ask all}

Good morning/afternoon/evening. My name is ____. I am phoning from the National Centre for Social Research about a study we are carrying out on behalf of the Department for Work and Pensions and the Department for Business Innovation and Skills.

May I speak to *[title, name, surname from sample]*, please?

We have recently been in contact with your partner, who has provided us with your contact details. We would like to talk to you about how having a young child has affected your working arrangements.

May I ask you a few questions now?

ADD IF NECESSARY

Whether or not you take part will not affect your entitlement to any benefits or tax credits, or your dealings with any government departments.

ADD IF NECESSARY

The questions should take no longer than 20 minutes, and anything you tell us will be treated in strict confidence in accordance with the Data Protection Act.

I'm first going to ask you some questions about you and your family.

	{Ask all}
DoBConf	According to our records your partner gave birth on [baby's DoB], is this correct?

3.   Yes
4.   No

	{If no at DoBConf}
BabyDoB	And what is the correct date of birth?
	INTERVIEWER ENTER CORRECT DATE OF BIRTH
	PLEASE ENTER DATE IN FORM DD-MM-YYYY

If baby's DoB at BabyDOB is outside of eligible period – CLOSE INTERVIEW

BabyNo	On *[baby's DOB/or correct DOB given at BabyDoB]* did your partner give birth to just one baby or more than one?
	ENTER NUMBER OF BABIES

1..6
NODK NORF

(Programmer: add soft check if BabyNo > 2)

	{Ask all}
BabyNam	And what is the name of the *[baby/first baby to be born]*?
	DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL

IF PARTNER HAD TWINS/TRIPLETS AT THE TIME PLEASE TELL RESPONDENT YOU WILL ONLY BE REFERRING TO ONE OF THE BABIES IN ORDER TO KEEP THE QUESTIONS SHORT.

(Programmer: Textfill at BabyNam
If BabyNo = 1 'baby'
If BabyNo >1 'first baby to be born'.
Create a textfill *baby's name* =name entered at BabyNam)

	{Ask all}
Eligchk	Can I just check, are you living in the same household as *[baby's name]*?

1.   Yes
2.   No

NODK NORF

IF Eligchk = No – CLOSE INTERVIEW

	{Ask all}
EmpChk	Were you in paid work when *[baby's name]* was born?

1.   Yes (either employed or self-employed)
2.   No

NODK NORF

IF EmpChk = No – close interview

BabyExp   *{Ask all}*
What was the expected delivery date for *[baby's name]*?
PLEASE ENTER DATE IN FORM DD-MM-YYYY.

IF FATHER CAN'T REMEMBER THE EXACT DAY PLEASE GET AN ESTIMATE

(Programmer: add soft check at BabyExp if date entered is four or more months before the baby's DoB or one or more months after the baby's DoB)

KidsOth   And, apart from *[baby's name]* do you have any other children aged 14 or under, who live with you? Please include children for whom you are the guardian or foster parent.

IN THE CASE OF TWINS/TRIPLETS PLEASE DO **NOT** INCLUDE ANY OF THE BABIES ALREADY RECORDED

3. Yes
4. No

NODK

KidsNo   *{If KidsOth=Yes}*
And excluding *[baby's name]* how many children (aged 14 or under) do you have living with you?

IN THE CASE OF TWINS/TRIPLETS PLEASE DO NOT INCLUDE ANY OF THE BABIES ALREADY RECORDED

1...20

NODK

(Programmer: at KidsOth and KidsNo all babies' named should be textfilled)

KidNam   Can you please tell me the name(s) of the first of these other children?

DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXFILL

(Programmer: excluding baby, if KidsNo is greater than one, the second time that KidNam is asked it should read 'can you please tell me the name of the second (third etc) of these other children?)

KidDoB   *{Ask for every child from KidNam}*
What is *[child's name]*'s date of birth?
PLEASE ENTER DATE IN FORM DD-MM-YYYY.

(Programmer:
-insert hard check at KidDoB, if child older than 14 need to amend either KidDoB or KidsNo and KidNam)
-routing instructions in the rest of the Q referring to 'every child' should include all children entered at BabyNam and KidNam)

KidSch

{Ask of every child aged 4 or 5}
Does *[child's name]* go to primary school?
IF YES, PROBE: Is that full time or part time?
CODE YES IF THE CHILD IS ATTENDING RECEPTION CLASS

4.   Yes, full time
5.   Yes, part time
6.   No

KidDis

{Ask for every child}
Does *[child's/baby's name]* have any long-standing illness or disability?
By long-standing I mean anything that has troubled *[child's/baby's name]*
over a period of time or that is likely to affect him/her over a period of time?

3.   Yes
4.   No

BLOCK B – Employment

BBJob
{Ask All}
I'd like to ask you some questions about the job you had at the time *[baby's name]* was born. If you had more than one job at that time, please answer all questions about your main job. What was your job when *[baby's name]* was born?

ENTER JOB TITLE
[string]

BBStart
When did you start this job/business? I need the actual day you started it, as well as the month and the year?

IF CAN'T REMEMBER THE EXACT DATE, PROMPT FOR A BEST ESTIMATE

ENTER DATE IN FORM DD-MM-YYYY

JNow
Are you still in this job/running this business?

3. Yes
4. No

NODK NORF

REmpN
{If JNow = 2}
And may I ask, are you currently in paid employment?

3. Yes
4. No

NODK NORF

FNoWrk
{IF REmpN = 2}
What would you say are the main reasons you are not currently in paid employment?
CODE ALL THAT APPLY.

1. Looking after the home or family
2. Caring for a sick or disabled child
3. Caring for a sick, elderly or disabled person
4. In education, studying or training
5. Doing voluntary or unpaid work
6. Looking for work
7. Temporary sick/disabled
8. Permanently sick/disabled
9. Waiting to take up/start a job
10. Other reason (PLEASE SPECIFY)

FNoWrkO
{If FNoWrk =other}
RECORD OTHER REASON FOR NOT WORKING HERE

Make	*{Ask all}* You said you were working when *[baby's name]* was born. What does/did the organisation you work/worked for mainly make or do (at the place where you work/worked)? IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT
WKind	What kind of work do/did you do most of the time? IF RELEVANT, PROBE: What materials or equipment do/did you use? IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT
EmpSe	And are/were you an employee or self-employed? AN EMPLOYEE IS SOMEONE WHO HAS/HAD AN ARRANGEMENT WITH AN EMPLOYER (ANOTHER PERSON OR ORGANISATION) TO WORK FOR THE LATTER FOR A WAGE OR SALARY. SELF-EMPLOYED INCLUDES: SUBCONTRACTORS, FREELANCERS, PEOPLE WORKING FOR THEMSELVES, CHILDMINDERS. 5. Employee 6. Self-employed
SEChk	*{If EmpSe)=2}* Are/were you an employee of a company or business that you own/owned shares in or that you own/owned entirely? IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT 5. Yes 6. No

(Programmer: please add DV:
EmpSt 'Employment status at time of baby's birth'
1 Employee if EmpSe=1 or SEChk=1
2 Self-employed if EmpSe=2 and SEChk=2)

BSize	*{If Employee –EmpSt=1}* Including yourself, how many employees work/worked in your organisation? IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT READ OUT LIST, CODE FIRST TO APPLY 9. 1 or 2 employees 10. 3-24 employees 11. 25-499 employees 12. 500 or more employees

WGend   At the place where you work/worked, are/were the employees…READ OUT…

             IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

             READ OUT LIST, CODE FIRST TO APPLY

             9.   …all men,
             10.   mostly men,
             11.   about half and half, or
             12.   mostly women?

Super   In this/that job do/did you have formal responsibility for supervising the work of
             other employees?

             IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

             DO NOT INCLUDE PEOPLE WHO ONLY SUPERVISE: CHILDREN (E.G. TEACHERS,
             NANNIES, CHILDMINDERS), ANIMALS, SECURITY OR BUILDINGS (E.G. CARETAKERS,
             SECURITY GUARDS.).

             5   Yes
             6   No

             {If Super =2}
SuperD   Please describe the type of responsibility you have/had for supervising the work of
             other employees?

             PROBE FOR WHO AND WHAT IS/WAS BEING SUPERVISED.

             {If Employee – EmpSt=1}
Perm1   Can you tell me how best you would describe this/that job. Is it a… READ OUT…

             IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT
             READ OUT

             9   A casual job
             10   A temporary job, lasting less than 12 months
             11   A fixed term job, lasting between 1 and 3 years
             12   A permanent job, with no fixed time for ending

             {If self-employed –EmpSt=2}
SEOwn   Are/Were you working on your own or do/did you have employees?

             IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

             CODE 1 IF HAS PARTNERS BUT NO EMPLOYEES.

             5.   On their own
             6.   With employees

SENo
{If SEOwn = 2}
How many people do/did you employ at the place where you work/worked?
IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT
READ OUT, CODE FIRST TO APPLY

9   1 or 2 employees
10   3-24 employees
11   25-499 employees
12   500 or more employees

Hrs
{Ask all}
How many hours a week do/did you usually work in this/that job, excluding meal breaks, but including any **paid** overtime?

IF HOURS VARY/VARIED ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH/LAST MONTH THEY WERE IN THE JOB/BUSINESS

CODE 997 IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

(Note for programmer: insert a soft check at Hrs if hours less than five or more than 50. Insert code for those who can't provide hours because varied too much like in the mothers' questionnaire)

Fday
{If employee – Empst=1}
How many days a weeks are/were you contracted to work?

1-7

Epay
{If employee – Empst=1}
What is/was your normal **gross** pay in this/that job, that is your pay **before** any deductions for tax and national insurance. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR PAYSLIP, IF AVAILABLE.

ENTER AMOUNT IN POUNDS AND PENCE. E.G. £5.49

1..500,000

EpayP
{If Epay ne DK or RF}
ENTER PAY PERIOD

9.   Hourly
10. Weekly
11. Monthly (calendar month)
12. Annual

(Note for programmer: need soft checks at EpayP for unlikely amounts taking into account the amount entered at Epay, the period at EpayP and working hours at Hrs – please use the same as in the mothers' q-aire)

EIncBP

{If DK at Epay}
I will read out some different levels of income for you to choose from. Please could you tell if you'd prefer me to read out weekly, monthly or annual amounts.

1. Weekly
2. Monthly
3. Annual

EIncBW

{If EIncBP=weekly}
Which of the amounts of income I will read out represents your gross pay in this/ that job? By gross pay I mean your pay before any deductions for tax and national insurance.
Is it…READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY…

1. Under £50
2. £50-£99
3. £100-£199
4. £200-£289
5. £290-£389
6. £390-£489
7. £490-£579
8. £580-£679
9. £680-£769
10. £770-£869
11. £870-£969
12. £970-£1,449
13. £1,450-£1,929
14. £1,930 or more

EIncBM

{If EIncBP=monthly}
Which of the amounts of income I will read out represents your gross pay in this/ that job? By gross pay I mean your pay before any deductions for tax and national insurance.
Is it…READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY…

1. Under £200
2. £200-£399
3. £400-£829
4. £830-£1,249
5. £1,250-£1,649
6. £1,650-£2,099
7. £2,100-£2,499
8. £2,500-£2,899
9. £2,900-£3,349
10. £3,350-£3,749
11. £3,750-£4,149
12. £4,150-£6,249
13. £6,250-£8,349
14. £8,350 or more

EIncBA   *{If EIncBP=annually}*
Which of the amounts of income I will read out represents your gross pay in this/ that job? By gross pay I mean your pay before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

1. Under £2,500
2. £2,500-£4,999
3. £5,000-£9,999
4. £10,000-£14,999
5. £15,000-£19,999
6. £20,000-£24,999
7. £25,000-£29,999
8. £30,000-£34,999
9. £35,000-£39,999
10. £40,000-£44,999
11. £45,000-£49,999
12. £50,000-£74,999
13. £75,000-£99,999
14. £100,000 or more

SEPay   *{If self-employed – Empst=2}*
What are/were your normal **gross** earnings from your business or self-employment **before** any deductions for tax and national insurance? You can give an hourly, weekly, monthly or annual amount.

