

Appendix A – Additional Tables

Appendices Tables for Chapter 2: Awareness of work-life balance policies

Table A2.1 From April 2003, working women will be entitled to six months paid maternity leave. Were you aware or not aware of this change to maternity entitlements?

	Total	Gender		Age of youngest child				SOC				Length of time with employer			Supervisor		Working status by gender			
		Male	Female	< 2	2-5	6-11	12+	Man-agers/ -ional	Cler-ical/ profess -ional	Serv-ices/ sales	Oper-atives/ un- skilled	<1 year	1 yr - <5 yrs	5+ yrs	Yes	No	Male full- time	Female full- time	Male part- time	Female part- time
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes, aware of policy and detail	18	16	21	33	21	17	20	21	19	13	14	14	19	20	22	15	16	25	9	15
Yes, broadly aware of policy but not detail	23	25	20	24	25	21	20	25	22	19	22	16	22	27	26	21	26	21	21	19
Not aware of policy or detail	58	59	58	43	54	62	60	54	59	68	64	70	59	53	52	64	58	54	70	64
Aware	41	41	42	57	45	38	40	46	41	31	36	30	41	47	48	36	42	46	30	35
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	138	179	324	233	1,028	390	269	291	319	706	976	991	1,012	1032	601	60	310
<i>Base: All employees (weighted)</i>	2,003	1,062	941	153	175	294	201	968	401	304	306	370	756	876	929	1,074	974	569	88	373

Source: MORI

Table A2.2 From April 2003, women who have worked for the same employer for a year will be entitled to a further six months unpaid maternity leave. Were you aware or not aware of this change to maternity entitlements?

	Total	Gender		Age of youngest child				SOC				Length of time with employer			Super-visor		Working status by gender			
		Male	Female	< 2	2-5	6-11	12+	Man-agers/ -ional	Cler-ical/ profess skilled	Serv-ices/ sales	Oper-atives/ un-skilled	<1 year	1 yr - <5 yrs	5+ yrs	Yes	No	Male full-time	Female full-time	Male part-time	Female part-time
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes, aware of policy and detail	15	13	17	26	14	14	15	18	16	8	11	12	15	16	19	12	14	21	5	11
Yes, broadly aware of policy but not detail	16	18	15	21	18	16	15	19	14	13	13	8	16	20	20	13	18	14	14	16
Not aware of policy or detail	68	69	68	54	67	70	70	62	70	79	76	80	69	63	61	74	67	65	81	73
Aware	32	31	32	46	33	30	30	38	30	21	24	20	31	37	39	25	32	35	19	27
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	138	179	324	233	1,028	390	269	291	319	706	976	991	1,012	1,032	601	60	310
<i>Base: All employees (weighted)</i>	2,003	1,062	941	153	175	294	201	968	401	304	306	370	756	876	929	1,074	974	569	88	373

Source: MORI

Table A2.3 From April 2003, the standard rate for Maternity Pay will be increased to £100 per week (or 90% of average weekly earnings if less than £100 per week). Were you aware or not aware of this change to maternity rights?

	Total	Gender		Parent		Age of youngest child				SOC				Length of time with employer			Supervisor		Working status	
		Male	Female	Parent	Non-parent	< 2	2-5	6-11	12+	Man-agers/ -ional	Cler-ical/ skilled manual	Serv-ices/ sales	Oper-atives/ un- skilled	<1 year	1 yr - <5 yrs	5+ yrs	Yes	No	Full- time	Part- time
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes, aware of policy and detail	11	8	14	13	9	26	12	9	10	13	11	6	8	8	11	12	12	9	12	8
Yes, broadly aware of policy but not detail	9	9	9	10	8	17	11	7	8	10	9	7	5	5	9	11	11	6	9	7
Not aware of policy or detail	80	83	77	77	83	57	77	84	82	77	80	86	88	87	80	78	76	84	79	84
Aware	20	17	22	23	17	43	23	16	18	23	20	13	12	13	20	22	24	16	21	16
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	876	1,032	138	179	324	233	1,028	390	269	291	319	706	976	991	1,012	1,633	370
<i>Base: All employees (weighted)</i>	2,003	1,062	941	825	1,094	153	175	294	201	968	401	304	306	370	756	876	929	1,074	1,542	461

Source: MORI

Table A2.4 From April 2003, men whose partners or wives are expecting babies will be legally entitled to take 2 weeks statutory paternity leave, and be paid £100 for each week. Were you aware or not aware of this right?

	Total	Gender		Parent		Age				SOC				Length of time with employer			Supervisor		Working status	
		Male	Female	Parent	Non-parent	16-24	25-44	45-54	55+	Man-agers/ profess- -ional	Cler-ical/ skilled manual	Serv-ices/ sales	Oper-atives/ un- skilled	<1 year	1 yr - < 5 yrs	5+ yrs	Yes	No	Full- time	Part- time
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes, aware of policy and detail	17	15	19	16	17	13	17	19	16	20	17	11	11	12	17	18	22	12	18	10
Yes, broadly aware of policy but not detail	32	32	32	29	34	25	30	35	47	36	29	29	27	29	28	37	34	30	32	30
Not aware of policy or detail	51	53	49	55	48	62	53	46	38	44	54	60	62	59	54	46	44	57	49	59
Aware	49	46	51	45	52	38	47	54	62	56	46	40	38	41	46	54	56	43	51	41
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	876	1,032	148	1,116	483	256	1,028	390	269	291	319	706	976	991	1,012	1,633	370
<i>Base: All employees (weighted)</i>	2,003	1,062	941	825	1,094	316	1,062	403	221	968	401	304	306	370	756	876	929	1,074	1,542	461

Source: MORI

Table A2.5 Parents with children under 5 years old, who have been working for their employer for a year, have the legal right to take 13 weeks unpaid leave from their job. Were you aware or not aware of this right?

	Total	Age of youngest child				SOC				Length of time with employer			Supervisor		Working status	
		< 2	2-5	6-11	12+	Man-agers/profession- al	Clerical/ skilled/ manual	Serv- ices/ sales	Oper- atives/ un- skilled	< 1 year	1 yr - < 5 yrs	5+ yrs	Yes	No	Full-time	Part-time
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes , aware of policy and detail	10	22	10	8	7	12	11	4	6	9	9	11	13	8	11	5
Yes, broadly aware of policy but not detail	12	21	13	8	15	14	12	9	10	7	12	15	13	11	13	12
Not aware of policy or detail	78	58	77	84	77	73	77	86	84	84	78	74	74	81	76	83
Aware	22	42	23	16	23	27	23	14	16	16	22	26	26	19	24	17
<i>Base: All employees (unweighted)</i>	2,003	138	179	324	233	1,028	390	269	291	319	706	976	991	1,012	1,633	370
<i>Base: All employees (weighted)</i>	2,003	153	175	294	201	968	401	304	306	370	756	876	929	1,074	1,542	461

Source: MORI

Table A2.6a Parents with adopted children under 5 years old, who have been working for their employer for a year, also have the legal right to take 13 weeks unpaid leave from their job? Were you aware or not aware of this right?

	Total	Gender		Age of youngest child				Working status by gender				SOC				Work status	
		Male	Female	< 2	2-5	6-11	12+	Male full-time	Female full-time	Male part-time	Female part-time	Man-agers/profess-ional	Clerical/skilled manual	Serv-ices/sales	Oper-atives/un-skilled	Full-time	Part-time
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes, aware of policy and detail	8	6	10	18	7	6	5	7	13	4	5	10	10	3	4	9	5
Yes, broadly aware of policy but not detail	8	7	9	14	6	5	10	7	9	5	8	10	8	5	4	8	8
Not aware of policy or detail	84	86	81	67	87	89	84	86	78	91	86	80	83	91	91	83	87
Aware	16	14	18	33	13	11	15	14	21	9	14	20	17	8	8	17	13
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	138	179	324	233	1,032	601	60	310	1,028	390	269	291	1,633	370
<i>Base: All employees (weighted)</i>	2,003	1,062	941	153	175	294	201	974	569	88	373	968	401	304	306	1,542	461

Source: MORI

Table A2.6b Parents of children who are under 18 and have a disability, and who have been working for their employer for a year, also have the legal right to take 13 weeks unpaid leave from their job? Were you aware or not aware of this right?

	Total	Gender		Age of youngest child				Working status by gender				SOC				Working Status	
		Male	Female	< 2	2-5	6-11	12+	Male full-time	Female full-time	Male part-time	Female part-time	Man-agers/profess-ional	Clerical/skilled manual	Serv-ices/sales	Oper-atives/un-skilled	Full-time	Part-time
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes, aware of policy and detail	6	5	7	10	5	5	4	5	9	3	4	7	8	2	4	7	4
Yes, broadly aware of policy but not detail	7	7	7	10	6	6	7	7	7	5	8	8	6	7	6	7	7
Not aware of policy or detail	86	88	85	79	89	88	88	87	83	92	88	84	86	91	89	86	89
Aware	13	12	15	20	11	12	12	13	17	8	12	15	14	9	10	14	11
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	138	179	324	233	1,032	601	60	310	1,028	390	269	291	1,633	370
<i>Base: All employees (weighted)</i>	2,003	1,062	941	153	175	294	201	974	569	88	373	968	401	304	306	1,542	461

Source: MORI

Table A2.7 Were you aware or not aware that employees have a right to take unpaid time off work to deal with unexpected or sudden emergencies involving a dependant?

