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Dads and their babies: leave arrangements in the first year

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NOP Social and Political



Women. Men. Different. Equal.
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Michael Thompson, Louise Vinter and Viv Young
NOP Social and Political

NOP World

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Michael Thompson, Louise Vinter and Viv Young – NOP Social and Political

EXECUTIVE SUMMARY

This study looks at fathers' involvement in the first year of their child's life. It focuses on the leave they have taken and the attractiveness of different options for statutory leave provision. The research included only fathers who were working as an employee at the time when their baby was born, and covered almost exclusively fathers who were living with the mother of their baby. It was conducted in three stages:

- Stage 1: Three focus groups with fathers of young babies, to investigate their understanding of the issues and the language used, and feed into the design of the quantitative questionnaire.
- Stage 2: A quantitative telephone survey of 1,200 fathers throughout Great Britain with a baby aged between three and 15 months.
- Stage 3: Twenty follow-up depth interviews with fathers who were interviewed as part of the telephone survey.

FINDINGS

Attitudes towards fatherhood

Survey respondents were asked whether they agreed or disagreed with six statements regarding their role as a father on a scale running from "strongly agree" to "strongly disagree". Their responses reveal that fathers are very much in agreement on a number of aspects of fatherhood. Most report that they do not want to leave childcare to their partner: across all demographic groups fathers feel as confident as their partner in caring for their child (87 per cent agree overall) and say they would be happy to stay at home and care for their children on their own (79 per cent). Furthermore, the majority across all groups agree that they would like to be *more* involved in childcare (70 per cent) although a majority of fathers also agree that women are *naturally* better at caring for children than men (65 per cent).

Differences between groups of fathers are evident when looking at their level of involvement in childcare and the importance of the breadwinner role. More than half of fathers describe their role in childcare as 'hands on' rather than supportive (56 per cent), and a similar proportion reject that being the breadwinner is their most important role as a father (58 per cent). However, fathers in lower-skilled occupations and in the lowest income group are more likely than those in higher income groups and in higher skilled occupations to see their role as supportive at home and their primary role as being the breadwinner; these fathers are also more likely to be from ethnic minority groups and to have partners who were not in work prior to their

pregnancy. Similarly, they are more likely to agree that women are naturally better at childcare.

Experiences of taking leave from work

The vast majority of fathers (94 per cent) took some leave from work following the birth of their child. Seven in ten fathers (71 per cent) took two or more weeks off work within the first eight weeks. Of these, around three-quarters of those working for larger organisations or in managerial and professional occupations or who were first time fathers took at least two weeks' leave compared with a little over three in five fathers who work in manual occupations or in smaller organisations. Overall, the average amount of leave taken by fathers is slightly more than the statutory paternity leave entitlement of two weeks within the first eight weeks following the birth.

The types of leave taken vary. While two-thirds of fathers (68 per cent) currently take paternity leave (either the statutory entitlement or their employer's own provisions), more than half of these 'top it up' with some other type of leave. Around a quarter of fathers do not take any paternity leave but instead take annual leave or some other type of leave. The findings suggest that fathers are in many cases balancing familial and financial considerations in order to optimise the amount of time they can take off following the birth of a baby – for example, financial considerations may push them to choose to take some annual leave rather than paternity leave at the statutory rate.

Employers' paternity provisions often go over and above the statutory entitlement of two weeks' leave at £106 per week: almost three-quarters of fathers who took paternity leave took at least some of this at full pay (72 per cent), while only one in six took all of their paternity leave at the statutory rate (17 per cent). It is notable that fathers in managerial or professional occupations or those earning £35,000 or more are particularly likely to receive full pay for some or all of their paternity leave (over four out of five), compared with those earning £20,000 or less or in manual occupations (around three out of five), who are also considerably more likely to receive the statutory rate.

Fathers were asked whether they changed their working pattern or hours of work in any other way in order to spend time with their new baby. One in five (20 per cent) had made some sort of adjustment to their working pattern, including one in ten who made some permanent change (10 per cent).