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THAT BUSINESS).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR ACCOUNTS, IF AVAILABLE.

ENTER AMOUNT

1..500,000

{If SEpay ne DK or RF}

SEpayP   ENTER PAY PERIOD

9. Hourly
10. Weekly
11. Monthly (calendar month)
12. Annual

(Note for programmer: need soft checks at SEpayP for unlikely amounts taking into account the amount entered at SEpay, the period at SEpayP and working hours at Hrs – use the same as in the mothers' questionnaire)

EIncBPa   *{If DK at SEPay}*
I will read out some different levels of income for you to choose from. Please could you tell if you'd prefer me to read out weekly, monthly or annual amounts.

1. Weekly
2. Monthly
3. Annual

EIncBWa

{If EIncBPa=weekly}

Which of the amounts of income I will read out represents your gross earnings from your business or self-employment? That is your earnings before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

1. Under £50
2. £50-£99
3. £100-£199
4. £200-£289
5. £290-£389
6. £390-£489
7. £490-£579
8. £580-£679
9. £680-£769
10. £770-£869
11. £870-£969
12. £970-£1,449
13. £1,450-£1,929
14. £1,930 or more

EIncBMa

{If EIncBPa=monthly}

Which of the amounts of income I will read out represents your gross earnings from your business or self-employment? That is your earnings before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

1. Under £200
2. £200-£399
3. £400-£829
4. £830-£1,249
5. £1,250-£1,649
6. £1,650-£2,099
7. £2,100-£2,499
8. £2,500-£2,899
9. £2,900-£3,349
10. £3,350-£3,749
11. £3,750-£4,149
12. £4,150-£6,249
13. £6,250-£8,349
14. £8,350 or more

EIncBAa

{If EIncBPa=annually}
Which of the amounts of income I will read out represents your gross earnings from your business or self-employment? That is your earnings before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

1. Under £2,500
2. £2,500-£4,999
3. £5,000-£9,999
4. £10,000-£14,999
5. £15,000-£19,999
6. £20,000-£24,999
7. £25,000-£29,999
8. £30,000-£34,999
9. £35,000-£39,999
10. £40,000-£44,999
11. £45,000-£49,999
12. £50,000-£74,999
13. £75,000-£99,999
14. £100,000 or more

FTrUn

{If employee – EmpSt=1}
At your workplace, are/were there any staff associations or trades union groups recognised by management for negotiating pay and working conditions?

IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

5. Yes
6. No

FUnMem

{If FTrUn = 1)
Are/Were you a member of a trades union or staff association?

IF THIS CHANGED, ASK ABOUT THE CURRENT TIME/TIME THEY LEFT

5. Yes
6. No

Qtyp

{If working in a different job from that at the time of baby's birth (JNow =2 and REmpN = 1)}
Now thinking about your **current** job. Are you an employee or self-employed?

AN EMPLOYEE IS SOMEONE WHO HAS/HAD AN ARRANGEMENT WITH AN EMPLOYER (ANOTHER PERSON OR ORGANISATION) TO WORK FOR THE LATTER FOR A WAGE OR SALARY.

SELF-EMPLOYED INCLUDES: SUBCONTRACTORS, FREELANCERS PEOPLE WORKING FOR THEMSELVES, CHILDMINDERS.

5. Employee
6. Self-employed

	{If Qtyp=2}
SEbChk	Are you an employee of a company or business that you own shares in or that you own entirely?

1.   Yes
2.   No

(Programmer: please add DV:

CEmpSt 'Current employment status'

1   Employee if (EmpSt=employee & JNow=yes) OR (RempN=Yes & (Qyp=employee or SEbChk=yes)
2   Self-employed if (EmpSt=self-employed & JNow=yes) OR (REmpN=Yes & Qtyp=self-employed and SEbChk=no)
3   Not working if REmpN=no

	{If working in a different job from that at the time of baby's birth (JNow =2 and REmpN = 1)}
Hrsnew	How many hours a week do you usually work in this job, excluding meal breaks, but including any **paid** overtime?

IF HOURS VARY ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH

CODE 997 IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

(Note for programmer: insert a soft check at Hrs if hours less than five or more than 50. Insert code for those who can't provide hours because varied too much)

	{If JNow = yes or RempN=yes (currently in paid employment)}
PatWrk	Have you changed your pattern of working in any of the following ways **because** of the birth of your child? Do you…..

READ OUT AND CODE ALL THAT APPLY

INTERVIEWER: CODES 1 AND 2 REFER TO HOURS PER WEEK

1.   Now work shorter hours per week?
2.   Work longer hours per week?
3.   Work more flexible hours?
4.   Do more work at home?
5.   Have changed jobs or place of work because of the birth of your baby?
6.   None of these
7.   Other

{Code 6 is exclusive}
{Codes 1 and 2 are exclusive to each other}

PatOth
{If PatWrk = 7}
RECORD ANSWER HERE

Flex
{(If CEmpSt=employee (all currently working as employees)}
For the next few questions I would like you to think about your **current** job.
Does [*your employer/the place where you work*] offer to **employees** any of the family friendly arrangements?
CODE ALL THAT APPLY
READ OUT

IF THIS CHANGED, ASK ABOUT CURRENT TIME

PART-TIME WORK MEANS BEING ALLOWED TO WORK FEWER HOURS THAN THE STANDARD FULL-TIME HOURS IN THE RESPONDENT'S WORKPLACE.

1. Part-time work
2. Working during school terms only
3. Job-share, IF NECESSARY that is two people working part time to fill a full-time post
4. Flexible working hours
5. Reduced hours for an agreed period
6. Working shifts
7. Working at home sometimes
8. Working at home all the time
9. None of these

{Programmer: If EmpSe = 1 use text fill 'your employer', If Empse = 2 use text fill 'the place where you work']

FlxU
(If Flex = any response from 1-8)
Have you actually used any of these family friendly arrangements?
CODE ALL THAT APPLY
READ OUT

(Programmer display codes selected at Flex)

WCar

(If CEmpSt=employee (all currently working as employees))}
Does *[your employer/the place where you work]* offer to **employees** any of the types of the following support?
CODE ALL THAT APPLY
READ OUT

IF THIS CHANGED, ASK ABOUT CURRENT TIME

CHILDCARE INCLUDES DAYCARE AND OUT OF SCHOOL CARE

CAREER BREAKS ARE TIME OFF WORK TO LOOK AFTER THE FAMILY AND ARE PROVIDED IN ADDITION TO OTHER LEAVE PARENTS CAN HAVE, SUCH AS MATERNITY, PATERNITY OR PARENTAL LEAVE.

SCROLL RIGHT TO SEE ALL CODES

19. Childcare vouchers
20. Workplace childcare
21. Other childcare supported by the employer
22. Help with finding childcare away from the workplace
23. Using the telephone for family reasons
24. Career breaks for family reasons
25. None of these

{Programmer: If EmpSe = 1 use text fill 'your employer', If Empse = 2 use text fill 'the place where you work']

WcrU

(IF Wcar = any response 1-6)
Have you actually used any of these arrangements?
CODE ALL THAT APPLY
READ OUT

(Programmer: display codes selected at WCare)

Leav

(If CEmpSt=employee (all currently working as employee))}
Does *[your employer/the place where you work]* offer working parents any of the following leave arrangements. These are types of leave that are offered to both mothers and fathers **in addition to** maternity and paternity leave, and annual leave?
CODE ALL THAT APPLY
READ OUT

IF THIS CHANGED, ASK ABOUT CURRENT TIME

IF ASKED, PARENTAL LEAVE IS FOR PARENTS TO LOOK AFTER THEIR CHILDREN AND IS NORMALLY ARRANGED IN ADVANCE, WHILE EMERGENCY LEAVE IS AVAILABLE FOR A RANGE OF FAMILY EMERGENCIES.

1. Fully paid time-off for family emergencies
2. Partly paid time-off for family emergencies
3. Unpaid time-off for family emergencies
4. Fully paid parental leave
5. Partly paid parental leave
6. Unpaid parental leave
7. None of these

{Programmer: If EmpSe = 1 use text fill 'your employer', If Empse = 2 use text fill 'the place where you work']

(If Leav = any answer 1-6)

LveU   Have you actually used any of these types of leave?
CODE ALL THAT APPLY
READ OUT

(Programmer display codes selected at Leave)

(If CEmpSt=employee (all currently working as employee)}

FAware   How well informed do you feel about what *[your employer/the place where you work]* offers in terms of family friendly arrangements in general? Do you feel...
READ OUT...

IF NECESSARY:
Family-friendly arrangements include all flexible working, childcare support and leave arrangements we asked you about earlier.

1.   Very well informed
2.   Fairly well informed
3.   Not very well informed
4.   Not at all well informed

{Programmer: If EmpSe = 1 use text fill 'your employer', If Empse = 2 use text fill 'the place where you work']

BLOCK C – Paternity leave and pay

Intro
{Ask all}
Now I would like to ask you about your working arrangements during your partner's pregnancy and at the time she gave birth.

TimOf
Not including the time when your partner went into labour and your baby was born, did you *[take any time off/need to be away from work]* during your partner's pregnancy for reasons to do with her pregnancy?

PROMPT IF NECESSARY: For example – to attend scans or antenatal classes or to look after your other children if your partner was unable to due to her pregnancy.

1. Yes
2. No

{Programmer: If EmpSt = 1 use text fill 'take any time off', If Empst = 2 use text fill 'need to be away from work']

PregT
{If TimOf=yes and {EmpSt=employee}
And how did you take this time off? Did you take any of it as…
READ OUT AND CODE ALL THAT APPLY

1. annual leave
2. time off in lieu
3. paid time off in addition to annual leave (not paternity leave)
4. unpaid leave?
5. (SPONTANEOUS) paternity leave
6. (SPONTANEOUS) other type of time off

PregTO
(If PregT=other)
RECORD HERE OTHER TYPE OF LEAVE TAKEN

TimAm
(If TimOf=yes)
How many days did you take off during your partner's pregnancy, for reasons to do with her pregnancy?

ENTER NUMBER OF DAYS.

IF RESPONDENT CAN'T REMEMBER EXACT NUMBER GET AN ESTIMATE

ENTER HALF DAYS AS 0.5.

ROUND UP TIME TAKEN OFF THAT IS LESS THEN HALF A DAY TO 0.5 DAYS

IF NECESSARY, CONVERT WEEKS OFF WORK INTO DAYS OFF WORK

0.5…30

TimBir
{Ask all}
Did you *[take any time off/need to take any time away from]* work between the time your partner went into labour with *[baby's name]* and when your baby was two months old?

1. Yes
2. No

{Programmer: If EmpSt = 1 use text fill 'take any time off', If Empst = 2 use text fill 'need to take any time away from']

TimMa   *(If TimBir=yes)*
How many days did you take off?

ENTER NUMBER OF DAYS.

IF RESPONDENT CAN'T REMEMBER EXACT NUMBER GET AN ESTIMATE

ENTER HALF DAYS AS 0.5.

ROUND UP TIME TAKEN OFF THAT IS LESS THEN HALF A DAY TO 0.5 DAYS

IF NECESSARY, CONVERT WEEKS OFF WORK INTO DAYS OFF WORK

0.5...60

BloDa   *(If TimBir=yes)*
How did you take these days off? Was it...READ OUT...
CODE ALL THAT APPLY

1. All at once
2. A block of days off on more than one occasion
3. Single days off here and there
4. Parts of days off

BirTime   *{If TimBir=yes and EmpSt=employee}*
And what type of leave was it? Was any of it... READ OUT...
CODE ALL THAT APPLY

1. paternity leave
2. annual leave
3. time off in lieu
4. paid time off in addition to annual leave which was not paternity leave?
5. unpaid parental leave
6. other unpaid leave?
7. (SPONTANEOUS) other type of time off

BirTimeO   *(If BirTime =other)*
RECORD HERE OTHER TYPE OF LEAVE TAKEN

BirChk   *{If TimBir=yes and EmpSt=employee & BirTime ne 1}*
Can I just check, did you take any paternity leave at all?