	Total	Gender		Length of time with employer			Supervisor		Working status by gender				Gender by parental status			
		Male	Female	< 1 year	1 yr - < 5 yrs	5+ yrs	Yes	No	Male full-time	Female full-time	Male part-time	Female part-time	Male with depend ent child(ren)	Female with depend ent child(ren)	Male without depend ent child(ren)	Female without depend ent child(ren)
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes , aware of policy and detail	24	21	27	21	22	27	27	20	22	30	10	21	22	28	20	26
Yes, broadly aware of policy but not detail	30	31	30	31	32	29	29	32	29	29	45	31	27	28	33	32
Not aware of policy or detail	46	48	43	49	46	44	44	48	49	40	45	48	51	44	47	42
Aware	54	51	57	51	54	56	56	52	51	60	55	52	49	55	53	58
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	319	706	976	991	1,012	1,032	601	60	310	472	404	573	459
<i>Base: All employees (weighted)</i>	2,003	1,062	941	370	756	876	929	1,074	974	569	88	373	420	405	601	492

Source: MORI

Table A2.8 Were you aware or not aware that you are legally entitled to 4 weeks paid leave per year (pro rata for part-time employees)?

	Total	Gender		Work status		Working status by gender				Length of time with employer		
		Male	Female	Full-time	Part-time	Male full-time	Female full-time	Male part-time	Female part-time	< 1 year	1 yr - <5 yrs	5+ yrs
	%	%	%	%	%	%	%	%	%	%	%	%
Yes, aware of policy and detail	48	45	50	50	40	46	55	31	43	45	46	50
Yes, broadly aware of policy but not detail	29	29	29	28	31	30	26	26	33	25	31	29
Not aware of policy or detail	23	25	20	21	28	24	18	43	24	28	22	21
Aware	77	74	79	78	72	76	82	57	75	71	77	78
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	1,633	370	1,032	601	60	310	319	706	976
<i>Base: All employees (weighted)</i>	2,003	1,062	941	1,542	461	974	569	88	373	370	756	876

Source: MORI

Table A2.9 In July 2000, the government introduced new rights which provided part-time workers with the same hourly rates of pay and leave entitlements (pro rata) as their full-time equivalents. Were you aware or not aware of these rights?

	Total	Age				SOC			
		16-24	25-44	45-54	55 +	Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled
	%	%	%	%	%	%	%	%	
Yes, aware of policy and detail	21	12	20	25	29	22	18	20	19
Yes, broadly aware of policy but not detail	33	16	33	38	45	37	30	26	30
Not aware of policy or detail	46	72	46	36	25	40	51	53	49
Aware	54	28	53	63	74	59	48	46	49
<i>Base: All employees (unweighted)</i>	2,003	148	1,116	483	256	1,028	390	269	291
<i>Base: All employees (weighted)</i>	2,003	316	1,062	403	221	968	401	304	306

Source: MORI

Table A2.10a	Does your employer provide part-time workers with the following...? The same hourly rate of pay as full-time workers										
	Total	Gender		Gender by parent or non-parent				Working status		Supervisor	
		Male	Female	Male with dependent child(ren)	Female with dependent child(ren)	Male without dependent child(ren)	Female without dependent child(ren)	Full-time	Part-time	Yes	No
	%	%	%	%	%	%	%	%	%	%	%
Yes	66	58	74	58	79	58	70	62	78	68	65
No	12	16	8	14	7	18	9	12	12	12	12
Don't know	22	26	18	28	14	24	21	26	10	20	23
<i>Base: All whose organisation employs part-time workers (unweighted)</i>	1,821	947	874	399	390	505	439	1,454	367	899	922
<i>Base: All whose organisation employs part-time workers (weighted)</i>	1,823	922	901	352	393	533	467	1,366	457	848	975

Source: MORI

	Does your employer provide part-time workers with the following...? The same entitlements to annual leave and maternity/ parental leave on a pro rata basis as full-time workers										
	Total	Gender		Gender by parent or non-parent				Working status		Supervisor	
		Male	Female	Male with dependent child(ren)	Female with dependent child(ren)	Male without dependent child(ren)	Female without dependent child(ren)	Full-time	Part-time	Yes	No
	%	%	%	%	%	%	%	%	%	%	%
Yes	72	66	79	63	82	68	76	68	84	76	69
No	8	10	6	11	6	11	7	8	8	8	9
Don't know	19	24	15	26	12	22	17	23	8	16	22
<i>Base: All whose organisation employs part-time workers (unweighted)</i>	1,821	947	874	399	390	505	439	1,454	367	899	922
<i>Base: All whose organisation employs part-time workers (weighted)</i>	1,823	922	901	352	393	533	467	1,366	457	848	975

Source: MORI

Table A2.10c	Does your employer provide part-time workers with the following...? The same entitlement to contractual sick pay as full-time workers										
	Total	Gender		Gender by parent or non-parent				Working status		Supervisor	
		Male	Female	Male with dependent child(ren)	Female with dependent child(ren)	Male without dependent child(ren)	Female without dependent child(ren)	Full-time	Part-time	Yes	No
	%	%	%	%	%	%	%	%	%	%	%
Yes	66	58	75	58	78	57	72	62	78	71	62
No	11	14	8	12	8	15	9	11	11	10	11
Don't know	23	29	17	30	13	28	19	27	12	19	27
<i>Base: All whose organisation employs part-time workers (unweighted)</i>	1,821	947	874	399	390	505	439	1,454	367	899	922
<i>Base: All whose organisation employs part-time workers (weighted)</i>	1,823	922	901	352	393	533	467	1,366	457	848	975

Source: MORI

Table A2.11 Next year, employers will legally have to consider requests to adopt flexible working practices from parents with young children under the age of six or with disabilities. Were you aware or not aware of this right?

	Total	Gender		Age				SOC				Supervisor		Work status	
		Male	Female	16-24	25-44	45-54	55 +	Man-agers/ profess- ional	Clerical/ skilled manual	Services/ sales	Oper- atives/ un-skilled	Yes	No	Full-time	Part-time
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes, aware of policy and detail	15	13	17	9	14	19	19	19	12	11	10	19	12	16	11
Yes, broadly aware of policy but not detail	26	27	26	20	26	30	33	30	26	21	21	29	24	27	24
Not aware of policy or detail	58	59	57	70	60	51	47	51	62	67	69	52	64	56	65
Aware	41	40	43	30	40	49	52	49	38	33	31	48	36	43	35
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	148	1,116	483	256	1,028	390	269	291	991	1,012	1,633	370
<i>Base: All employees (weighted)</i>	2,003	1,062	941	316	1,062	403	221	968	401	304	306	929	1,074	1,542	461

Source: MORI

Appendices Tables for Chapter 3: Working time: hours of work and time off

Table A3.1 Do you have a set number of contracted hours of work, that is, the hours (excluding paid or unpaid overtime) written into your contract of employment?

	Total	Gender		Age				SOC				Length of time with employer			No. of employees at establishment			
		Male	Female	16-24	25-44	45-54	55+	Man-agers/ profess- ional	Clerical/ skilled- manual	Serv-ices/ sales	Oper-atives/ un- skilled	<1 year	1 yr - <5 yrs	5+ yrs	5-24	25-99	100- 249	250+
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	79	77	81	71	80	80	81	81	79	80	71	73	79	81	72	79	83	86
No	18	21	15	26	17	16	16	17	18	15	24	23	19	15	23	18	14	13
Don't have written contract of employment	2	2	3	2	2	4	1	1	3	4	4	4	2	2	5	2	1	*
Don't know	1	1	1	1	1	1	1	1	1	1	1	*	1	1	1	1	2	*
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	148	1,116	483	256	1,028	390	269	291	319	706	976	583	551	299	546
<i>Base: All employees (weighted)</i>	2,003	1,062	941	316	1,062	403	221	968	401	304	306	370	756	876	612	535	299	535

Source: MORI

Table A3.2 And what are your contracted hours per week (excluding paid and unpaid overtime)?

	Total	Gender		Age				SOC				No. of employees at establishment			
		Male	Female	16-24	25-44	45-54	55 +	Managers/ prof- essional	Clerical/ skilled manual	Services/ sales	Oper- atives/ unskilled	5-24	25-99	100-249	250+
Mean number of hours	34	37	31	33	35	35	34	35	35	29	37	33	34	35	35
<i>Base: All employees who have a set number of contracted hours and one job only (unweighted)</i>	1,503	808	695	100	854	357	192	782	299	193	214	387	417	231	458
<i>Base: All employees who have a set number of contracted hours and one job only (weighted)</i>	1,487	774	713	218	811	294	165	737	301	222	213	401	402	232	443

Source: MORI

Table A3.3 In your current job, how many hours per week do you usually work on average, excluding meal breaks, but including paid and unpaid overtime?