Information about paternity rights

While the vast majority of fathers find out about their right to take paternity leave before the birth of their child, those earning less than £20,000 per year are less likely to do so than those who earn more (82 and 94 per cent respectively). Fathers in

manual or elementary occupations are more likely to find out about their rights through informal sources such as friends and family rather than through the workplace, and they are more likely to report not having received enough information about paternity leave. The majority of fathers overall (62 per cent) feel they had enough information about paternity leave before the birth of their child but over a third feel they did not have enough information (37 per cent).

Supportiveness of employers

Overall, fathers are very positive about their employers' attitudes regarding time off work following the birth of a baby. More than three-quarters (78 per cent) feel the organisation they worked for was supportive, and an even higher proportion (85 per cent) say that their immediate boss or line manager was supportive. Similarly, fathers in the qualitative research tended to regard their employers as sympathetic and helpful even where less generous paternity leave provisions were available.

This is important as further analysis of the survey data revealed the attitude of a boss or immediate line manager to be a key factor in determining the length of leave taken by fathers following the birth of a child. Those whose bosses were *very* supportive took 2.1 weeks on average, compared to 1.4 weeks for those whose boss was *not at all* supportive.

Just under half (46 per cent) agreed that their employer would have been supportive of fathers who wanted to take *more than* two weeks' paternity leave, while the same proportion disagreed.

Attitudes towards leave policies for parents

Maternity pay and leave

Fathers overwhelmingly support increasing the amount of paid leave mothers get at the statutory rate from six months to a year (89 per cent) or increasing the level of maternity pay from £106 per week to a higher flat rate of £150 per week (95 per cent).

Paternity pay and leave

The vast majority of fathers (80 per cent) thought the current level of statutory paternity pay entitlement is too low (at £106 per week). A quarter (28 per cent) felt they would have taken paternity leave at this rate, compared to 12 per cent of all fathers who actually did take it entirely at the statutory rate.

Around half of fathers (53 per cent) said that two weeks is too short – 88 per cent of these (nearly half of all fathers) would like to see at least four weeks' statutory paternity leave. Further, more than half of fathers request greater flexibility in when

they can take paternity leave, with the ability to take either days or weeks at different times.

Transferable Maternity Leave

Fathers in the survey were told, “*Transferable Maternity Leave would mean that the mother could give up part of her maternity leave to the father, so that he was at home with the baby while she went out to work*”. Respondents were overwhelmingly supportive of this policy, with four in five (83 per cent) expressing support and seven in ten (70 per cent) saying they would use it. Qualitative findings suggest that, while fathers clearly welcome the flexibility, in practice the proportion that would use it is likely to be much smaller. Many fathers voiced support for the policy although they felt it would not be practicable for their own family, while just a small minority maintained unreservedly that they would use it. Among those who would *not* use Transferable Maternity Leave, the primary reasons cited were financial.

‘Daddy month’

Respondents in the survey were asked if they would use a ‘Daddy month’, whereby one month of the mother’s maternity leave would be allocated to the father and if he did not take it then the time would be lost to the couple. Only one in eight (13 per cent) thought they would take a ‘Daddy month’ at the statutory rate of £106 per week, rising to four in five (84 per cent) at the maximum rate offered of £200 per week. (However, as with Transferable Maternity Leave, the question was hypothetical and fathers whose partners were not even in employment prior to the birth gave similar responses to those with a partner employed full-time.)

Flexibility is key for working fathers – when asked about other working arrangements that would make life easier for them as the father of a young child, half of those who gave an answer said they would value the ability to vary their working pattern, or greater flexibility at work in general.

Conclusions

The research reveals a positive picture of fathers’ involvement in the first year of their child’s life with the vast majority of fathers who are in employment taking some leave from work to spend with their partner and new baby. Overall, the average amount of leave taken by fathers is slightly more than the statutory paternity leave entitlement of two weeks within the first eight weeks following the birth.