IF NECESSARY: This includes both statutory and contractual paternity leave you may have taken.

1. Yes
2. No

(Programmer: please add DV:
PatTa 'Whether took paternity leave'
1. Paternity leave taken if BirTime=paternity leave or BirChk=yes
2. No paternity leave taken if BirChk=no or (TimBir=no and EmpSt=employee)
3. Not asked as self-employed at time of baby's birth

	{If EmpSt = employee and TimBir =yes and ((Birtim = 1 + any other response) or (BirChk = 1))}
PatLea	How many days of the time you took off between the time your partner went into labour with *[baby's name]* and when your baby was two months old did you take as paternity leave?
	IF NECESSARY: This includes both statutory and contractual paternity leave you may have taken.
	ENTER NUMBER OF DAYS.
	IF RESPONDENT CAN'T REMEMBER EXACT NUMBER GET AN ESTIMATE
	IF NONE, CODE 0
	CODE HALF DAYS AS 0.5
	0.5…30
	{add check against days entered at TimMa: PatLea <= TimMa}

{Programmer: please add DV:
PLDays
PLDays=PatLea if PatLea=response
PLDays=TimMa if PatLea=no response & TimMa>0 & BirTime=paternity leave only (no other codes mentioned)
0.5 .. 60

	{If PatTa = paternity leave taken}
PLFull	Did you take up your **full** paternity leave entitlement?
	1. Yes
	2. No
	{Ask if PLFull=no}
PatNot	Why did you not take up your full paternity leave entitlement? DO NOT READ OUT, CODE ALL THAT APPLY
	1. I couldn't afford to (e.g. paternity leave was paid at a low rate)
	2. I didn't need to because work patterns fitted in with the birth
	3. I was too busy at work
	4. My partner didn't need me to be at home
	5. I took annual leave instead
	6. I took all that I needed to
	7. Other (SPECIFY)
	{If PatNot=other}
PatRea	ENTER HERE REASON FOR NOT TAKING UP FULL PATERNITY LEAVE ENTITLEMENT [string]

WhNPL

{If EmpSt=employee and TimBir =yes and PatTa = no paternity leave taken }
Why did you not take any paternity leave?
DO NOT READ OUT, CODE ALL THAT APPLY

1. I wasn't entitled to paternity leave
2. I didn't know whether I was entitled to paternity leave
3. I couldn't afford to (e.g. paternity leave was paid at a low rate)
4. I didn't need to because work patterns fitted in with the birth
5. I was too busy at work
6. My partner didn't need me to be at home
7. I took annual leave instead
8. I took all that I needed to
9. Other (SPECIFY)

WhNr

{If WhNPL=Other{
RECORD REASONS FOR NOT TAKING PATERNITY LEAVE
[string]

NtOff

{IF TimBir = no{
Why didn't you take any time off?
DO NOT READ OUT. CODE ALL THAT APPLY

1. I couldn't afford to (e.g. paternity leave was paid at a low rate)
2. I didn't need to because work patterns fitted in with the birth
3. I was too busy at work
4. partner didn't need me to be at home
5. I was not entitled to paternity leave
6. I didn't know whether I was entitled to paternity leave
7. no annual leave left to take
8. employer wouldn't let me take any time off
9. Other specify

NtRea

{If NtOff=other}
RECORD REASON FOR NOT TAKING ANY TIME OFF BETWEEN THE TIME THE PARTNER
GAVE BIRTH AND WHEN THE BABY WAS TWO MONTHS OLD
[string]

NtAll

{IF TimBir = no and EmpSt=employee and NtOff = ne 8}
Even though you didn't take any time off then, would your employer have allowed
you to take any time off if you had wanted to?

1. Yes
2. No

PlPro

{if EmpSt=employee}
Did you have any problems or difficulties with your employer, with regard to
paternity leave?

1. Yes
2. No

PlExp

(If PlPro=yes)
What were the problems?
[open]

PlFull   *{If PatTa = paternity leave taken}*
You said you took *[PLDays]* days paternity leave. How much of this, if any, did you take at full pay?

ENTER NUMBER OF DAYS

IF RESPONDENT CAN'T REMEMBER EXACT NUMBER GET AN ESTIMATE

IF NONE, CODE 0

CODE HALF DAYS AS 0.5

{PROG: hard check PlFull<= PLDays }

PiPay   *{If PlFull < PLDays}*
And for the paternity leave that was **not at full pay**, was this paid…
READ OUT

1. At the statutory rate per week
2. Or as a proportion or percentage of your salary
3. Or as a specific amount?
4. (SPONTANEOUS) Other

PiHow   *{If PiPay=other}*
RECORD HERE HOW PATERNITY LEAVE WAS PAID
[string]

PiFla   *{If PiPay = 1}*
What was the statutory rate per week before tax?

RECORD IN POUNDS. PENCE CAN BE ENTERED AFTER DECIMAL POINT

IF UNSURE, PROBE FOR BEST ESTIMATE

1…1000

{PROG: add soft check if PfFla >120}

PiPer   *{If PiPay = 2}*
What was the percentage?

IF UNSURE, PROBE FOR BEST ESTIMATE

1…100

{PROG: add soft check if PiPer<20}

PiSpec   *{If PiPay=3}*
 And how much did you get paid? You can give an hourly, weekly, monthly or annual amount.

PiSpecT   *{If PiPay=3}*
ENTER PAY PERIOD

1. Hourly
2. Weekly
3. Monthly (calendar month)
4. Annual

BLOCK D – Attitudes

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

Sexrole   A man's job is to earn money; a woman's job is to look after the home and family. Do you strongly agree, agree, neither agree nor disagree, disagree or strongly disagree?

INTERVIEWER: THIS QUESTION IS ABOUT RESPONDENT'S **PREFERENCE** FOR HOW THINGS **SHOULD** BE IN THE IDEAL WORLD

11. Strongly agree
12. Agree
13. Neither agree nor disagree
14. Disagree
15. Strongly disagree

HwifeFfl   Being a housewife is just as fulfilling as working for pay.

11. Strongly agree
12. Agree
13. Neither agree nor disagree
14. Disagree
15. Strongly disagree

Wwchld2   Do you think women should work outside the home full time, part time or stay at home under these circumstances…

When there is a child under school age?

INTERVIEWER: THIS QUESTION IS ABOUT RESPONDENT'S **PREFERENCE** FOR HOW THINGS **SHOULD** BE IN THE IDEAL WORLD

INTERVIEWER: IF 'IT DEPENDS', CODE ASK 'DON'T KNOW'

7.   Work full time
8.   Work part time
9.   Stay at home

Wwchld3   And after the youngest child starts school?
INTERVIEWER: IF 'IT DEPENDS', CODE ASK 'DON'T KNOW'

7.   Work full time
8.   Work part time
9.   Stay at home

BLOCK E - BACKGROUND DETAILS

Intro	*{Ask All}* Now I'd just like to ask you a few background details about yourself

Marital
{Ask All}
May I ask what your current legal marital status is?
CODE FIRST THAT APPLIES.
IF COHABITING AND NEVER PREVIOUSLY MARRIED, CODE 1.

6.   Single, that is never married
7.   Married and living with your wife
8.   Married and separated from your wife
9.   Divorced
10. Widowed

Partner
{If not living with husband/civil partner i.e. Marital ne 2}
And do you currently live with a partner?

3.   Yes
4.   No

(Programmer: Can you please create the following DV:
FamStat 'Family status'
5   Partnered parent If Marital=2 or Partner=1
6   Lone parent If Marital ne 2 and Partner=2
Else=missing)

EED1
[ASK ALL]
How old were you when you completed your full-time education?

ENTER AGE. ALLOW BREAKS OF UP TO SIX MONTHS IN TIME AT SCHOOL/COLLEGE.
ENTER '0' IF RESPONDENT HAD NO FORMAL EDUCATION.
ENTER '95' IF STILL IN FULL-TIME EDUCATION
NUMERIC 0..95

EExam1
[ASK ALL]
Can I ask have you passed any examinations at a school, college or university?

ADD IF NECESSARY: In a moment, I shall ask about any professional, technical or work-related qualifications, (that is, where a qualification relates directly to the job you do or have done.)

1.   Yes
2.   No

EExam2

[if EExam1=1]
What is the highest examination you have passed (at a school, college or university)?
CODE ONE ONLY (HIGHEST EXAMINATION)

1. Higher degree (MA, Msc, PhD)
2. Degree (eg BA, BSc)
3. Diploma in Higher Education
4. Matriculation, School Certificate or Higher School Certificate
5. GCE A level
6. A/S level
7. GCE O level
8. GCSE Grades A-C
9. GCSE Grades D-G
10. CSE Grade 1
11. CSE Grades 2-5/ungraded
12. SCE/SLC/SUPE Higher Grade
13. SUPE/SLC Lower or Ordinary Grade
14. SCE Grades A-C or 1-3
15. SCE Grades D or E or 4 or 5
16. Other

EExam3x

[if EExam2=16]
INTERVIEWER: ENTER 'OTHER' EXAMINATION,
PROBE FOR FULL DETAILS OF EXACT NAME OF THE AWARDING BODY,
THE NAME OF THE COURSE, AND THE EXACT NAME OF THE QUALIFICATION
STRING

EVoc1

[ASK ALL]
Do you have any professional, technical or work-related qualifications?
THIS MEANS ANY QUALIFICATION NEEDED TO DO A SPECIFIC JOB.
A DRIVER NEEDS A DRIVING LICENCE. SOMEONE IN CATERING MAY NEED A HYGIENE CERTIFICATE.
SOME QUALIFICATIONS ARE ARRANGED BY THE EMPLOYER,
OTHERS BY A COLLEGE OR SPECIALIST TRAINING CENTRE

1. Yes
2. No

EVoc2

[If Evocl=1]
Which professional, technical or work-related qualifications do you have?
PROBE USING LIST IF NECESSARY
CODE ALL THAT APPLY

1. Recognised trade apprenticeship completed
2. Modern apprenticeship
3. Clerical/commercial qualification (e.g. RSA)
4. City and Guilds Certificate: Craft/intermediate/ordinary/part I
5. City and Guilds Certificate: Advanced/Final/Part II
6. City and Guilds Certificate: Full technological/Part III
7. National or Scottish Vocational Qualification (NVQ or SVQ)
8. General National Vocational Qualification (GNVQ)

9.   Ordinary National Certificate (ONC) or Diploma (OND)
10. BEC/TEC National/General Certificate or Diploma
11. SCOTVEC,
12. Higher National Certificate (HNC) or Higher Diploma (HND)
13. Teaching qualification
14. Nursing qualification
15. Other

EVoc2x

[If Evoc2=15]
INTERVIEWER: ENTER 'OTHER' QUALIFICATION
STRING

ENVQLev

[if EVoc2=7]
What level NVQ have you obtained?
CODE HIGHEST LEVEL OBTAINED IN FULL

1.   Level 1
2.   Level 2
3.   Level 3
4.   Level 4
5.   Level 5
6.   Units towards NVQ/SVQ
7.   Other NVQ/Not sure

EGNVQLev

[if EVoc2=8]
What level GNVQ have you obtained?
CODE HIGHEST LEVEL OBTAINED IN FULL

1.   Advanced
2.   Intermediate
3.   Foundation
4.   other GNVQ qualification

RDoB

{Ask All}
And may I ask, what is your date of birth?
INTERVIEWER: PLEASE ENTER DATE IN FORM DD-MM-YYYY.

REthn

Which of the following groups best describes you?

READ OUT

CODE FIRST ON THE LIST TO APPLY

10. White
11. Black – Caribbean
12. Black – African
13. Black – other
14. Indian
15. Pakistani
16. Bangladeshi
17. Chinese
18. Mixed race
93. Other (PLEASE SPECIFY)

RethnO
{If REthn=other}
ENTER DESCRIPTION OF OTHER TYPE OF ETHNICITY
[string]

UKBorn
{Ask All}
Can I just check, were you born in the UK?