	Total	Gender		Age				SOC				No. of employees at establishment			
		Male	Female	16-24	25-44	45-54	55 +	Managers/ prof- essional	Clerical/ skilled manual	Services/ sales	Oper- atives/ unskilled	5-24	25-99	100-249	250+
Mean number of hours	37	42	33	34	38	39	36	41	36	28	38	36	38	38	39
<i>Base: All employees who only have one job (unweighted)</i>	1,880	1,030	850	143	1,057	446	234	960	372	243	281	536	519	279	524
<i>Base: All employees who only have one job (weighted)</i>	1,884	1,007	877	306	1,006	369	202	902	384	277	297	566	506	277	514

Source: MORI

Table A3.4 Do you ever do work which you regard as paid or unpaid overtime?

	Total	Gender by parent or non-parent				Age				SOC				Working status		Supervise	
		Male with dep. child (ren)	Female with dep. child (ren)	Male without dep. child (ren)	Female without dep. child (ren)	16-24	25-44	45-54	55 +	Man-agers/ profes-sional	Clerical/ skilled/ manual	Ser-vices/ sales	Opera-tives/ un-skilled	Full-time	Part-time	Yes	No
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Paid only	29	34	23	37	23	37	28	28	27	19	34	30	53	29	30	24	34
Unpaid only	29	31	26	26	31	18	29	35	32	45	16	17	5	32	19	38	20
Both paid and unpaid	9	9	8	9	9	5	11	8	6	11	7	8	5	10	5	11	6
Neither	33	26	43	28	37	40	32	30	35	24	43	45	36	29	46	26	39
<i>Base: All employees (unweighted)</i>	2,003	472	404	515	459	148	1,116	483	256	1,028	390	269	291	1,633	370	929	1,074
<i>Base: All employees (weighted)</i>	2,003	420	405	601	492	316	1,062	403	221	968	401	304	306	1,542	461	991	1,012

Source: MORI

Table A3.5a How many hours paid overtime do you usually work each week?

	Total	Gender		Gender by parent or non-parent				SOC			
		Male	Female	Male with dep. child(ren)	Female with dep. child(ren)	Male without dep. child(ren)	Female without dep. child(ren)	Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled
Mean no. of hours	7	8	6	8	5	8	6	6	6	6	9
<i>Base: All employees who work paid overtime (unweighted)</i>	742	464	278	192	125	251	139	300	159	101	168
<i>Base: All employees who work paid overtime (weighted)</i>	761	467	294	177	123	273	158	289	163	116	178

Source: MORI

Table A3.5b How many hours unpaid overtime do you usually work each week?

	Total	SOC				Supervisor		Working status	
		Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled	Yes	No	Full-time	Part-time
Mean no. of hours	7	8	4	4	5	8	5	7	4
<i>Base: All employees who work unpaid overtime (unweighted)</i>	805	592	99	75	31	516	289	707	98
<i>Base: All employees who work unpaid overtime (weighted)</i>	748	544	92	73	31	463	285	637	110

Source: MORI

Table A3.6 When you work unpaid overtime, are you given time off in lieu?

	Total	Working status		SOC				No. of employees at establishment			
		Full-time	Part-time	Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled	5-24	25-99	100-249	250+
	%	%	%	%	%	%	%	%	%	%	%
Yes, always	19	17	30	17	24	29	17	22	15	12	25
Yes, sometimes	24	26	15	24	31	16	27	21	25	21	29
Never	56	56	55	59	44	55	56	56	60	66	46
Yes	43	41	45	41	55	45	44	43	40	33	54
<i>Base: All employees who work unpaid overtime (unweighted)</i>	805	707	98	592	99	75	31	200	239	127	231
<i>Base: All employees who work unpaid overtime (weighted)</i>	748	637	110	544	92	73	31	198	216	115	212

Source: MORI

Table A3.7 What is the one main reason you work overtime?

	Total	Gender		SOC			
		Male	Female	Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled
	%	%	%	%	%	%	%
I have too much work to finish in my normal working hours	42	39	45	52	37	21	27
To make more money (overtime)	21	27	14	8	31	33	47
My employer expects it	11	10	11	10	12	11	9
Covering for staff absences, shortages and holidays	5	3	7	3	4	10	5
I like my job	4	4	4	5	1	5	3
Nature of the job	3	2	5	5	2	3	1
I do not want to let down the people I work with	3	2	4	3	3	6	1
To meet deadlines	2	3	2	3	2	2	1
My organisation encourages it	2	2	1	2	1	2	1
My colleagues all work more hours	*	*	*	*	1	2	0
Other	6	6	6	7	4	5	5
It varies	1	1	1	1	1	1	1
<i>Base: All employees who work overtime (unweighted)</i>	1,364	790	574	780	229	152	184
<i>Base: All employees who work overtime (weighted)</i>	1,336	763	572	729	228	166	195

Source: MORI

Table A3.8 In your main job are you working...?

	Total	Parent		SOC				Size of establishment				Supervisor	
		Parent	Non-parent	Managers/ profession- ional	Clerical/ skilled manual	Services/ sales	Oper- atives/ unskilled	5-24	25-99	100-249	250 +	Yes	No
	%	%	%	%	%	%	%	%	%	%	%	%	%
Full-time	77	71	82	86	80	44	78	68	78	80	85	85	70
Part-time	23	29	18	14	20	56	22	32	22	20	15	15	30
<i>Base: All employees (unweighted)</i>	<i>2,003</i>	<i>876</i>	<i>1,032</i>	<i>1,028</i>	<i>390</i>	<i>269</i>	<i>291</i>	<i>583</i>	<i>551</i>	<i>299</i>	<i>546</i>	<i>991</i>	<i>1,012</i>
<i>Base: All employees (weighted)</i>	<i>2,003</i>	<i>825</i>	<i>1,094</i>	<i>968</i>	<i>401</i>	<i>304</i>	<i>306</i>	<i>612</i>	<i>535</i>	<i>299</i>	<i>535</i>	<i>929</i>	<i>1,074</i>

Source: MORI

Table A3.9 What were your main reasons for taking a part-time rather than a full-time job?

	Total	Gender		Parent		Gender by parent or non-parent			
		Male	Female	Parent	Non-parent	Male with dep. child(ren)	Female with dep. child(ren)	Male without dep. child(ren)	Female without dep. child(ren)
	%	%	%	%	%	%	%	%	%
You want to spend more time with your family	31	4	37	46	12	19	49	0	17
You have caring responsibilities which prevent you working full-time	17	4	20	27	5	16	28	0	7
You are a student	13	34	9	1	28	6	1	45	21
You did not want a full-time job	11	18	9	3	20	0	3	21	19
No full-time jobs are or were available	9	17	7	7	10	18	6	16	8
Insufficient or unsuitable childcare facilities available	5	2	6	8	1	7	8	0	1
Cost of childcare (i.e. can't afford to work full-time)	5	1	6	9	1	6	9	0	1
Permanently sick/ disabled	3	2	3	1	6	5	*	1	8
You earn enough working part-time	3	7	2	1	6	5	*	8	5
You are financially secure, but work because you want to	2	3	2	1	4	0	1	4	5
Other	7	10	6	3	10	14	2	8	12
Can't remember	1	3	1	*	2	5	0	2	2
<i>Base: All who work part-time (unweighted)</i>	370	60	310	206	148	18	188	38	110
<i>Base: All who work part-time (weighted)</i>	461	88	373	242	199	21	221	63	136

Source: MORI

Table A3.10 Do you do shift work in your main job?

	Total	Gender		Age				SOC				Working status		No. of employees at establishment			
		Male	Female	16-24	25-44	45-54	55+	Man-agers/ profess- ional	Clerical/ skilled/ manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100- 249	250+
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	22	25	19	32	20	18	24	16	13	33	40	21	27	19	19	27	26
No	78	75	81	68	80	82	76	84	86	67	60	79	73	81	81	73	74
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	148	1,116	483	256	1,028	390	269	291	1,633	370	583	551	299	546
<i>Base: All employees (weighted)</i>	2,003	1,062	941	316	1,062	403	221	968	401	304	306	1,542	461	612	535	299	535

Source: MORI

Table A3.11 Are you able to swap your shifts?

	Total	Gender by parent or non-parent				Working status		SOC			
		Male with dependent child(ren)	Female with dependent child(ren)	Male without dependent child(ren)	Female without dependent child(ren)	Full-time	Part-time	Managers/professional	Clerical/skilled manual	Services/sales	Operatives/unskilled
	%	%	%	%	%	%	%	%	%	%	%
Yes	78	67	86	81	81	74	89	79	79	88	68
No	21	33	14	17	17	25	10	20	21	12	30
Don't know	1	0	0	2	1	1	1	1	0	0	2
<i>Base: All who do shift work in their (main) job (unweighted)</i>	421	105	76	140	78	332	89	162	49	84	115
<i>Base: All who do shift work in their (main) job (weighted)</i>	443	97	78	160	91	318	125	155	54	102	122

Source: MORI

Table A3.12 You say that you did not take your full entitlement to annual leave last year. Why was that?