In addition, the findings show that most employers recognise that this is an important time for their employees and are supportive of them, with many providing a significantly higher rate of pay than the statutory amount. Those working for larger organisations or in managerial and professional occupations are particularly likely to

take longer off work and to receive full pay during paternity leave, while those on lower incomes or in lower-skilled occupations are considerably more likely to receive the statutory rate.

There is a general willingness amongst fathers to accept more equality in childcare responsibilities and to be more involved, thereby challenging traditional stereotypes. For example, a majority of fathers say they would support Transferable Maternity Leave and welcome the flexibility it would bring. Even where traditional views are more prevalent - among those on lower incomes or in more manual occupations - a majority would be happy to stay at home and care for their child on their own and would like to be more involved in the care of their child than they are currently.

In developing policies that directly relate to fathers' leave entitlements, it is clear that finance and flexibility are crucial. For example, half of fathers think that two weeks' statutory paternity leave is too short, and most of this group would like four weeks' leave to be the standard entitlement. Opinions about when leave should be taken vary but there is significant support for leave to be an option at any time within the first six months, allowing fathers the opportunity to take their leave when it is most needed in the family.

There is evidence of a number of barriers to fathers' increased participation that future policy development will need to consider:

- While the vast majority of fathers feel that the organisation they work for is supportive of fathers taking time off, and nearly half of employers are expected to be sympathetic towards fathers taking *more than* two weeks' leave, the other half will need persuading to enable fathers to take longer spells of leave.
- The research suggests that some fathers and employers may have incomplete knowledge of paternity rights.
- There is an overwhelming opinion that the current level of statutory paternity pay is too low; the proportion of fathers who would take paternity leave rises from 28 per cent at the current rate to 80 per cent if it were £200 per week. Although the vast majority of fathers support the ideas behind the proposed policy of Transferable Maternity Leave the qualitative research indicates more reservations, particularly in terms of the financial implications of taking additional time off from work and more general concerns of how this could impact on their careers.

It is clear that fathers in general are keen to be more fully involved with their babies and the demand for leave and the high level of take-up for the limited provisions currently on offer, are a clear indication of this. Fathers want the flexibility from their

employers to be able to spend time with their baby in the first year, and the level of support and enthusiasm among fathers for new policy approaches that offer this flexibility is encouraging. But there are attitudinal differences between groups of fathers and financial concerns that will influence whether or not a policy may be used in the future.

1 INTRODUCTION

1.1 Background and objectives

In December 2004, the EOC commissioned NOP Social and Political to conduct research among fathers of young children, to look at fathers' involvement in the first year of their child's life, focusing on the attractiveness and feasibility of different leave provisions, and ways in which policies and practices can increase fathers' ability and desire to spend more time with their young baby.

This study follows on from research commissioned by the EOC in 2002, prior to the introduction of statutory paternity leave in April 2003, also focusing on fathers and their roles at home and at work.¹ The findings of qualitative research among fathers at that time suggested that many men continued to see the 'breadwinner' role as their main family commitment, and that true shared parenting (in terms of equal division of the number of hours and types of childcare tasks between parents) is in practice atypical. Fathers were, in general, only found to be fully involved in family life when their partner earned more than them, illustrating how crucial the economic component is to this debate. Yet the research also found that many fathers would like to be more involved in caring but are unable to be so, principally because it is financially untenable (for example, they cannot afford to take unpaid parental leave or reduce their working hours to part-time because of the loss in salary), the flexibility which they require from their employer is not available, or the organisational culture is not sympathetic to their needs.

This research focuses specifically on the first year of a child's life, when time spent with the child is not only important for the welfare of child, but also for the strengthening of family relationships at a time of great change. The specific aims of the research were to determine:

- What motivates and enables fathers to take leave and spend more time with their baby.
- What prevents or deters fathers from doing this.
- What policies and practices would increase fathers' ability and desire to do take leave and spend more time with their child in the first year.
- What level of wage replacement would fathers need to receive while on paternity and parental leave for these types of leave to become viable and attractive options.