INTERVIEWER: UK INCLUDES ENGLAND, WALES, SCOTLAND AND NORTHERN IRELAND

3.   Yes
4.   No

WhBorn
{Ask if UKBorn=no/DK/REF}
In which country were you born?

STRING[60]

CameYr
How many years have you been living in the UK?

INTERVIEWER: IF MULTIPLE SPELLS PLEASE JUST CODE MOST RECENT
INTERVIEWER: IF LESS THAN ONE YEAR CODE 0

Range: 0...50
{add softcheck against mother's age – CameYr cannot be greater than mother's age}

FDis
{Ask All}
Do you have any long-standing illness or disability? By long-standing I mean anything that has troubled you over a period of time or that is likely to affect you over a period of time?

1.   Yes
2.   No

RCare
Do you have responsibility for looking after a sick, elderly or disabled relative or friend?

3.   Yes
4.   No

Contact
{Ask all}
And finally, some time in the future there may be a follow-up study to this. Such a study would be agreed with the Department for Work and Pensions. Would it be OK for NatCen to get in touch with you to ask if you are happy to take part in another study?

IF NECESSARY ADD: You do not have to say now whether you would actually do an interview, just whether it would be OK for us to contact you about it.

7.   Yes
8.   No
9.   Maybe

Contact2   If the Department for Work and Pensions wanted to conduct a follow-up to this
                study using a different approved research organisation, would you be willing for us
                to pass on your details to another research organisation like ourselves?

                IF NECESSARY ADD: Again, you do not have to say now whether you would actually
                do an interview, just whether it would be OK for someone to contact you about it.

                7.   Yes
                8.   No
                9.   Maybe

Thank   This is the end of the interview. Thank you very much for your time. The information
                you have provided has been extremely helpful. Just to remind you that the findings
                from this study will be published on the Department for Work and Pensions website
                next year and will be used to try and improve the support provided to families with
                young children.

Appendix H
Pilot reports

Mothers wave 1 pilot report

Mothers' response rates

Interviewers attempted contact with 210 respondents. From these respondents, no contact was achieved with 60 respondents. Where contact was made with respondents (in 150 cases) 20 respondents refused and interviewers were unable to assess eligibility. There were 130 mothers screened for interview, of which 56 were screened out because they were ineligible. Of those mothers who were eligible and screened in, six refused to take part and 26 were recorded as non-response due to other reasons. Interviews took place with 42 mothers.

Fathers' contact details

Interviewers screened 130 mothers. Of the 56 mothers who were screened out due to ineligibility, 18 lived with the father of their baby and 17 of these mothers were willing to provide contact details for the father. For the mothers who were screened in, of the six who refused to participate in the interview, two lived with the father of their baby and one of these two was willing to provide the father's contact details. For mothers who were screened in but did not participate for other reasons, 11 of these 26 mothers lived with the father of their baby and nine of these 11 were willing to provide contact details for the father. Productive interviews took place with 42 mothers. Of these 42 mothers, 31 had resident fathers. Contact details of fathers were provided by 29 of these 31 households.

Other key data

Number of movers in sample – 47
Interview length (median) – 35 minutes

Table H.1   Mothers' pilot outcomes

	Mothers' response rates	Father resident	Fathers' contact details collected
Number of issued sample of CB recipients	252		
Number of cases outstanding	42		
Attempted contact	210		
Unknown eligibility no contact	60		
Contact made with one of the natural parents	150		
Unknown eligibility contacted (refusals)	20		
Screened mothers	130		
Screened out – ineligible	56	18	17
Screened in -refusals	6	2	1
Screened in-other non-response	26	11	9
Interviews			
Two-parent households	31	31	29
One-parent households	11		
Total interviews with mothers	42		
Total fathers resident in all households		62	
Total fathers contact details collected			56

Fathers' contact details

Our response rates for mothers providing fathers' contact details were very high. Overall, 62 two-parent households were screened. In the two-parent households where the mother was screened in and the father was resident, 39 of these 44 mothers were willing to provide the father of their baby's contact details. In our proposals we estimated 85 per cent of screened in mothers would provide contact details. In our pilot, we achieved 89 per cent. In the two-parent households where the mother was screened out and the father was resident, 17 of these 18 mothers were willing to provide the father of their baby's contact details. In our proposals we estimated 60 per cent of screened out mothers would provide contact details. In our pilot, we achieved 94 per cent. Our response from mothers for providing fathers' contact details was, therefore, more successful than we had expected and we hope to maintain the success of this design in the main stage survey.

Table H.2   Response rates for the Father's Survey – Pilot

	Screened in		Screened out		Total
Two-parent households	44	100%	18	100%	62
Contact details provided and issued to telephone unit	39	89%	17	94%	56

Table H.3   Response rates for the Father's Survey – estimates from proposal

	Screened in		Screened out		Total
Expected two-parent households	1,240	100%	770	100%	2,010
Contact details provided and issued to telephone unit	1,054	85%	462	60%	1,516
Eligible for survey	1,001	95%	388	84%	1,389 [2]
Respondents	751	75%	252	65%	1,003

Fathers' wave 1 pilot report

Introduction

The pilot study for the telephone interviews with fathers of the Supporting Parents with Young Children Study was conducted between 12 and 28 October 2009. Interviewers attended a briefing and a debriefing. The pilot used Computer Assisted Telephone Interviewing (CATI), the same format as will be used at the mainstage of the study.

The pilot aimed to provide information about contacting procedures, interview length and structure. The findings also give some indication about the possible response rate at the mainstage.

Sample and response

The sample was drawn from the pilot study of the face-to-face interviews with mothers that were carried out in July 2009. Both mothers who were screened into the pilot and completed a face-to-face interview and mothers who were screened out of the pilot because they did not match the eligibility criteria were asked for the telephone contact details of the father of their baby if he was resident with the baby. All the fathers' contact details collected were used to form the sample for the fathers CATI pilot. The resulting sample size was 62 cases.

Fieldwork was carried out between 12 and 28 October by four telephone interviewers at NatCen Telephone Unit.

Contact was attempted with 62 fathers for whom a contact phone number was known (see Table 2.1). A full interview was completed with 34 fathers, which results in the overall response rate of 71 per cent. Ten fathers did not agree to be interviewed, but it is not known whether they were eligible for an interview or not.

Table H.4   Summary response

	Outcome	Total
Issued cases		
Screened in		
I	Complete interview	34
P	Partial interview	0
R	Refusal	0
O	Unable to respond and other non-response	0
Screened out		
NE	Ineligible	10
Eligibility unknown		
UN	Non-contact	8
UC	Contact (including refusals)	10
Standard measures		
RRo	Overall Response Rate %	71
RRf	Full Response Rate %	71
ELIG	Eligibility Rate %	77
EU	Estimated number of eligibles among unknowns	14

Formulae
RRo =(I+P)/(I+P+R+NC+O+EU)
RRf =I/(I+P+R+NC+O+EU)
ELIG=(I+P+R+O)/(I+P+R+O+NE)*100
EU=(UN+UC+M)*ELIG/100

The table below shows that the breakdown of the outcomes for the unproductive cases:

Table H.5   Breakdown of unproductive cases

Unproductives	n
Refusals	
Personal refusal by respondent	5
Broken appointment, no re-contact	5
Other unproductives	
No direct contact with any resident – no message left	3
No direct contact with respondent – message left	1
Technical phone problems	1
Number permanently disconnected or unobtainable	3
Ineligible – not living in same household as baby	4
Ineligible – not in paid employment when baby was born	6
Total	28

The table shows that the largest number of unproductives were in cases where the father was ineligible because he was not in paid employment when the baby was born. A few fathers were screened out because they no longer lived with the baby owing to relationship breakdown between the time the mother was contacted and the father was contacted. One interviewer mentioned that one father they contacted had never lived together with his baby; this was most likely due to a mistake when the father's contact details were collected from the mother.

One interviewer reported about a father who had stopped working a few days before the baby was born and started a new job shortly after. This father was interviewed even though strictly speaking he did not meet the eligibility criteria.

Another issue relating to eligibility that came up concerned fathers who were living with the mother at the time of the mothers' interview but not at the time of the fathers' interview. These fathers were not interviewed.

It should be emphasised to interviewers at the main stage briefing that fathers are not eligible if:

1) they did not work when the baby was born; or

2) did not live with the mother at the time the baby was born; or

3) are not living with the baby at the time of the fathers' interview.

There were a total of 10 refusals, which were equally cases where there were broken appointments and no recontact was made during the pilot period (five cases) and cases where the father refused.

Advance letters and making contact

All fathers were sent an advance letter one week before the fieldwork started. Interviewers reported no problems with selling the study to the respondents. Most of the fathers were happy to participate and either remembered receiving the advance letter or their wife/partner had told them she had passed on his telephone contact details. Consequently, most respondents were expecting NatCen to contact them. The fathers who were screened out did not mind being contacted.

Interview length

The table below shows the mean, median, maximum and minimum interview lengths taken from the CATI program times:

Table H.6 Length of interview for all cases

	Mean	Median	Min	Max	Base
All cases	16.8	17	9	22	34

For all cases the median interview length was 17 minutes. There was some variation in the length of the interviews; the shortest interview took nine minutes and the longest 22 minutes. Interviewers did not consider the overall interview length to be problematic. It was noted, however, that the qualification questions were too long (please see below). Self-employed fathers tended to have fairly short interviews as many of the questions are not relevant to them.

Interviewer feedback

Interviewers were asked to complete a pilot evaluation form with feedback from all of the interviews they completed. Interviewers were also debriefed shortly after the fieldwork ended. This section will present a summary of interviewers' comments and suggests changes to the questionnaire that would help to overcome problems that the pilot identified. The proposed changes are in red print. Questions that were not problematic are not discussed.

Introduction

One interviewer found the introduction which is read out at the beginning of the questionnaire slightly too long at times. We suggest amending this so that latter parts of the introduction are only read out if necessary. It is therefore suggested to add the following text and interviewer remarks to this question:

Intro	Good morning/afternoon/evening. My name is _____. I am phoning from the National Centre for Social Research about a study we are carrying out on behalf of the Department for Work and Pensions and the Department for Business Innovation and Skills. We have recently been in contact with your partner, who has provided us with your contact details. We would like to talk to you about how having a young child has affected your working arrangements. May I ask you a few questions now? ADD IF NECESSARY Whether or not you take part will not affect your entitlement to any benefits or tax credits, or your dealings with any government departments. ADD IF NECESSARY The questions should take no longer than 20 minutes, and anything you tell us will be treated in strict confidence in accordance with the Data Protection Act. I'm first going to ask you some questions about you and your family.

Additionally, we suggest adding in extra questions regarding how many other children the father may have and their dates of births. These questions are asked of mothers in the face-to-face interviews. By asking fathers these questions it will be possible to examine how decisions regarding paternity leave and pay are influenced by how many other children the father may have. We propose to insert the following questions in to Block A:

KidsOth	And, apart from *[baby's name]* do you have any other children aged 14 or under, who live with you? Please include children for whom you are the guardian or foster parent. IN THE CASE OF TWINS/TRIPLETS PLEASE DO NOT INCLUDE ANY OF THE BABIES ALREADY RECORDED 5. Yes 6. No NODK

KidsNo	*{If KidsOth=Yes}* And excluding *[baby's name]* how many children (aged 14 or under) do you have living with you? IN THE CASE OF TWINS/TRIPLETS PLEASE DO NOT INCLUDE ANY OF THE BABIES ALREADY RECORDED 1…20 NODK
KidNam	Can you please tell me the name(s) of the first of these other children? DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL
KidDoB	*{Ask for every child from KidNam}* What is *[child's name]*'s date of birth? PLEASE ENTER DATE IN FORM DD-MM-YYYY.
KidSch	*{Ask of every child aged 4 or 5}* Does [child's name] go to primary school? IF YES, PROBE: Is that full time or part time? CODE YES IF THE CHILD IS ATTENDING RECEPTION CLASS 7. Yes, full time 8. Yes, part time 9. No
KidDis	*{Ask for every child}* Does *[child's/baby's name]* have any long-standing illness or disability? By long-standing I mean anything that has troubled *[child's/baby's name]* over a period of time or that is likely to affect him/her over a period of time? 5. Yes 6. No

Employment

This section collected details about the job that the father had at the time of the baby's birth and they are now in a different job, then also about their current job. Interviewers reported no major problems with this section and noted that it was clear to respondents which job questions were about.