	Total	Gender		Age				Parent		SOC			
		Male	Female	16-24	25-44	45-54	55+	Parent	Non-parent	Managers/ professional	Clerical/ skilled manual	Services/ sales	Oper- atives/ unskilled
	%	%	%	%	%	%	%	%	%	%	%	%	
Too busy to take time off	39	44	33	19	45	40	41	40	39	53	29	21	20
Saving up the time for next year/big event	18	16	20	7	21	19	17	23	15	18	22	16	15
Encouraged not to take time off by employer	3	2	3	0	3	3	5	4	2	1	5	2	4
Encouraged not to take time off by colleagues	1	*	1	0	1	0	1	1	*	1	0	0	1
Encouraged not to take time off by family	*	*	0	0	0	1	0	*	0	0	0	1	0
Didn't want to	16	20	11	29	13	18	14	12	20	13	19	13	26
Didn't realise that I had any left at the time	2	2	2	0	4	2	0	4	1	2	3	3	1
Other	14	10	20	22	11	15	16	14	13	8	17	24	26
Don't know	4	4	4	8	3	3	4	3	5	3	5	7	4
<i>Base: All employees who did not take full entitlement to annual leave in last working year (unweighted)</i>	545	323	222	41	290	137	77	227	293	306	103	63	68
<i>Base: All employees who did not take full entitlement to annual leave in last working year (weighted)</i>	540	306	224	91	272	111	66	209	309	281	103	76	75

Source: MORI

Table A3.13 How were you compensated for the leave you did not take? Were you...?

	Total	SOC				Working status		No. of employees at establishment			
		Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled	Full-time	Part-time	5-24	25-99	100-249	250+
	%	%	%	%	%	%	%	%	%	%	%
Allowed to carry all the days over to the next year	43	50	43	29	31	46	30	35	36	46	58
Not compensated in any way	20	18	17	20	29	18	29	23	16	18	20
Paid for all of it	12	11	14	10	20	14	7	15	20	8	4
Allowed to carry some, but not all, of the days over	10	13	11	5	2	11	6	7	10	9	15
Paid for some and allowed to carry the rest over	3	3	3	4	2	3	3	3	4	4	2
Paid for some of it	2	1	1	4	8	1	7	2	4	3	1
Other	5	3	5	12	3	3	9	5	6	9	1
Can't remember	5	1	6	16	4	3	10	10	3	2	0
<i>Base: All employees who did not take full entitlement to annual leave in last working year (unweighted)</i>	545	306	103	63	68	459	86	155	147	77	159
<i>Base: All employees who did not take full entitlement to annual leave in last working year (weighted)</i>	540	281	103	76	75	424	115	166	145	72	152

Source: MORI

Table A3.14 What, if any, restrictions does your employer place on when you can take your annual leave?

	Total	Gender		Working status		SOC			
		Male	Female	Full-time	Part-time	Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled
	%	%	%	%	%	%	%	%	%
There must be a minimum number of staff working at all times	38	39	36	39	34	38	33	44	34
You are not allowed to take leave at the same time as colleagues you work closely with	28	29	27	30	22	29	29	24	27
There are times when the workplace closes, and staff must take holiday time	26	26	27	26	26	29	23	24	26
You can't take leave during busy periods at work	25	25	24	24	25	21	22	33	29
There are no restrictions	24	26	21	25	21	24	32	15	23
Other	5	5	5	5	5	4	4	4	9
Don't know	2	1	3	1	4	1	1	3	3
<i>Base: All employees (unweighted)</i>	2,003	1,092	1,032	1,633	370	968	401	304	291
<i>Base: All employees (weighted)</i>	2,003	1,062	1,094	1,542	461	1,028	390	269	306

Source: MORI

Appendices Tables for Chapter 4: Flexible working arrangements

Table A4.1a If you personally needed any of the following arrangements, would they be available at your workplace?

	Total	Gender		Gender by parent or non-parent				SOC				Working status		No. of employees at establishment			
		Male	Female	Male with dep. child (ren)	Female with dep. child (ren)	Male without dep. child (ren)	Female without dep. child (ren)	Man-agers/profession- al	Clerical/ skilled manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100-249	250 +
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Work part-time	57	51	67	47	74	53	65	59	54	73	43	57	0	54	55	55	62
<i>Base: All who do not currently work part-time (unweighted)</i>	1,633	1,032	601	454	216	535	349	905	325	143	241	1633	0	429	452	253	482
<i>Base: All who do not currently work part-time (weighted)</i>	1,542	974	569	399	184	538	356	833	320	135	238	1542	0	418	417	239	454
																	<i>Source: MORI</i>
Work only during school term-time	32	23	42	23	42	0	0	30	31	46	26	27	45	36	38	32	23
<i>Base: All parents of dependent children aged 19 or under (unweighted)</i>	876	472	404	472	404	0	0	457	159	123	126	670	206	263	247	126	228
<i>Base: All parents of dependent children aged 19 or under (weighted)</i>	825	420	405	420	405	0	0	398	157	130	130	583	242	254	231	116	214
																	<i>Source: MORI</i>

Table A4.1b If you personally needed any of the following arrangements, would they be available at your workplace?

	Total	Gender		Gender by parent or non-parent				SOC				Working status		No. of employees at establishment			
		Male	Female	Male with dep. child (ren)	Female with dep. child (ren)	Male without dep. child (ren)	Female without dep. child (ren)	Man-agers/profession- al	Clerical/ skilled/ manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100- 249	250 +
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Job-share	41	32	52	30	55	33	50	43	41	48	30	38	54	40	42	36	46
Work flexitime	48	48	47	48	43	47	50	51	51	43	36	47	48	47	42	46	56
Work a compressed working week	30	31	29	29	30	32	29	31	30	28	26	29	33	30	27	28	35
Work annualised hours	20	21	19	18	18	23	19	21	17	21	22	20	19	20	22	14	23
Work reduced hours for a limited period	62	61	64	62	66	61	62	64	62	66	55	60	70	62	61	59	66
Work from home on a regular basis	20	23	17	24	16	22	18	32	16	4	4	22	12	14	20	21	26
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	472	404	573	459	1,028	390	269	291	1,633	370	583	551	299	546
<i>Base: All employees (weighted)</i>	2,003	1,062	941	420	405	601	492	968	401	304	306	1,542	461	612	535	299	535

Source: MORI

Table A4.2 Do you feel that your manager does enough to provide and promote flexible working practices?

	Total	Gender		SOC				Working status	
		Male	Female	Managers/ professional	Clerical/ skilled manual	Services/sales	Operatives/ unskilled	Full-time	Part-time
	%	%	%	%	%	%	%	%	%
Yes	66	62	69	68	65	67	55	63	74
No	29	33	25	27	30	26	40	32	19
Don't know	5	5	6	5	6	7	5	5	7
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	1,028	390	269	291	1,633	370
<i>Base: All employees (weighted)</i>	2,003	1,062	941	968	401	304	306	1,542	461

Source: MORI

Table A4.3 Has your employer ever consulted employees or their representatives about adjusting working arrangements, so that they can strike a better work-life balance?

	Total	SOC				No. of employees at establishment			
		Managers/ professional	Clerical/ skilled manual	Services/sales	Operatives/ unskilled	5-24	25-99	100-249	250+
	%	%	%	%	%	%	%	%	%
Yes	47	51	43	45	41	46	44	41	55
No	45	42	49	43	52	48	48	47	38
Don't know	8	7	9	12	7	6	8	11	7
<i>Base: All employees (unweighted)</i>	2,003	1,028	390	269	291	583	551	299	546
<i>Base: All employees (weighted)</i>	2,003	968	401	304	306	612	535	299	535

Source: MORI

Table A4.4a Do you currently work, or have you worked, in any of these ways over the last year and with your current employer?

	Total	Gender		Parent		SOC				Working status		No. of employees at establishment			
		Male	Female	Parent	Non-parent	Man-agers/professional	Clerical/silled manual	Services/sales	Oper-atives/unskilled	Full-time	Part-time	5-24	25-99	100-249	250+
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Work part-time	11	9	13	12	10	8	12	19	13	11	0	13	15	7	8
<i>Base: All employees who do not currently work part-time, and say it would be available if required (unweighted)</i>	928	517	411	378	505	535	179	99	104	928	0	235	250	140	295
<i>Base: All employees who do not currently work part-time, and say it would be available if required (weighted)</i>	874	492	382	323	517	491	172	99	103	874	0	224	230	132	280
<i>Source: MORI</i>															
Work only during school term-time	46	24	59	46	0	49	39	57	29	34	65	47	55	62	19
<i>Base: All parents of dependent children aged 19 and under who say working only during school term-time would be available if required (unweighted)</i>	283	108	175	283	0	136	50	59	34	183	100	93	96	39	54
<i>Base: All parents of dependent children aged 19 and under who say working only during school term-time would be available if required (weighted)</i>	265	95	170	265	0	119	49	60	34	155	106	91	87	37	49
<i>Source: MORI</i>															

Table A4.4c Do you currently work, or have you worked, in any of these ways over the last year and with your current employer?

	Total	Gender		Parent		SOC				Working status		No. of employees at establishment			
		Male	Female	Parent	Non-parent	Man-agers/professional	Clerical/skilled manual	Services/sales	Oper-atives/unskilled	Full-time	Part-time	5-24	25-99	100-249	250+
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Work annualised hours	32	33	31	33	31	33	22	36	33	31	37	31	31	36	33
<i>Base: All who say working annualised hours would be available if required (unweighted)</i>	395	221	174	160	209	208	60	59	62	324	71	112	120	42	117
<i>Base: All who say working annualised hours would be available if required (weighted)</i>	404	221	183	146	235	200	69	64	66	315	88	120	117	41	121
<i>Source: MORI</i>															
Work reduced hours for a limited period	20	18	23	19	21	15	19	30	28	15	35	25	20	18	17
<i>Base: All employees who say working reduced hours would be available if required (unweighted)</i>	1,246	662	584	564	628	648	249	175	159	986	260	361	330	180	363
<i>Base: All employees who say working reduced hours would be available if required (weighted)</i>	1,250	648	602	529	673	616	251	200	170	930	321	379	328	178	354
<i>Source: MORI</i>															
Work from home on a regular basis	54	58	47	60	49	57	45	32	24	54	51	56	52	50	55
<i>Base: All who say working from home would be available if required (unweighted)</i>	429	264	165	190	223	332	66	12	11	379	50	93	115	66	150
<i>Base: All who say working from home would be available if required (weighted)</i>	400	239	161	163	223	307	63	12	11	345	55	87	106	63	141
<i>Source: MORI</i>															

Table A4.5a In your current job, would you like to...?

	Total	Gender		Age of youngest child				SOC				Working status		No. of employees at establishment			
		Male	Female	< 2	2-5	6-11	12+	Man-agers/ profess- ional	Clerical/ skilled/ manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100- 249	250+
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Work part-time	22	17	31	39	24	16	24	20	23	38	18	22	0	22	22	21	23
<i>Base: All employees have not worked part-time in the last year with their current employer (unweighted)</i>	1,529	987	542	98	130	221	171	861	301	124	227	1529	0	398	412	242	461
<i>Base: All employees and have not worked part-time in the last year with their current employer (weighted)</i>	1,449	929	520	100	118	183	141	795	300	116	225	1449	0	390	383	230	432
<i>Source: MORI</i>																	
Work only during school term-time	33	21	48	37	41	38	14	30	33	44	26	25	55	33	28	37	34
<i>Base: All parents of dependent children aged 19 or under who have not worked only during school term-time in the last year with their current employer (unweighted)</i>	747	446	301	126	154	264	201	391	140	90	117	606	141	221	194	102	218
<i>Base: All parents of dependent children aged 19 or under who have not worked only during school term-time in the last year with their current employer (weighted)</i>	702	398	305	141	150	237	172	339	138	96	120	531	171	212	183	93	204
<i>Source: MORI</i>																	

Table A4.5b In your current job, would you like to...?

	Total	Gender		Age of youngest child				SOC				Working status		No. of employees at establishment			
		Male	Female	< 2	2-5	6-11	12 +	Man-agers/ profession- al	Clerical/ skilled/ manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100- 249	250 +
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Job-share	17	13	22	24	22	16	16	16	17	18	19	16	22	17	19	17	15
<i>Base: All who currently work part-time and have not worked full-time in the last year with their current employer (unweighted)</i>	1,891	1,059	832	131	167	302	220	988	365	245	270	1,580	311	542	516	290	522
<i>Base: All who currently work part-time and have not worked full-time in the last year with their current employer (weighted)</i>	1,879	1,022	857	144	162	272	190	927	376	273	282	1,490	389	567	500	289	505
<i>Source: MORI</i>																	
Work flexitime	49	50	47	66	56	47	44	54	46	39	46	52	35	43	48	50	56
<i>Base: All employees who have not worked flexitime in the last year with their current employer (unweighted)</i>	1,463	802	661	99	120	232	183	708	276	210	254	1,199	264	443	427	218	353
<i>Base: All employees who have not worked flexitime in the last year with their current employer (weighted)</i>	1,482	791	691	116	120	214	159	674	294	235	265	1,147	334	467	423	222	349
<i>Source: MORI</i>																	

Table A4.5c In your current job, would you like to...?

	Total	Gender		Age of youngest child				SOC				Working status		No. of employees at establishment			
		Male	Female	< 2	2-5	6-11	12 +	Man-agers/ profess- ional	Clerical/ skilled/ manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100- 249	250 +
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Work a compressed working week	34	38	31	37	39	35	32	39	34	24	32	37	26	33	32	39	35
<i>Base: All have not worked a compressed working week in the last year with their current employer (unweighted)</i>	1,795	973	822	118	161	290	207	911	355	247	263	1,478	317	520	500	271	481
<i>Base: All who have not worked a compressed working week in the last year with their current employer (weighted)</i>	1,788	940	848	133	158	261	179	853	366	276	276	1,394	394	543	486	269	470
<i>Source: MORI</i>																	
Work annualised hours	25	26	23	28	29	26	25	27	24	19	25	27	19	22	24	30	25
<i>Base: All employees who have not worked annualised hours in the last year with their current employer (unweighted)</i>	1,876	1,016	860	132	170	301	219	961	374	250	269	1,535	341	548	512	284	509
<i>Base: All employees who have not worked annualised hours in the last year with their current employer (weighted)</i>	1,874	989	885	147	166	272	189	902	387	281	284	1,446	428	575	499	284	495
<i>Source: MORI</i>																	

Table A4.5d In your current job, would you like to...?

	Total	Gender		Age of youngest child				SOC				Working status		No. of employees at establishment			
		Male	Female	< 2	2-5	6-11	12 +	Man-agers/ professional	Clerical/ skilled manual	Serv-ices/ sales	Oper-atives/ un-skilled	Full-time	Part-time	5-24	25-99	100-249	250 +
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Work reduced hours for a limited period	36	36	35	46	45	33	29	39	34	29	33	39	23	35	36	36	36
<i>Base: All have not worked reduced hours in the last year with their current employer (unweighted)</i>	1,780	993	787	120	158	284	210	934	346	225	256	1,491	289	509	489	267	492
<i>Base: All who have not worked reduced hours in the last year with their current employer (weighted)</i>	1,750	945	805	136	152	255	179	877	354	244	258	1,401	349	518	469	266	476
<i>Source: MORI</i>																	
Work from home on a regular basis	29	30	29	41	40	26	28	35	27	24	22	31	24	25	27	33	34
<i>Base: All have not worked from home on a regular basis in the last year with their current employer (unweighted)</i>	1,766	933	833	117	155	279	207	834	360	264	288	1,422	344	531	487	266	463
<i>Base: All who have not worked from home on a regular basis in the last year with their current employer (weighted)</i>	1,788	922	866	133	154	256	182	793	373	300	304	1,355	433	564	480	268	459
<i>Source: MORI</i>																	

Table A4.6a Could the job you do be done by working...?

	Total	Gender		Age of youngest child				SOC				Working status		No. of employees at establishment			
		Male	Female	< 2	2-5	6-11	12 +	Man-agers/ profession- al	Clerical/ skilled manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100- 249	250 +
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Work part-time	35	29	47	38	31	30	27	32	35	63	30	35	0	36	36	31	36
<i>Base: All employees who have not worked part-time in the last year with their current employer (unweighted)</i>	1,529	987	542	98	130	221	171	861	301	124	227	1,529	0	398	412	242	461
<i>Base: All employees who have not worked part-time in the last year with their current employer (weighted)</i>	1,449	929	520	100	118	183	141	795	300	116	225	1,449	0	390	383	230	432
<i>Source: MORI</i>																	
Work only during school term-time	17	12	24	18	20	19	12	12	21	28	18	14	29	19	16	19	16
<i>Base: All parents of dependent children aged 19 or under who have not worked only during school term-time in the last year with their current employer (unweighted)</i>	747	446	301	126	154	264	201	391	140	90	117	606	141	221	194	102	218
<i>Base: All parents of dependent children aged 19 or under who have not worked only during school term-time in the last year with their current employer (weighted)</i>	702	398	305	141	150	237	172	339	138	96	120	531	171	212	183	93	204
<i>Source: MORI</i>																	

Table A4.6b Could the job you do be done by working...?