One query that came up concerned question Flex, where some respondents reported knowing the availability of some arrangements but not the others. As this question is also measuring awareness of availability, we suggest that in such situations the arrangement is coded as not available. This will be explained to interviewers in project instructions.

Self-employed fathers who had an official work contract with their own business were routed to the same questions as fathers who were employees in a company they did not own. Interviewers reported that some questions about family-friendly working arrangements that these fathers were routed to seemed a bit out of place, because the working situation of these fathers is more similar to self-employed than employed fathers' despite having a contract. However, unlike self-employed fathers without an employment contract they are entitled to family-friendly working arrangements and should therefore be routed to questions that monitor their take-up. We do, however, suggest replacing words 'your employer' in questions Flex, WCar, Leav, FAware with a textfill 'your employer/the place where you work'.

Paternity leave and pay

In general, respondents did not have problems recalling the number of days they had off work before their baby was born and after their baby was born. Interviewers did note, however, that some fathers took this time off in several different ways. Currently, BloDa allows only a single code to be answered. We propose to make this a multi-code answer in order for fathers to give their best reply. It is therefore suggested to add a following interviewer remark to BloDa:

BloDa	How did you take these days off? Was it….READ OUT CODE ALL THAT APPLY 1. All at once 2. A block of days off on more that one occasion 3. Single days off here and there 4. Parts of days off

It was suggested that we add in an option of 'a specific amount' for how paternity pay was paid in case the amount was more than the statutory rate per week or the respondent was unable to recall the amount as a proportion or percentage of his salary. In addition, we would need to ask a follow-up question regarding how much the specific amount was and if it was per day, per week or a lump sum for the entire period.

PiPay	And for the paternity leave that was not at full pay, was this paid… READ OUT 1. At the statutory rate per week 2. Or as a proportion or percentage of your salary 3. Or as a specific amount? 4. (SPONTANEOUS) Other
PiSpec	{If PiPay=3} And how much did you get paid?
PiSpecT	ENTER PAY PERIOD 5. Hourly 6. Weekly 7. Monthly (calendar month) 8. Annual

Attitudes

This section included questions about gender role attitudes. At questions Wwchld2 and Wwchld3, many respondents replied with answers such as 'It depends on individual circumstances'. These are standard questions which are taken from the British Social Attitudes Survey (BSA) and have also been asked of mothers in the face-to-face interviews. In BSA it is a standard practise to code such answers as 'Don't know'. We suggest adding an interviewer note about this.

Wwchld2	Do you think women should work outside the home full-time, part-time or stay at home under these circumstances… When there is a child under school age? INTERVIEWER: IF 'IT DEPENDS', CODE ASK 'DON'T KNOW' INTERVIEWER: THIS QUESTION IS ABOUT RESPONDENT'S **PREFERENCE** FOR HOW THINGS **SHOULD** BE IN THE IDEAL WORLD 10. Work full time 11. Work part time 12. Stay at home
Wwchld3	And after the youngest child starts school? INTERVIEWER: IF 'IT DEPENDS', CODE ASK 'DON'T KNOW' 10. Work full time 11. Work part time 12. Stay at home

Background details

Block E asks for various background details which are taken from the mothers' questionnaire. We suggest adding in RCare so that the exact same questions of mothers are asked of fathers. Also, the responsibility asked about in RCare may have an effect on fathers' take up of paternity leave and benefits. We therefore propose to inset the following question:

RCare	Do you have responsibility for looking after a sick, elderly or disabled relative or friend? 1. Yes 2. No

It was noted by some interviewers that the questions regarding educational qualifications were too long as reading out each answer category over the phone is long and potentially demoralising for respondents whose qualifications may come at the end of the list. We have suggested changing the qualification questions to:

EED1	[ASK ALL] How old were you when you completed your full-time education? ENTER AGE. ALLOW BREAKS OF UP TO SIX MONTHS IN TIME AT SCHOOL/COLLEGE. ENTER '0' IF RESPONDENT HAD NO FORMAL EDUCATION. ENTER '95' IF STILL IN FULL-TIME EDUCATION NUMERIC 0..95
EExam1	[ASK ALL] Can I ask have you passed any examinations at a school, college or university? ADD IF NECESSARY: In a moment, I shall ask about any professional, technical or work-related qualifications, (that is, where a qualification relates directly to the job you do or have done.) 3. Yes 4. No

EExam2	[if EExam1=1] What is the highest examination you have passed (at a school, college or university)? CODE ONE ONLY (HIGHEST EXAMINATION) 17.　Higher degree (MA, Msc, PhD) 18.　Degree (eg BA, BSc) 19.　Diploma in Higher Education 20.　Matriculation, School Certificate or Higher School Certificate 21.　GCE A level 22.　A/S level 23.　GCE O level 24.　GCSE Grades A-C 25.　GCSE Grades D-G 26.　CSE Grade 1 27.　CSE Grades 2-5/ungraded 28.　SCE/SLC/SUPE Higher Grade 29.　SUPE/SLC Lower or Ordinary Grade 30.　SCE Grades A-C or 1-3 31.　SCE Grades D or E or 4 or 5 32　Other
EExam3x	[if EExam2=16] INTERVIEWER: ENTER 'OTHER' EXAMINATION, PROBE FOR FULL DETAILS OF EXACT NAME OF THE AWARDING BODY, THE NAME OF THE COURSE, AND THE EXACT NAME OF THE QUALIFICATION STRING
EVoc1	[ASK ALL] Do you have any professional, technical or work-related qualifications? THIS MEANS ANY QUALIFICATION NEEDED TO DO A SPECIFIC JOB. A DRIVER NEEDS A DRIVING LICENCE. SOMEONE IN CATERING MAY NEED A HYGIENE CERTIFICATE. SOME QUALIFICATIONS ARE ARRANGED BY THE EMPLOYER, OTHERS BY A COLLEGE OR SPECIALIST TRAINING CENTRE 3.　Yes 4.　No

EVoc2	[If Evocl=1] Which professional, technical or work-related qualifications do you have? PROBE USING LIST IF NECESSARY CODE ALL THAT APPLY 16. Recognised trade apprenticeship completed 17. Modern apprenticeship 18. Clerical/commercial qualification (e.g. RSA) 19. City and Guilds Certificate: Craft/intermediate/ordinary/part I 20. City and Guilds Certificate: Advanced/Final/Part II 21. City and Guilds Certificate: Full technological/Part III 22. NVQ or SVQ (National or Scottish Vocational Qualification) 23. GNVQ (General National Vocational Qualification) 24. ONC (Ordinary National Certificate) or OND (Ordinary National Diploma) 25. BEC/TEC National/General Certificate or Diploma 26. SCOTVEC, 27. HNC (Higher National Certificate) or HND (Higher Diploma) 28. Teaching qualification 29. Nursing qualification 30. Other
EVoc2x	[If Evoc2=15] INTERVIEWER: ENTER 'OTHER' QUALIFICATION STRING
ENVQLev	[if EVoc2=7] What level NVQ have you obtained? CODE HIGHEST LEVEL OBTAINED IN FULL 8. Level 1 9. Level 2 10. Level 3 11. Level 4 12. Level 5 13. Units towards NVQ/SVQ 14. Other NVQ/Not sure
EGNVQLev	[if EVoc2=8] What level GNVQ have you obtained? CODE HIGHEST LEVEL OBTAINED IN FULL 5. Advanced 6. Intermediate 7. Foundation 8. Other GNVQ qualification

Conclusion

The results of the pilot study showed that the questionnaire and the procedures work well and do not need any major modifications. The current questionnaire length is also optimal and only a few new questions can be added without compromising it. At the moment, the new questions we have added have been to allow comparability with the mothers' questionnaire and to examine other factors which may influence a father's paternity leave and work decisions.

Wave 2 fathers questionnaire

BLOCK A - Eligibility

{Programmer textfill partner/baby's mother according to sample}
{Ask all}

Intro   Good morning/afternoon/evening. My name is _____. I am phoning from the National Centre for Social Research about a study we are carrying out on behalf of the Department for Work and Pensions and the Department for Business Innovation and Skills.

May I speak to *[title, name, surname from sample]*, please?

We have recently been in contact with your *[partner/baby's mother]*, who has provided us with your contact details. We would like to talk to you about how having a young child has affected your working arrangements.

May I ask you a few questions now?

ADD IF NECESSARY

Whether or not you take part will **not** affect your entitlement to any benefits or tax credits, or your dealings with any government departments.

ADD IF NECESSARY

The questions should take no longer than 20 minutes, and anything you tell us will be treated in strict confidence in accordance with the Data Protection Act.

I'm first going to ask you some questions about you and your family.

{Ask all}
{Programmer: we need the baby's DOB programmed in to appear in this question from sample file}

{Programmer textfill partner/baby's mother according to sample}

DoBConf   According to our records your *[partner/baby's mother]* gave birth to *[baby's name]* on [baby's DoB], is this correct?

3.   Yes
4.   No

{If no at DoBConf}

BabyDoB   And what is the correct date of birth?
INTERVIEWER ENTER CORRECT DATE OF BIRTH
PLEASE ENTER DATE IN FORM DD-MM-YYYY

{Programmer: If baby was born outside of the eligible period (i.e. Mainstage 28 May 08 to 28 Sept 2008) then have this check: "This baby was born outside of the period necessary for this survey. Please check it is correct.").

If baby's DoB at BabyDOB is outside of eligible period – CLOSE INTERVIEW

BabyNo	On *[baby's DOB/or correct DOB given at BabyDoB]* did your baby's mother give birth to just one baby or more than one? ENTER NUMBER OF BABIES 1..6 NODK NORF
BabyNam	*{Ask all}* And what is the name of the *[baby/first baby to be born]*? DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL IF PARTNER HAD TWINS/TRIPLETS AT THE TIME PLEASE TELL RESPONDENT YOU WILL ONLY BE REFERRING TO ONE OF THE BABIES IN ORDER TO KEEP THE QUESTIONS SHORT.
Eligchk	*{Ask all}* Can I just check, were you living in the same household as *[baby's name]* in December 2009? 1. Yes 2. No NODK NORF

IF Eligchk = No – CLOSE INTERVIEW

EmpChk	*{Ask all}* Were you in paid work when *[baby's name]* was born? 3. Yes (either employed or self-employed) 4. No NODK NORF

IF EmpChk = No – close interview

BabyExp	*{Ask all}* What was the expected delivery date for *[baby's name]*? PLEASE ENTER DATE IN FORM DD-MM-YYYY. IF FATHER CAN'T REMEMBER THE EXACT DAY PLEASE GET AN ESTIMATE
BIDecInt	In the following questions we will be asking questions about your situation as it was in **December 2009** this is because we would like to know what your working arrangements were like when your child was around a year and a half old.
KidsOth	Thinking about **December 2009**, apart from *[baby's name]* did you have any other children aged 14 or under, who lived with you? Please include children for whom you were the guardian or foster parent. IN THE CASE OF TWINS/TRIPLETS PLEASE DO **NOT** INCLUDE ANY OF THE BABIES ALREADY RECORDED 3. Yes 4. No NODK

KidsNo

{If KidsOth=Yes}
And excluding *[baby's name]* how many children (aged 14 or under) did you have living with you then?

IN THE CASE OF TWINS/TRIPLETS PLEASE DO NOT INCLUDE ANY OF THE BABIES ALREADY RECORDED

1...20

NODK

{Programmer: at KidsOth and KidsNo all babies' named should be textfilled}

KidNam

Can you please tell me the name(s) of the first of these other children?

DO NOT ENTER THE SURNAME, WE JUST NEED A NAME THAT WILL BE USED AS A TEXTFILL

KidDoB

{Ask for every child from KidNam}
What is *[child's name]*'s date of birth?

PLEASE ENTER DATE IN FORM DD-MM-YYYY.

KidSch

{Ask of every child aged 4 or 5}
Thinking about **December 2009**, did *[child's name]* go to primary school then?
IF YES, PROBE: Is that full time or part time?
CODE YES IF THE CHILD IS ATTENDING RECEPTION CLASS

4. Yes, full time
5. Yes, part time
6. No

KidDis

{Ask for every child}
Did *[child's/baby's name]* have any long-standing illness or disability in **December 2009**? By long-standing I mean anything that had troubled *[child's/baby's name]* over a period of time or that was likely to affect him/her over a period of time?

3. Yes
4. No

BLOCK B – Employment

BBJob

{Ask All}
I'd like to ask you some questions about the job or jobs you have had since *[baby's name]* was born. If you had more than one job at that time, please answer all questions about your main job. What was your job when *[baby's name]* was born?

ENTER JOB TITLE
[string]

BBStart

When did you start this job/business? I need the actual day you started it, as well as the month and the year?

IF CAN'T REMEMBER THE EXACT DATE, PROMPT FOR A BEST ESTIMATE

ENTER DATE IN FORM DD-MM-YYYY

JNow

Are you still in this job/running this business?

IF FATHER IS IN THE SAME PROFESSION, BUT WITH A DIFFERENT EMPLOYER, THIS COUNTS AS A DIFFERENT JOB

3.   Yes
4.   No

NODK NORF

JNowEnd

{If this not current job – JNow=2}
And when did you finish this job/period of self-employment?

ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT CAN'T REMEMBER THE DAY:

•   ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
•   ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
•   SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

(Programmer hard checks to be added here:
– Must be after Baby's DoB
– Upper limit: 2010
– Lower limit: 1950)

REmpN

{If JNowEnd<30 November 2009 }
And may I ask, were you in paid employment in **December 2009**?

3.   Yes
4.   No

NODK NORF

FNoWrk

{IF REmpN = 2}
What would you say are the main reasons you were not in paid employment in **December 2009**?

CODE ALL THAT APPLY.

1. Looking after the home or family
2. Caring for a sick or disabled child
3. Caring for a sick, elderly or disabled person
4. In education, studying or training
5. Doing voluntary or unpaid work
6. Looking for work
7. Temporary sick/disabled
8. Permanently sick/disabled
9. Waiting to take up/start a job
10. Other reason (PLEASE SPECIFY)

FNoWrkO

{If FNoWrk =other}
RECORD OTHER REASON FOR NOT WORKING HERE

DecInt

{If JNow=1 OR JNowEnd>30 November 2009}
In the following questions we would like you to think about how your job was in **December 2009** this is because we would like to know what your working arrangements were like when your child was around a year and a half old.

{Programmer: If JNow=1 OR RempN=1 then we need the textfills referring to **December 2009** as stated below inserted. No cases should now refer to present tense. If textfill is used then following word's first letter should be lower case.

Make

{Ask all}
You said you worked as a *[BBJob)]*. [**In December 2009**] What did the organisation you worked for mainly make or do (at the place where you work/worked)?

WKind

What kind of work did you do most of the time?
IF RELEVANT, PROBE: What materials or equipment did you use?

EmpSe

[**In December 2009**], Were you an employee or self-employed?

AN EMPLOYEE IS SOMEONE WHO HAS/HAD AN ARRANGEMENT WITH AN EMPLOYER (ANOTHER PERSON OR ORGANISATION) TO WORK FOR THE LATTER FOR A WAGE OR SALARY.

SELF-EMPLOYED INCLUDES: SUBCONTRACTORS, FREELANCERS, PEOPLE WORKING FOR THEMSELVES, CHILDMINDERS.

7. Employee
8. Self-employed

SEChk

{If EmpSe)=2}
Were you an employee of a company or business that you owned shares in or that you owned entirely?

7. Yes
8. No

(Programmer: please add DV:
EmpSt 'Employment status at time of baby's birth'
1 Employee if EmpSe=1 or SEChk=1
2 Self-employed if EmpSe=2 and SEChk=2)

BSize
{If Employee –EmpSt=1}
Including yourself, how many employees worked in your organisation [in December 2009]?

READ OUT LIST, CODE FIRST TO APPLY

13. 1 or 2 employees
14. 3-24 employees
15. 25-499 employees
16. 500 or more employees

WGend
[Remember, thinking about December 2009], At the place where you worked, were the employees…READ OUT…

READ OUT LIST, CODE FIRST TO APPLY

13. …all men,
14. mostly men,
15. about half and half, or
16. mostly women?

Super
In that job did you have formal responsibility for supervising the work of other employees?

DO NOT INCLUDE PEOPLE WHO ONLY SUPERVISE: CHILDREN (E.G. TEACHERS, NANNIES, CHILDMINDERS), ANIMALS, SECURITY OR BUILDINGS (E.G. CARETAKERS, SECURITY GUARDS.).

7   Yes
8   No

SuperD
{If Super =2}
Please describe the type of responsibility you had for supervising the work of other employees?

PROBE FOR WHO AND WHAT IS/WAS BEING SUPERVISED.

Perm1
{If Employee – EmpSt=1}
Can you tell me how best you would describe that job [in December 2009]. Was it a… READ OUT…

READ OUT

13   A casual job
14   A temporary job, lasting less than 12 months
15   A fixed term job, lasting between one and three years
16   A permanent job, with no fixed time for ending

SEOwn
{If self-employed –EmpSt=2}
[Remember, thinking about **December 2009**],Were you working on your own or did you have employees?

CODE 1 IF HAS PARTNERS BUT NO EMPLOYEES.

7. On their own
8. With employees

SENo
{If SEOwn = 2}
How many people did you employ at the place where you worked [in **December 2009**]?

READ OUT, CODE FIRST TO APPLY

13 1 or 2 employees
14 3-24 employees
15 25-499 employees
16 500 or more employees

Hrs
{Ask all}
[**Remember, thinking about December 2009**], How many hours a week did you usually work in that job, excluding meal breaks, but including any **paid** overtime?

IF HOURS VARY/VARIED ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH/LAST MONTH THEY WERE IN THE JOB/BUSINESS

CODE 997 IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

(Note for programmer: insert a soft check at Hrs if hours less than five or more than 50. Insert code for those who can't provide hours because varied too much like in the mothers' questionnaire)

Fday
{If employee – Empst=1}
How many days a weeks were you contracted to work [**in December 2009**]?

1-7

Epay
{If employee – Empst=1}
What was your normal **gross** pay in that job, that is your pay **before** any deductions for tax and national insurance [**in December 2009**]. You can give an hourly, weekly, monthly or annual amount?

IF THE AMOUNT VARIES/VARIED ASK, ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THE JOB).

RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR PAYSLIP, IF AVAILABLE.

ENTER AMOUNT IN POUNDS AND PENCE. E.G. £5.49

1..500,000

EpayP

{If Epay ne DK or RF}
ENTER PAY PERIOD

13. Hourly
14. Weekly
15. Monthly (calendar month)
16. Annual

(Note for programmer: need soft checks at EpayP for unlikely amounts taking into account the amount entered at Epay, the period at EpayP and working hours at Hrs – please use the same as in the mothers' q-aire)

EIncBP

{If DK at Epay}
I will read out some different levels of income for you to choose from. Please could you tell if you'd prefer me to read out weekly, monthly or annual amounts.

4.   Weekly
5.   Monthly
6.   Annual

EIncBW

{If EIncBP=weekly}
Which of the amounts of income I will read out represents your gross pay in that job [**in December 2009**]? By gross pay I mean your pay before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

15. Under £50
16. £50-£99
17. £100-£199
18. £200-£289
19. £290-£389
20. £390-£489
21. £490-£579
22. £580-£679
23. £680-£769
24. £770-£869
25. £870-£969
26. £970-£1,449
27. £1,450-£1,929
28. £1,930 or more

EIncBM   *{If EIncBP=monthly}*
Which of the amounts of income I will read out represents your gross pay in that job [in December 2009]? By gross pay I mean your pay before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

15. Under £200
16. £200-£399
17. £400-£829
18. £830-£1,249
19. £1,250-£1,649
20. £1,650-£2,099
21. £2,100-£2,499
22. £2,500-£2,899
23. £2,900-£3,349
24. £3,350-£3,749
25. £3,750-£4,149
26. £4,150-£6,249
27. £6,250-£8,349
28. £8,350 or more

EIncBA   *{If EIncBP=annually}*
Which of the amounts of income I will read out represents your gross pay in that job [**in December 2009**]? By gross pay I mean your pay before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

15. Under £2,500
16. £2,500-£4,999
17. £5,000-£9,999
18. £10,000-£14,999
19. £15,000-£19,999
20. £20,000-£24,999
21. £25,000-£29,999
22. £30,000-£34,999
23. £35,000-£39,999
24. £40,000-£44,999
25. £45,000-£49,999
26. £50,000-£74,999
27. £75,000-£99,999
28. £100,000 or more

SEPay	*{If self-employed – Empst=2}* [Remember, thinking about December 2009], What were your normal **gross** earnings from your business or self-employment **before** any deductions for tax and national insurance? You can give an hourly, weekly, monthly or annual amount. IF THE AMOUNT VARIES/VARIED, ASK ABOUT THE AVERAGE IN THE LAST MONTH (THEY WERE IN THAT BUSINESS). RESPONDENT CAN BE ENCOURAGED TO CHECK THEIR ACCOUNTS, IF AVAILABLE. ENTER AMOUNT 1..500,000

SEpayP
{If SEpay ne DK or RF}
ENTER PAY PERIOD

13. Hourly
14. Weekly
15. Monthly (calendar month)
16. Annual

EIncBPa
{If DK at SEPay}
I will read out some different levels of income for you to choose from. Please could you tell if you'd prefer me to read out weekly, monthly or annual amounts.

4. Weekly
5. Monthly
6. Annual

EIncBWa
{If EIncBPa=weekly}
Which of the amounts of income I will read out represents your gross earnings from your business or self-employment [in December 2009]? That is your earnings before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

15. Under £50
16. £50-£99
17. £100-£199
18. £200-£289
19. £290-£389
20. £390-£489
21. £490-£579
22. £580-£679
23. £680-£769
24. £770-£869
25. £870-£969
26. £970-£1,449
27. £1,450-£1,929
28. £1,930 or more

{If EIncBPa=monthly}

EIncBMa   Which of the amounts of income I will read out represents your gross earnings from your business or self-employment [**in December 2009**] ? That is your earnings before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

15. Under £200
16. £200-£399
17. £400-£829
18. £830-£1,249
19. £1,250-£1,649
20. £1,650-£2,099
21. £2,100-£2,499
22. £2,500-£2,899
23. £2,900-£3,349
24. £3,350-£3,749
25. £3,750-£4,149
26. £4,150-£6,249
27. £6,250-£8,349
28. £8,350 or more

{If EIncBPa=annually}

EIncBAa   Which of the amounts of income I will read out represents your gross earnings from your business or self-employment [**in December 2009**]? That is your earnings before any deductions for tax and national insurance.
Is it...READ OUT EACH RESPONSE IN TURN AND CODE FIRST TO APPLY...

15. Under £2,500
16. £2,500-£4,999
17. £5,000-£9,999
18. £10,000-£14,999
19. £15,000-£19,999
20. £20,000-£24,999
21. £25,000-£29,999
22. £30,000-£34,999
23. £35,000-£39,999
24. £40,000-£44,999
25. £45,000-£49,999
26. £50,000-£74,999
27. £75,000-£99,999
28. £100,000 or more

{If employee – EmpSt=1}

FTrUn   At your workplace, were there any staff associations or trades union groups recognised by management for negotiating pay and working conditions [**in December 2009**]?

7. Yes
8. No

FUnMem	*{If FTrUn = 1)*
	Were you a member of a trades union or staff association?