	Total	Gender		Age of youngest child				SOC				Working status		No. of employees at establishment			
		Male	Female	< 2	2-5	6-11	12 +	Man-agers/ profession- al	Clerical/ skilled/ manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100- 249	250 +
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Job-share	58	50	68	56	55	61	62	57	64	62	53	57	64	57	57	57	62
<i>Base: All who currently work part-time and have not worked full-time in the last year with their current employer (unweighted)</i>	1,891	1,059	832	131	167	302	220	988	365	245	270	1,580	311	542	516	290	522
<i>Base: All who currently work part-time and have not worked full-time in the last year with their current employer (weighted)</i>	1,879	1,022	857	144	162	272	190	927	376	273	282	1,490	389	567	500	289	505
<i>Source: MORI</i>																	
Work flexitime	45	47	43	53	45	47	35	45	53	38	43	46	42	41	43	45	53
<i>Base: All employees who have not worked flexitime in the last year with their current employer (unweighted)</i>	1,463	802	661	99	120	232	183	708	276	210	254	1,199	264	443	427	218	353
<i>Base: All employees who have not worked flexitime in the last year with their current employer (weighted)</i>	1,482	791	691	116	120	214	159	674	294	235	265	1,147	334	467	423	222	349
<i>Source: MORI</i>																	

Table A4.6c Could the job you do be done by working...?

	Total	Gender		Age of youngest child				SOC				Working status		No. of employees at establishment			
		Male	Female	< 2	2-5	6-11	12+	Man-agers/profession- al	Clerical/ skilled manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100- 249	250+
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Work a compressed working week	35	37	33	41	36	32	25	36	40	27	33	36	33	33	31	37	42
<i>Base: All have not worked a compressed working week in the last year with their current employer (unweighted)</i>	1,795	973	822	118	161	290	207	911	355	247	263	1,478	317	520	500	271	481
<i>Base: All who have not worked a compressed working week in the last year with their current employer (weighted)</i>	1,788	940	848	133	158	261	179	853	366	276	276	1,394	394	543	486	269	470
<i>Source: MORI</i>																	
Work annualised hours	31	34	28	32	33	28	21	29	35	28	35	31	31	29	29	34	35
<i>Base: All employees who have not worked annualised hours in the last year with their current employer (unweighted)</i>	1,876	1,016	860	132	170	301	219	961	374	250	269	1,535	341	548	512	284	509
<i>Base: All employees who have not worked annualised hours in the last year with their current employer (weighted)</i>	1,874	989	885	147	166	272	189	902	387	281	284	1,446	428	575	499	284	495
<i>Source: MORI</i>																	

Table A4.6d Could the job you do be done by working...?

	Total	Gender		Age of youngest child				SOC				Working status		No. of employees at establishment			
		Male	Female	< 2	2-5	6-11	12 +	Man-agers/ profess- ional	Clerical/ skilled/ manual	Serv- ices/ sales	Oper- atives/ un- skilled	Full- time	Part- time	5-24	25-99	100- 249	250 +
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Work reduced hours for a limited period	45	42	49	53	53	45	42	46	49	47	37	45	47	44	42	46	50
<i>Base: All have not worked reduced hours in the last year with their current employer (unweighted)</i>	1,780	993	787	120	158	284	210	934	346	225	256	1,491	289	509	489	267	492
<i>Base: All who have not worked reduced hours in the last year with their current employer (weighted)</i>	1,750	945	805	136	152	255	179	877	354	244	258	1,401	349	518	469	266	476
<i>Source: MORI</i>																	
Work from home on a regular basis	15	16	14	19	19	13	11	23	13	5	3	17	8	9	15	17	20
<i>Base: All have not worked from home on a regular basis in the last year with their current employer (unweighted)</i>	1,766	933	833	117	155	279	207	834	360	264	288	1,422	344	531	487	266	463
<i>Base: All who have not worked from home on a regular basis in the last year with their current employer (weighted)</i>	1,788	922	866	133	154	256	182	793	373	300	304	1,355	433	564	480	268	459
<i>Source: MORI</i>																	

Table A4.7 Over the last two years, have you approached your current employer to make a request to change how you regularly work for a sustained period of time?

	Total	Gender		Parent		Gender by parent or non-parent				Age of youngest child			
		Male	Female	Parent	Non-parent	Male with dependent child(ren)	Female with dependent child(ren)	Male without dependent child(ren)	Female without dependent child(ren)	Under 2	2-5	6-11	12+
	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	17	14	21	20	15	12	29	15	15	31	19	19	14
No	83	86	79	80	85	88	71	84	85	69	81	81	86
Can't remember	*	*	*	0	0	0	0	*	*	0	0	0	0
<i>Base: All employees (unweighted)</i>	2,003	1,092	941	876	1,032	472	404	573	459	153	175	294	201
<i>Base: All employees (weighted)</i>	2,003	1,062	911	825	1,094	420	405	601	492	138	179	324	233

Source: MORI

Appendices Tables for Chapter 5: Leave arrangements

	Total	Age of youngest child				No. of employees at establishment			
		Under 2	2-5	6-11	12+	5-24	25-99	100-249	250+
	%	%	%	%	%	%	%	%	%
Written policy giving entitlement to specific period of leave	7	7	10	6	5	1	5	7	15
Expected to take annual leave	10	15	15	6	6	10	11	15	6
Time off at the discretion of the line manager/personnel manager	10	10	13	10	8	6	14	16	8
Expected to take time off later	1	1	0	1	1	0	0	0	3
Paternity leave	19	21	29	19	6	18	19	10	26
Unable to take leave	3	1	3	2	5	2	2	4	3
Nothing/No arrangements	24	19	15	25	39	35	24	18	14
Was not working for current employer	4	2	3	6	6	4	6	6	2
Other	7	10	10	4	5	4	7	5	10
Don't know	18	14	11	23	21	20	15	20	16
<i>Base: All employees who are fathers of dependent children under the age of 16 (unweighted)</i>	415	80	100	148	87	122	102	60	126
<i>Base: All employees who are fathers of dependent children under the age of 16 (weighted)</i>	374	83	91	127	73	111	94	53	112

Source: MORI

Table A5.2 Does your current employer provide emergency time off for dependants?**(For example, to deal with childcare arrangements, to make longer term arrangements for relatives who have fallen ill or been injured)**

	Total	Parent		SOC				No. of employees at establishment			
		Parent	Non-parent	Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled	5-24	25-99	100-249	250+
	%	%	%	%	%	%	%	%	%	%	%
Yes	73	74	73	78	71	68	68	71	75	73	76
No	11	13	9	8	13	16	13	14	10	8	10
Don't know	16	13	17	14	17	16	19	14	15	19	14
<i>Base: All employees (unweighted)</i>	2,003	876	1,032	1,028	390	269	291	583	551	299	546
<i>Base: All employees (weighted)</i>	2,003	825	1,094	968	401	304	306	612	535	299	535

Source: MORI

Table A5.3 Is this time off...?

	Total	Working Status		SOC				Length of time with employer			No. of employees at establishment			
		Full-time	Part-time	Managers/ profess- ional	Clerical/ skilled/ manual	Services/ sales	Operative s/ unskilled	< 1 year	1 yr - < 5 yrs	5 + yrs	5-24	25-99	100-249	250 +
	%			%	%	%	%	%	%	%	%	%	%	%
Paid leave in addition to annual leave	43	46	35	50	45	35	28	31	42	49	38	45	41	48
Unpaid leave	20	18	26	15	21	21	35	24	20	18	22	21	22	14
To be taken from annual leave entitlement	15	16	13	14	16	15	19	13	17	14	16	15	14	15
Don't know	22	21	26	22	19	29	18	33	21	19	24	20	23	22
<i>Base: All employees who say their employer provides time off for dependants (unweighted)</i>	1,487	1,220	267	806	283	183	196	205	524	757	420	413	219	421
<i>Base: All employees who say their employer provides time off for dependants (weighted)</i>	1,471	1,141	330	754	283	207	209	245	555	671	437	399	217	406

Source: MORI

Table A5.4 Have you taken time off at short notice to deal with an emergency in the last year and with your current employer?

	Total	SOC				Age of youngest child			
		Managers/ professional	Clerical/ skilled manual	Services/sales	Operatives/ unskilled	Under 2	2-5	6-11	12+
	%	%	%	%	%	%	%	%	
Yes	45	49	42	45	35	52	55	57	48
No	55	51	58	54	65	48	45	43	51
Can't remember	*	*	*	*	0	0	0	0	1
<i>Base: All employees (unweighted)</i>	2,003	1,028	390	269	291	138	179	324	233
<i>Base: All employees (weighted)</i>	2,003	968	401	304	306	153	175	294	201

Source: MORI

Table A5.5 Did you take this time off as...?

	Total	Age				SOC				Length of time with employer			Working status	
		16-24	25-44	45-54	55+	Man-agers/ profession- al	Clerical/ skilled/ manual	Services/ sales	Oper- atives/ unskilled	< 1 year	1 yr - < 5 yrs	5 + yrs	Full-time	Part-time
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Fully paid leave	49	38	48	56	56	55	48	41	35	38	48	53	50	44
Time off but made it up later	14	9	15	17	12	16	14	14	7	16	13	15	14	14
Leave without pay	14	33	13	5	15	6	15	26	33	18	19	8	12	21
Annual leave	13	11	15	13	5	15	10	7	15	18	10	15	15	7
Sick leave	4	8	4	2	3	3	3	9	6	5	5	3	3	8
Partly paid leave	2	1	2	2	4	1	3	2	3	3	2	2	2	4
Other	3	0	4	5	4	4	5	1	2	2	3	4	3	3
<i>Base: All employees who have taken time off at short notice to deal with an emergency in the last year with their current employer (unweighted)</i>	923	56	545	221	101	512	169	124	102	95	364	464	764	159
<i>Base: All employees who have taken time off at short notice to deal with an emergency in the last year with their current employer (weighted)</i>	905	118	516	183	88	476	168	138	107	103	386	416	713	192

Source: MORI

Table A5.6 In addition to paternity leave and emergency time off for dependants, I now want to ask you some questions about parental leave, this is where both mothers and fathers can take unpaid leave to look after their children in their early years.

Does your current employer provide parental leave?

	Total	Age of youngest child				SOC			
		< 2	2-5	6-11	12 +	Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled
	%	%	%	%	%	%	%	%	%
Yes	35	40	34	36	29	39	37	23	28
No	25	33	29	22	20	25	25	24	26
Don't know	40	27	37	42	51	36	28	52	46
<i>Base: All parents with dependent children aged 19 or under (unweighted)</i>	876	138	179	324	233	457	159	123	126
<i>Base: All parents with dependent children aged 19 or under (weighted)</i>	825	153	175	294	201	398	157	130	130

Source: MORI

Table A5.7 Does your employer have a written policy about parental leave?

	Total	SOC				No. of employees at establishment			
		Managers/ professional	Clerical/ skilled manual	Services/sales	Operatives/ unskilled	5-24	25-99	100-249	250+
	%	%	%	%	%	%	%	%	
Yes	57	63	53	56	41	47	59	45	71
No	18	14	23	10	30	29	19	20	7
Don't know	25	23	24	34	28	24	21	35	22
<i>Base: All parents with dependent children aged 19 or under who say their employer provides parental leave (unweighted)</i>	311	179	62	29	36	82	87	47	94
<i>Base: All parents with dependent children aged 19 or under who say their employer provides parental leave (weighted)</i>	286	156	58	30	36	76	80	45	85

Source: MORI

Table A5.8 Are the following practices provided by your employer?

	Total	SOC				Length of time with employer			Working status		No. of employees at establishment			
		Man-agers/profession-ional	Clerical/skilled manual	Services/sales	Oper-atives/unskilled	< 1 year	1 yr - < 5 yrs	5 + yrs	Full-time	Part-time	5-24	25-99	100-249	250 +
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Bereavement leave	85	89	86	78	81	73	85	91	87	80	79	87	85	91
Career breaks	35	44	30	31	19	28	34	39	36	33	26	34	36	47
Study leave	52	62	50	40	31	47	52	54	53	48	41	50	52	67
<i>Base: All employees (unweighted)</i>	2,003	1,028	390	269	291	319	706	976	1,633	370	583	551	299	546
<i>Base: All employees (weighted)</i>	2,003	968	401	304	306	370	756	876	1,542	461	612	535	299	535

Source: MORI

Table A5.9 Do the flexible working and leave arrangements at your workplace make special allowances for employees with different cultural and/or religious needs?

	Total	Age				Size of establishment				Region										
		16-24	25-44	45-54	55+	5-24	25-99	100-249	250+	NE	Y+H	EM	Eastern	Greater London	SE	SW	WM	NW/Mersey	Wales	Scotland
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Yes	38	52	36	33	40	37	36	33	46	30	35	32	39	52	38	42	38	44	32	31
No	25	23	25	26	20	29	25	26	19	31	25	24	22	26	19	22	27	21	33	30
Depends	3	2	4	4	4	3	5	3	3	7	3	3	3	*	4	4	5	3	3	6
Don't know	34	23	35	36	36	32	34	38	3	32	38	42	36	22	39	33	30	31	33	33
<i>Base: All employees (unweighted)</i>	2,003	148	1,116	483	256	583	551	299	546	81	152	136	199	167	295	179	175	254	114	251
<i>Base: All employees (weighted)</i>	2,003	316	1,062	403	221	612	535	299	535	85	161	131	206	171	278	174	180	260	116	241

Source: MORI

Appendices Tables for Chapter 6: Childcare arrangements

Table A6.1 Does your employer provide any of the following?

	Total	Gender		SOC				Working status	
		Male	Female	Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled	Full-time	Part-time
	%	%	%	%	%	%	%	%	%
Accessible childcare facilities									
Yes	10	7	12	13	4	10	3	8	14
No	89	91	86	84	95	87	96	91	84
Subsidised childcare places, located outside of your workplace									
Yes	6	3	9	6	6	10	0	4	9
No	87	90	84	87	89	80	93	89	81
Other types of financial help with employees' childcare needs									
Yes	5	5	5	6	5	3	6	5	6
No	83	82	83	81	85	80	87	83	82
Help with childcare arrangements specifically during school holidays									
Yes	4	3	4	5	1	1	4	4	4
No	89	89	88	87	90	88	91	89	87
Information about local provision and availability of childcare									
Yes	12	11	14	16	8	12	6	12	14
No	79	78	79	75	83	79	86	78	80
<i>Base: All parents with dependent children aged under 16 (unweighted)</i>	770	415	355	402	141	110	107	583	187
<i>Base: All parents with dependent children aged under 16 (weighted)</i>	734	374	360	354	142	116	113	512	222

Source: MORI

Appendices Tables for Chapter 7: Employee attitudes to WLB

Table A7.1 Please tell me if you agree or disagree with the following statements and how strongly.															
	Total	Gender		Gender by parent or non-parent				Age				SOC			
		Male	Female	Male with dep. child(ren)	Female with dep. child(ren)	Male without dep. child(ren)	Female without dep. child(ren)	16-24	25-44	45-54	55 +	Managers/ professionals	Clerical/ skilled manual	Services / sales	Operatives/ unskilled
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
Everyone should be able to balance their work and home lives in the way that they want															
Agree	78	74	83	76	86	72	80	80	80	74	72	74	81	80	83
Disagree	13	16	9	15	7	18	10	10	11	16	17	15	12	9	10
People work best when they can balance their work and the other aspects of their lives															
Agree	95	94	97	94	97	94	96	94	96	95	95	95	95	97	94
Disagree	2	4	1	4	1	3	1	3	2	3	3	2	3	*	4
Employees must not expect to be able to change their working pattern if to do so would disrupt the business															
Agree	60	64	56	65	56	63	56	49	59	68	71	60	56	63	66
Disagree	27	25	29	24	30	26	29	36	28	21	21	27	30	25	23
It's not the employer's responsibility to help people balance their work with other aspects of their life															
Agree	33	35	30	35	30	36	30	32	31	34	39	30	32	38	38
Disagree	57	55	60	55	61	54	59	55	60	54	52	60	57	55	49
Employers should make a special effort to accommodate the particular difficulties parents of young and disabled children face in balancing their work and family life															
Agree	85	84	86	86	88	84	85	89	86	83	82	84	88	86	84
Disagree	7	8	6	7	5	9	7	6	7	7	10	7	4	6	10
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	472	404	573	459	148	1,116	483	256	1,028	390	269	291
<i>Base: All employees (weighted)</i>	2,003	1,062	941	420	405	601	492	316	1,062	403	221	968	401	304	306

Source: MORI

Table A7.2 What single thing, if anything, could your employer reasonably provide for you personally to achieve a better work-life balance?

	Total	Gender		Parent		Age				Working Status		Occupation			
		Male	Female	Parent	Non-parent	16-24	25-44	45-54	55+	Full-time	Part-time	Man-agers/ profession- al	Clerical/ skilled/ manual	Serv- ices/ sales	Opeatives/ un-skilled
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Nothing, does as much as I could reasonably expect	33	29	37	31	35	30	30	37	46	29	47	31	37	39	31
Greater flexibility in working arrangements	21	22	20	23	20	30	22	19	11	23	16	23	21	22	14
Better pay and conditions	7	10	4	7	7	9	7	5	7	8	4	5	7	8	14
Better working facilities/environment inc. providing help with travel expenses and parking	3	3	2	2	3	4	3	2	3	3	3	3	4	1	3
More staff	3	2	3	2	3	*	3	4	4	3	1	4	1	2	0
Other	11	12	10	11	11	10	12	12	7	12	8	13	6	7	15
Don't know	9	10	8	7	10	7	8	10	14	9	8	7	10	11	11
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	876	1,032	148	1,116	483	256	1,633	370	1,028	390	269	291
<i>Base: All employees (weighted)</i>	2,003	1,062	941	825	1,094	316	1,062	403	221	1,542	461	968	401	304	306

Source: MORI

Table A7.3 Considering your personal circumstances, to what extent do you agree or disagree that working fewer hours would negatively affect your job security?