7.   Yes
8.   No

{If working in a different job from that at the time of baby's birth REmpN = 1)}
(Programmer use past tense in all cases)

DecCInt   In the following questions we would like you to think about the job you had in **December 2009** this is because we would like to know what your working arrangements were like when your child was around a year and a half old.

{If REmpN = 1)}

CurJobDt   Now thinking about your job you had in **December 2009** when did you start this job/period of self-employment, I need the actual day you started it, as well as the month and the year?

ENTER DATE IN FORM DD-MM-YYYY.

IF RESPONDENT CAN'T REMEMBER THE DAY:
•   ASK ABOUT SIGNIFICANT EVENTS IN THAT MONTH THAT MIGHT HELP THEM REMEMBER
•   ASK IF IT WAS EARLY, MID OR LATE IN THE MONTH AND THEN ENCOURAGE THEM TO PROVIDE A DAY WITHIN THIS PERIOD
•   SUGGEST RESPONDENT CHECKS DATE IN DIARY, IF AVAILABLE.

{If REmpN = 1)}

Qtyp   Now thinking about your job in **December 2009**. Were you an employee or self-employed?

AN EMPLOYEE IS SOMEONE WHO HAS/HAD AN ARRANGEMENT WITH AN EMPLOYER (ANOTHER PERSON OR ORGANISATION) TO WORK FOR THE LATTER FOR A WAGE OR SALARY.

SELF-EMPLOYED INCLUDES: SUBCONTRACTORS, FREELANCERS PEOPLE WORKING FOR THEMSELVES, CHILDMINDERS.

7.   Employee
8.   Self-employed

{If Qtyp=2}

SEbChk   Were you an employee of a company or business that you owned shares in or that you owned entirely in **December 2009**?

3.   Yes
4.   No

(Programmer: please add DV:
CEmpSt 'Employment status in December 2009'
4   Employee if (EmpSt=employee & JNow=yes) OR (RempN=Yes & (Qyp=employee or SEbChk=yes)
5   Self-employed if (EmpSt=self-employed & JNow=yes) OR (REmpN=Yes & Qtyp=self-employed and SEbChk=no)
6   Not working in December 2009 if REmpN=no

Hrsnew   *{If working in a different job from that at the time of baby's birth REmpN = 1)}*
How many hours a week did you usually work in that job, excluding meal breaks, but including any **paid** overtime in **December 2009**?

IF HOURS VARY ASK ABOUT THE AVERAGE WEEKLY HOURS IN THE LAST MONTH

CODE 997 IF HOURS VARY TOO MUCH TO PROVIDE AVERAGE

1..100

(Note for programmer: insert a soft check at Hrs if hours less than five or more than 50. Insert code for those who can't provide hours because varied too much)

PatWrk   *{If JNow = yes or RempN=yes (was in paid employment in December 2009}*
Thinking about the time between your baby's birth and the end of December 2009, did you change your pattern of working in any of the following ways **because** of the birth of your child? Did you.....

READ OUT AND CODE ALL THAT APPLY

INTERVIEWER: CODES 1 AND 2 REFER TO HOURS PER WEEK

8. Work shorter hours per week?
9. Work longer hours per week?
10. Work more flexible hours?
11. Do more work at home?
12. Chang jobs or place of work because of the birth of your baby?
13. None of these
14. Other

{Code 6 is exclusive}
{Codes 1 and 2 are exclusive to each other}

PatOth   *{If PatWrk = 7}*
RECORD ANSWER HERE

(If CEmpSt=employee (all currently working as employees)}

Flex   For the next few questions I would like you to think about your job in **December 2009**. Did *[your employer/the place where you work]* offer to employees any of the following family friendly arrangements?
CODE ALL THAT APPLY
READ OUT

PART-TIME WORK MEANS BEING ALLOWED TO WORK FEWER HOURS THAN THE STANDARD FULL-TIME HOURS IN THE RESPONDENT'S WORKPLACE.

10. Part-time work
11. Working during school terms only
12. Job-share, IF NECESSARY that is two people working part time to fill a full-time post
13. Flexible working hours
14. Reduced hours for an agreed period
15. Working shifts
16. Working at home sometimes
17. Working at home all the time
18. None of these

FlxU

(If Flex = any response from 1-8)
Had you actually used any of these family friendly arrangements by December 2009?
CODE ALL THAT APPLY
READ OUT

WCar

(If CEmpSt=employee (all currently working as employees)}
Did *[your employer/the place where you work]* offer to **employees** any of the types of the following support in **December 2009**?
CODE ALL THAT APPLY
READ OUT

CHILDCARE INCLUDES DAYCARE AND OUT OF SCHOOL CARE

CAREER BREAKS ARE TIME OFF WORK TO LOOK AFTER THE FAMILY AND ARE PROVIDED IN ADDITION TO OTHER LEAVE PARENTS CAN HAVE, SUCH AS MATERNITY, PATERNITY OR PARENTAL LEAVE.

SCROLL RIGHT TO SEE ALL CODES

26. Childcare vouchers
27. Workplace childcare
28. Other childcare supported by the employer
29. Help with finding childcare away from the workplace
30. Using the telephone for family reasons
31. Career breaks for family reasons
32. None of these

WcrU

(IF Wcar = any response 1-6)
Had you actually used any of these arrangements by **December 2009**?
CODE ALL THAT APPLY
READ OUT

Leav

(If CEmpSt=employee (all currently working as employee)}
[Did *[your employer/the place where you work]* offer working parents any of the following leave arrangements. These are types of leave that are offered to both mothers and fathers in addition to maternity and paternity leave, and annual leave?
CODE ALL THAT APPLY
READ OUT

IF ASKED, PARENTAL LEAVE IS FOR PARENTS TO LOOK AFTER THEIR CHILDREN AND IS NORMALLY ARRANGED IN ADVANCE, WHILE EMERGENCY LEAVE IS AVAILABLE FOR A RANGE OF FAMILY EMERGENCIES.

8. Fully paid time-off for family emergencies
9. Partly paid time-off for family emergencies
10. Unpaid time-off for family emergencies
11. Fully paid parental leave
12. Partly paid parental leave
13. Unpaid parental leave
14. None of these

LveU *(If Leav = any answer 1-6)*
Had you actually used any of these types of leave by **December 2009**?
CODE ALL THAT APPLY
READ OUT

(Programmer display codes selected at Leave)

FAware *(If CEmpSt=employee (all currently working as employee)}*
How well informed did you feel about what *[your employer/the place where you work]* offers in terms of family friendly arrangements in general in **December 2009**? Did you feel... READ OUT...

IF NECESSARY:
Family-friendly arrangements include all flexible working, childcare support and leave arrangements we asked you about earlier.

5. Very well informed
6. Fairly well informed
7. Not very well informed
8. Not at all well informed

BLOCK C – Paternity leave and pay

	{Programmer textfill partner/baby's mother according to sample} *{Ask all}*
Intro	Now I would like to ask you about your working arrangements during your *[baby's mothers/partner's]* pregnancy and at the time she gave birth to *[baby's name]*.
TimOf	Not including the time when your *[baby's mother/partner]* went into labour and your baby was born, did you *[take any time off/need to be away from work]* during her pregnancy for reasons to do with her pregnancy? PROMPT IF NECESSARY: For example – to attend scans or antenatal classes or to look after your other children if she was unable to due to her pregnancy. 3. Yes 4. No

{Programmer: If EmpSt = 1 use text fill 'take any time off', If Empst = 2 use text fill 'need to be away from work']

PregT	*{If TimOf=yes and {EmpSt=employee}* And how did you take this time off? Did you take any of it as... READ OUT AND CODE ALL THAT APPLY 7. annual leave 8. time off in lieu 9. paid time off in addition to annual leave (not paternity leave) 10. unpaid leave? 11. (SPONTANEOUS) paternity leave 12. (SPONTANEOUS) other type of time off
PregTO	*(If PregT=other)* RECORD HERE OTHER TYPE OF LEAVE TAKEN
TimAm	*(If TimOf=yes)* How many days did you take off during your baby's mothers pregnancy, for reasons to do with her pregnancy? ENTER NUMBER OF DAYS. IF RESPONDENT CAN'T REMEMBER EXACT NUMBER GET AN ESTIMATE ENTER HALF DAYS AS 0.5. ROUND UP TIME TAKEN OFF THAT IS LESS THEN HALF A DAY TO 0.5 DAYS IF NECESSARY, CONVERT WEEKS OFF WORK INTO DAYS OFF WORK AND ASK FATHER HOW MANY WORKING DAYS OFF HE MEANS IF HE ANSWERS IN WEEKS 0.5...30
TimBir	*{Ask all}* Did you *[take any time off/need to take any time away from]* work between the time your *[partner/baby's mother]* went into labour with *[baby's name]* and when your baby was two months old? 3. Yes 4. No

{Programmer: If EmpSt = 1 use text fill 'take any time off', If Empst = 2 use text fill 'need to take any time away from']

	(If TimBir=yes)
TimMa	How many days did you take off?
	ENTER NUMBER OF DAYS. IF RESPONDENT CAN'T REMEMBER EXACT NUMBER GET AN ESTIMATE ENTER HALF DAYS AS 0.5. ROUND UP TIME TAKEN OFF THAT IS LESS THEN HALF A DAY TO 0.5 DAYS IF NECESSARY, CONVERT WEEKS OFF WORK INTO DAYS OFF WORK AND ASK FATHER HOW MANY WORKING DAYS OFF HE MEANS IF HE ANSWERS IN WEEKS
	0.5...60
	(If TimBir=yes)
BloDa	How did you take these days off? Was it...READ OUT... CODE ALL THAT APPLY

5. All at once
6. A block of days off on more than one occasion
7. Single days off here and there
8. Parts of days off

	{If TimBir=yes and EmpSt=employee}
BirTime	And what type of leave was it? Was any of it... READ OUT... CODE ALL THAT APPLY

8. paternity leave
9. annual leave
10. time off in lieu
11. paid time off in addition to annual leave which was not paternity leave
12. unpaid parental leave
13. other unpaid leave?
14. (SPONTANEOUS) other type of time off

	(If BirTime =other)
BirTimeO	RECORD HERE OTHER TYPE OF LEAVE TAKEN
	{If TimBir=yes and EmpSt=employee & BirTime ne 1}
BirChk	Can I just check, did you take any paternity leave at all?
	IF NECESSARY: This includes both statutory and contractual paternity leave you may have taken.

1. Yes
2. No

(Programmer: please add DV:

PatTa 'Whether took paternity leave'

4. Paternity leave taken if BirTime=paternity leave or BirChk=yes
5. No paternity leave taken if BirChk=no or (TimBir=no and EmpSt=employee)
6. Not asked as self-employed at time of baby's birth

	{If EmpSt = employee and TimBir =yes and ((Birtim = 1 + any other response) or (BirChk = 1))}
PatLea	How many days of the time you took off between the time your *[partner/baby's mother]* went into labour with *[baby's name]* and when your baby was two months old did you take as paternity leave?

IF NECESSARY: This includes both statutory and contractual paternity leave you may have taken.

ENTER NUMBER OF DAYS.
IF RESPONDENT CAN'T REMEMBER EXACT NUMBER GET AN ESTIMATE
IF NONE, CODE 0
CODE HALF DAYS AS 0.5

0.5...30

{add check against days entered at TimMa: PatLea <= TimMa}

{Programmer: please add DV:
PLDays
PLDays=PatLea if PatLea=response
PLDays=TimMa if PatLea=no response & TimMa>0 & BirTime=paternity leave only (no other codes mentioned)
0.5..60

	{If PatTa = paternity leave taken}
PLFull	Did you take up your **full** paternity leave entitlement?

1. Yes
2. No

	{Ask if PLFull=no}
PatNot	Why did you not take up your full paternity leave entitlement? DO NOT READ OUT, CODE ALL THAT APPLY

8. I couldn't afford to (e.g. paternity leave was paid at a low rate)
9. I didn't need to because work patterns fitted in with the birth
10. I was too busy at work
11. My partner didn't need me to be at home
12. I took annual leave instead
13. I took all that I needed to
14. Other (SPECIFY)

	{If PatNot=other}
PatRea	ENTER HERE REASON FOR NOT TAKING UP FULL PATERNITY LEAVE ENTITLEMENT [string]

WhNPL

{If EmpSt=employee and TimBir =yes and PatTa = no paternity leave taken }
Why did you not take any paternity leave?

DO NOT READ OUT, CODE ALL THAT APPLY

10. I wasn't entitled to paternity leave
11. I didn't know whether I was entitled to paternity leave
12. I couldn't afford to (e.g. paternity leave was paid at a low rate)
13. I didn't need to because work patterns fitted in with the birth
14. I was too busy at work
15. My partner didn't need me to be at home
16. I took annual leave instead
17. I took all that I needed to
18. Other (SPECIFY)

WhNr

(If WhNPL=Other)
RECORD REASONS FOR NOT TAKING PATERNITY LEAVE
[string]

NtOff

(IF TimBir = no)
Why didn't you take any time off?

DO NOT READ OUT. CODE ALL THAT APPLY

10. I couldn't afford to (e.g. paternity leave was paid at a low rate)
11. I didn't need to because work patterns fitted in with the birth
12. I was too busy at work
13. partner didn't need me to be at home
14. I was not entitled to paternity leave
15. I didn't know whether I was entitled to paternity leave
16. no annual leave left to take
17. employer wouldn't let me take any time off
18. Other specify

NtRea

(If NtOff=other)
RECORD REASON FOR NOT TAKING ANY TIME OFF BETWEEN THE TIME THE PARTNER
GAVE BIRTH AND WHEN THE BABY WAS TWO MONTHS OLD
[string]

NtAll

{IF TimBir = no and EmpSt=employee and NtOff = ne 8}
Even though you didn't take any time off then, would your employer have allowed
you to take any time off if you had wanted to?

3.   Yes
4.   No

PlPro

{if EmpSt=employee}
Did you have any problems or difficulties with your employer, with regard to
paternity leave?

3.   Yes
4.   No

PlExp	*(If PlPro=yes)* What were the problems? [open]
PlFull	*{If PatTa = paternity leave taken}* You said you took *[PLDays]* days paternity leave. How much of this, if any, did you take at full pay? ENTER NUMBER OF DAYS IF RESPONDENT CAN'T REMEMBER EXACT NUMBER GET AN ESTIMATE IF NONE, CODE 0 CODE HALF DAYS AS 0.5

{PROG: hard check PlFull<= PLDays }

PiPay	*(If PlFull < PLDays)* And for the paternity leave that was **not at full pay**, was this paid... READ OUT 5. At the statutory rate per week 6. Or as a proportion or percentage of your salary 7. Or as a specific amount? 8. (SPONTANEOUS) Other
PiHow	*(If PiPay=other)* RECORD HERE HOW PATERNITY LEAVE WAS PAID [string]
PiFla	*(If PiPay = 1)* What was the statutory rate per week before tax? RECORD IN POUNDS. PENCE CAN BE ENTERED AFTER DECIMAL POINT IF UNSURE, PROBE FOR BEST ESTIMATE 1...1000

{PROG: add soft check if PfFla >120}

PiPer	*(If PiPay = 2)* What was the percentage? IF UNSURE, PROBE FOR BEST ESTIMATE 1...100

{PROG: add soft check if PiPer<20}

PiSpec	*{If PiPay=3}* And how much did you get paid? You can give an hourly, weekly, monthly or annual amount.
PiSpecT	*{If PiPay=3}* ENTER PAY PERIOD 9. Hourly 10. Weekly 11. Monthly (calendar month) 12. Annual

BLOCK D – Attitudes

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

Sexrole
A man's job is to earn money; a woman's job is to look after the home and family. Do you strongly agree, agree, neither agree nor disagree, disagree or strongly disagree?

INTERVIEWER: THIS QUESTION IS ABOUT RESPONDENT'S **PREFERENCE** FOR HOW THINGS **SHOULD** BE IN THE IDEAL WORLD

16. Strongly agree
17. Agree
18. Neither agree nor disagree
19. Disagree
20. Strongly disagree

HwifeFfl
Being a housewife is just as fulfilling as working for pay.

16. Strongly agree
17. Agree
18. Neither agree nor disagree
19. Disagree
20. Strongly disagree

Wwchld2
Do you think women should work outside the home full time, part time or stay at home under these circumstances...

When there is a child under school age?

INTERVIEWER: THIS QUESTION IS ABOUT RESPONDENT'S **PREFERENCE** FOR HOW THINGS **SHOULD** BE IN THE IDEAL WORLD

INTERVIEWER: IF 'IT DEPENDS', CODE ASK 'DON'T KNOW'

13. Work full time
14. Work part time
15. Stay at home

Wwchld3
And after the youngest child starts school?

INTERVIEWER: IF 'IT DEPENDS', CODE ASK 'DON'T KNOW'

13. Work full time
14. Work part time
15. Stay at home

BLOCK E - BACKGROUND DETAILS

Intro

{Ask All}
Now I'd just like to ask you a few background details about yourself

Marital

{Ask All}
May I ask what your legal marital status was in **December 2009**?
CODE FIRST THAT APPLIES.
IF COHABITING AND NEVER PREVIOUSLY MARRIED, CODE 1.

6.   Single, that is never married
7.   Married and living with your wife
8.   Married and separated from your wife
9.   Divorced
10. Widowed

Partner

{If not living with husband/civil partner i.e. Marital ne 2}
And did you live with a partner in December 2009?

3.   Yes
4.   No

(Programmer: Can you please create the following DV:
FamStat 'Family status in December 2009'
7   Partnered parent If Marital=2 or Partner=1
8   Lone parent If Marital ne 2 and Partner=2
Else=missing)

EED1

[ASK ALL]
How old were you when you completed your full-time education?

ENTER AGE. ALLOW BREAKS OF UP TO SIX MONTHS IN TIME AT SCHOOL/COLLEGE.
ENTER '0' IF RESPONDENT HAD NO FORMAL EDUCATION.
ENTER '95' IF STILL IN FULL-TIME EDUCATION
NUMERIC 0..95

EExam1

[ASK ALL]
Can I ask have you passed any examinations at a school, college or university?

ADD IF NECESSARY: In a moment, I shall ask about any professional, technical or work-related qualifications,(that is, where a qualification relates directly to the job you do or have done.)

5.   Yes
6.   No

	[if EExam1=1]
EExam2	In **December 2009** what was the highest examination you had passed (at a school, college or university)?
	CODE ONE ONLY (HIGHEST EXAMINATION)

33. Higher degree (MA, Msc, PhD)
34. Degree (eg BA, BSc)
35. Diploma in Higher Education
36. Matriculation, School Certificate or Higher School Certificate
37. GCE A level
38. A/S level
39. GCE O level
40. GCSE Grades A-C
41. GCSE Grades D-G
42. CSE Grade 1
43. CSE Grades 2-5/ungraded
44. SCE/SLC/SUPE Higher Grade
45. SUPE/SLC Lower or Ordinary Grade
46. SCE Grades A-C or 1-3
47. SCE Grades D or E or 4 or 5
48. Other

	[if EExam2=16]
EExam3x	INTERVIEWER: ENTER 'OTHER' EXAMINATION,
	PROBE FOR FULL DETAILS OF EXACT NAME OF THE AWARDING BODY,
	THE NAME OF THE COURSE, AND THE EXACT NAME OF THE QUALIFICATION
	STRING

	[ASK ALL]
EVoc1	By **December 2009** did you have any professional, technical or work-related qualifications?
	THIS MEANS ANY QUALIFICATION NEEDED TO DO A SPECIFIC JOB.
	A DRIVER NEEDS A DRIVING LICENCE. SOMEONE IN CATERING MAY NEED A HYGIENE CERTIFICATE.
	SOME QUALIFICATIONS ARE ARRANGED BY THE EMPLOYER,
	OTHERS BY A COLLEGE OR SPECIALIST TRAINING CENTRE

5. Yes
6. No

EVoc2

[If Evocl=1]
Which professional, technical or work-related qualifications did you have ?
PROBE USING LIST IF NECESSARY
CODE ALL THAT APPLY

31. Recognised trade apprenticeship completed
32. Modern apprenticeship
33. Clerical/commercial qualification (e.g. RSA)
34. City and Guilds Certificate: Craft/intermediate/ordinary/part I
35. City and Guilds Certificate: Advanced/Final/Part II
36. City and Guilds Certificate: Full technological/Part III
37. National or Scottish Vocational Qualification (NVQ or SVQ)
38. General National Vocational Qualification (GNVQ)
39. Ordinary National Certificate (ONC) or Diploma (OND)
40. BEC/TEC National/General Certificate or Diploma
41. SCOTVEC,
42. Higher National Certificate (HNC) or Higher Diploma (HND)
43. Teaching qualification
44. Nursing qualification
45. Other

EVoc2x

[If Evoc2=15]
INTERVIEWER: ENTER 'OTHER' QUALIFICATION
STRING

ENVQLev

[if EVoc2=7]
What level NVQ had you obtained?
CODE HIGHEST LEVEL OBTAINED IN FULL

15. Level 1
16. Level 2
17. Level 3
18. Level 4
19. Level 5
20. Units towards NVQ/SVQ
21. Other NVQ/Not sure

EGNVQLev

[if EVoc2=8]
What level GNVQ had you obtained?
CODE HIGHEST LEVEL OBTAINED IN FULL

9. Advanced
10. Intermediate
11. Foundation
12. other GNVQ qualification

RDoB

{Ask All}
And may I ask, what is your date of birth?
INTERVIEWER: PLEASE ENTER DATE IN FORM DD-MM-YYYY.

REthn   Which of the following groups best describes you?

READ OUT

CODE FIRST ON THE LIST TO APPLY

19. White
20. Black – Caribbean
21. Black – African
22. Black – other
23. Indian
24. Pakistani
25. Bangladeshi
26. Chinese
27. Mixed race
93. Other (PLEASE SPECIFY)

{If REthn=other}
RethnO   ENTER DESCRIPTION OF OTHER TYPE OF ETHNICITY
[string]

{Ask All}
UKBorn   Can I just check, were you born in the UK?

INTERVIEWER: UK INCLUDES ENGLAND, WALES, SCOTLAND AND NORTHERN
IRELAND

3.   Yes
4.   No

{Ask if UKBorn=no/DK/REF}
WhBorn   In which country were you born?
STRING[60]

CameYr   How many years have you been living in the UK?

INTERVIEWER: IF MULTIPLE SPELLS PLEASE JUST CODE MOST RECENT
INTERVIEWER: IF LESS THAN ONE YEAR CODE 0

Range: 0...50
{add softcheck against father's age – CameYr cannot be greater than father's age}

{Ask All}
FDis   In **December 2009** did you have any long-standing illness or disability? By long-standing I mean anything that has troubled you over a period of time or that is likely to affect you over a period of time?

7.   Yes
8.   No

RCare   In **December 2009** did you have responsibility for looking after a sick, elderly or disabled relative or friend?

3.   Yes
4.   No

Contact

{Ask all}

And finally, some time in the future there may be a follow-up study to this. Such a study would be agreed with the Department for Work and Pensions. Would it be OK for NatCen to get in touch with you to ask if you are happy to take part in another study?

IF NECESSARY ADD: You do not have to say now whether you would actually do an interview, just whether it would be OK for us to contact you about it.

10. Yes
11. No
12. Maybe

Contact2

If the Department for Work and Pensions wanted to conduct a follow-up to this study using a different approved research organisation, would you be willing for us to pass on your details to another research organisation like ourselves?

IF NECESSARY ADD: Again, you do not have to say now whether you would actually do an interview, just whether it would be OK for someone to contact you about it.

10. Yes
11. No
12. Maybe

Thank

This is the end of the interview. Thank you very much for your time. The information you have provided has been extremely helpful. Just to remind you that the findings from this study will be published on the Department for Work and Pensions website next year and will be used to try and improve the support provided to families with young children