	Total	Gender		SOC				Working status	
		Male	Female	Managers/ professional	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled	Full-time	Part-time
	%	%	%	%	%	%	%	%	%
Strongly agree	17	20	14	17	16	13	22	18	13
Agree	26	28	24	26	26	21	32	27	21
Neither agree nor disagree	16	15	18	15	18	19	14	16	19
Disagree	31	29	33	32	30	35	24	30	34
Strongly disagree	7	6	8	8	6	9	6	6	11
Agree	43	48	38	43	42	34	54	46	34
Disagree	38	35	41	39	36	44	29	36	44
Net agree \pm	+5	+13	-3	+4	+6	-10	+24	+10	-11
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	1,028	390	269	291	1,633	370
<i>Base: All employees (weighted)</i>	2,003	1,062	941	968	401	304	306	1,542	461

Source: MORI

Table A7.4 Do you think that doing any of the following on a regular basis would have a negative effect on your career prospects?

	Total	Gender		Parent		SOC				Working status		Supervisor	
		Male	Female	Parent	Non-parent	Managers/ profession- als	Clerical/ skilled manual	Services/ sales	Operati ves/ un- skilled	Full-time	Part-time	Yes	No
	%	%	%	%	%	%	%	%	%	%	%	%	%
Working reduced hours													
Yes	51	56	45	53	50	58	49	34	48	56	33	56	46
No	38	32	44	36	39	33	40	53	36	33	53	34	41
Not applicable	9	10	8	9	9	8	9	9	13	9	11	8	10
Don't know	2	2	3	2	2	2	2	4	3	2	4	2	2
Working from home													
Yes	25	26	23	23	27	26	27	18	21	27	15	28	22
No	29	30	28	29	28	38	28	18	14	30	27	30	29
Not applicable	45	43	48	47	44	35	44	63	65	42	56	41	49
Don't know	1	1	1	1	1	1	1	1	*	1	2	1	1
Taking leave to look after children or other dependants													
Yes	37	35	39	40	34	37	36	38	33	37	36	39	35
No	50	51	50	52	49	50	54	47	50	50	50	49	51
Not applicable	9	11	7	5	12	9	7	8	13	9	8	8	10
Don't know	4	4	4	3	5	3	3	6	4	4	5	4	4
Working different working patterns													
Yes	32	34	30	35	31	33	34	27	32	34	27	34	30
No	46	46	47	44	47	46	47	45	46	46	47	44	48
Not applicable	17	16	19	17	18	17	14	23	18	16	23	18	17
Don't know	4	4	4	4	4	4	5	4	3	4	3	4	4
Not being able to work beyond your contracted hours, i.e. leaving on time													
Yes	42	46	37	43	42	46	37	34	41	45	32	46	38
No	49	45	54	49	49	45	55	56	49	47	56	44	53
Not applicable	7	7	7	6	7	7	6	7	7	6	8	7	7
Don't know	2	2	2	2	3	2	2	3	3	2	4	2	2
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	876	1,032	1,028	390	269	291	1,633	370	991	1,012
<i>Base: All employees (weighted)</i>	2,003	1,062	941	825	1,094	968	401	304	306	1,542	461	929	1,074

Source: MORI

Table A7.5 In general how would you describe relationships between managers and employees at the establishment where you work?

	Total	Gender		SOC				Length of time at establishment			Working status	
		Male	Female	Managers/ profession- al	Clerical/ skilled manual	Services/ sales	Operatives/ unskilled	< 1 year	1 yr - < 5 yrs	5 + yrs	Full-time	Part-time
	%	%	%	%	%	%	%	%	%	%	%	%
Very good	33	30	36	32	33	40	30	38	34	30	31	39
Good	40	41	39	44	39	37	32	39	39	41	41	38
Neither good nor poor	14	15	14	14	15	13	15	13	15	14	15	13
Poor	8	9	6	7	7	6	13	5	7	10	9	5
Very poor	5	5	5	3	5	3	10	4	4	5	4	5
Good	73	71	75	76	72	77	62	78	73	71	72	77
Poor	12	13	11	10	12	9	22	9	11	14	13	10
Net good <u>±</u>	+61	+58	+64	+66	+60	+68	+40	+68	+62	+57	+59	+67
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	1,028	390	269	291	319	706	976	1,633	370
<i>Base: All employees (weighted)</i>	2,003	1,062	941	968	401	304	306	370	756	876	1,542	461

Source: MORI

Table A7.6 To what extent are you satisfied or dissatisfied with your overall current working arrangement?

	Total	Gender		SOC				Working status		No. of employees at establishment			
		Male	Female	Managers/ profession- ional	Clerical/ skilled/ manual	Services/ sales	Oper- atives/ unskilled	Full-time	Part-time	5-24	25-99	100-249	250+
	%	%	%	%	%	%	%	%	%	%	%	%	%
Very satisfied	31	27	36	30	32	37	26	28	40	37	31	25	29
Satisfied	50	52	47	53	49	46	46	52	45	47	51	54	50
Neither satisfied nor dissatisfied	9	10	8	7	12	10	13	9	9	7	10	9	12
Dissatisfied	7	8	6	8	6	4	7	8	4	7	5	12	6
Very dissatisfied	3	3	2	1	1	3	8	3	3	2	3	1	4
Satisfied	81	79	83	83	81	83	72	80	85	84	81	79	79
Dissatisfied	10	10	8	9	7	7	15	10	6	9	8	12	9
Net satisfied \pm	+72	+69	+75	+74	+73	+76	+58	+70	+78	+75	+73	+66	+70
<i>Base: All employees (unweighted)</i>	2,003	1,092	911	1,028	390	269	291	1,633	370	583	551	299	546
<i>Base: All employees (weighted)</i>	2,003	1,062	941	968	401	304	306	1,542	461	612	535	299	535

Source: MORI

Appendix B – References

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Appendix C –

Cross-break definitions

In the data tables there are four pages of cross-breaks per question, broken down as follows¹:

- **Gender**
 - Male
 - Female
- **Parent**
 - Parent
 - Non-parent
- **Gender by parent or non-parent**
 - Male with dependent child(ren)
 - Female with dependent child(ren)
 - Male without dependent child(ren)
 - Female without dependent child(ren)
- **Parental/Marital status**
 - Coupled mother
 - Lone mother
 - Couple father
 - Lone father
- **Age of youngest child**
 - Under 2
 - 2 – 5
 - 6-11
 - 12+
- **Number of children**
 - Mothers with 1 child
 - Mothers with 2 children
 - Mothers with 3+ children

¹ Definitions used for the main variables used in the data tables are included in WLB2 Employee Survey Technical Report section 5.1.

- **Age**
 - 16-24
 - 25-44
 - 45-54
 - 55+
- **Working status**
 - Full-time
 - Part-time
- **Working status by gender**
 - Male full-time
 - Female full-time
 - Male part-time
 - Female part-time
- **SOC**
 - Managers/professionals
 - Clerical/skilled manual
 - Services/sales
 - Operatives/unskilled
- **Size of establishment**
 - 5-24
 - 25-99
 - 100-249
 - 250+
- **Length of time with employer**
 - Less than 1 year
 - 1 year – less than 5 years
 - 5+ years
- **Supervise**
 - Yes
 - No

- **Union recognition by union membership**
 - Recognised and member
 - Recognised and non-member
 - Not recognised and member
 - Not recognised and non-member
- **Gross annual household income**
 - Under £11,999
 - £12,000 - £17,999
 - £18,000 - £23,999
 - £24,000 - £29,999
 - £30,000 - £35,999
 - £36,000 - £47,999
 - £48,000 +
- **Region**
 - North East
 - Yorks and Humberside
 - East Midlands
 - Eastern
 - Greater London
 - South East
 - South West
 - North West/Merseyside
 - Wales
 - Scotland

Parental definition

For the purpose of this survey, an employee was defined as a parent if they had 'dependent children' under the age of 16 or between the ages of 16 and 19 years and in full-time education. Thus, employees coded as 4 at QD8a (I am the parent or guardian of a child/children aged under 16 who does not/do not live with me and to whose upbringing I do not contribute financially) were not included in the definition of a parent².

² As QD8a was a multicode question, there were three respondents coded as 2, 3 or 5 as well as a code 4. This meant that respondents could be classified in this survey as both a 'parent' and a 'non-parent'. However, the data tables cannot show a single respondent in two separate categories. Therefore those three code 4 responses have been removed from the data, and the respondents defined as parents.

The question from which the parental status cross-break was derived (QD8a) was a multicode question, which meant that respondents could be coded in more than one category with the exception of code 1 (I am not the parent or legal guardian of a child/children under the age of 19). Therefore the total in the table for QD8a sums to more than 2,003.

Also, parents of children aged between 16 and 19 who were not in full-time education were not considered to be parents of dependent children, and were therefore automatically coded as non-parents if they did not also fit into one of the other categories.

The parental cross-break in the tables shows 1,919 responses (weighted), which is less than the total number of responses (2,003). This is due to 84 employees not giving an answer to this question. They are therefore not included in the cross-break. Although this may seem like a relatively large number of 'don't knows', it is not unexpected or unusual for a complex survey. The parental question was fairly long and could have been confusing to respondents, particularly over the telephone. Usually a question such as this would have an accompanying showcard³ whereby the respondent could pick from a list the correct code or codes corresponding to their position. However, this is only possible in a face-to-face survey.

³ A card with a list of responses/categories from which the respondent has to choose.

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