¹ Hatter, W., Vinter, L. and Williams, R. (2002) *Dads on Dads: Needs and Expectations at Home and at Work*, and O'Brien, M. and Shemilt, I. (2003), *Working Fathers: Earning and Caring*, Manchester: EOC

1.2 Methodology

The research was conducted in three stages:

- Stage 1: Three focus groups with fathers of young babies, to investigate their understanding of the issues and the language used, and feed into the design of the quantitative questionnaire.
- Stage 2: A quantitative telephone survey of 1,200 fathers throughout Great Britain.
- Stage 3: Twenty follow-up depth interviews with fathers who were interviewed as part of the telephone survey.

A quantitative follow-up survey was also conducted with 920 wives and partners of the men interviewed for the fathers' survey, to find out their views on the same issues relating to fathers' involvement in the first year of a child's life. The findings from the mothers' project will be reported at a later date.

Stage 1: Focus groups

Fathers of babies aged up to 18 months were recruited to take part in focus groups in December 2004. Three focus groups were conducted, two in Manchester and one in north London, with eight respondents per group. All participants had been in employment at the time when their baby was born, almost all had taken some leave from work in the first eight weeks, and participants were also recruited according to quotas set for age and social class:

Table 1.1 Focus group composition

Group	Location	Social group	Age
1	Manchester	ABC1	30+
2	Manchester	C2D	18-29
3	London	C1C2	20-40

Discussions were structured by a topic guide and the issues covered included fathers' experiences of taking leave from work following the birth of their baby; types of leave taken; motivation for taking leave; sources of information about paternity rights; supportiveness of employers and colleagues; levels of wage replacement required for fathers to take leave; and fathers' reactions to different policy proposals.

Findings from this stage of the research were important in informing the questionnaire design for the quantitative survey and, where relevant, verbatim comments are also included in the report.

Stage 2: Telephone survey

In total, 1,200 fathers of babies aged between three months and 15 months were interviewed by telephone between 26 January and 18 February 2005. A sample of mothers was taken from the Emma's Diary database, with which over 100,000 new mothers register over the course of any one year. Emma's Diary is an information guide and marketing tool aimed at pregnant women and new mothers, produced in association with the Royal College of General Practitioners. It was chosen as the sample source because it offers higher coverage of telephone numbers of new parents than other possible sources. However, because only one parent (the mother) had registered with Emma's Diary in most cases, access to the father had to be arranged by first contacting the mother.

Quotas were set by age of father, region within Great Britain and SOC (Standard Occupational Classification) according to the profile of men living with a baby aged under a year, estimated from the Spring 2004 Labour Force Survey. Following completion of the fieldwork, data were weighted to this profile by age, region and SOC. Charts and tables throughout the report show weighted percentages.

Throughout the report, only statistically significant differences in the data are reported, and in general, a sub-group size of 100 respondents or more is considered sufficiently robust for comment. In addition, while the survey did cover England, Scotland and Wales, the numbers of interviews in both Scotland and Wales were fairly small (97 and 57 respectively), and hence differences between percentages have to be reasonably large to be statistically significant. Where there are significant differences, these are highlighted in the report.

A copy of the questionnaire is appended and the areas explored during the telephone survey were:

- Amount and types of leave taken in the first eight weeks following the baby's birth.
- Experiences of paternity leave – levels of pay and amount of leave taken.
- Reasons for taking time off or not, and satisfaction with leave taken.
- Sources of information about paternity rights.
- Views on the current statutory paternity leave entitlement.
- Support for policy changes: Transferable Maternity Leave and a 'Daddy month'.
- Level of wage replacement required to make these policies a viable option for their family.
- Attitudes towards fatherhood and parental roles.
- Supportiveness of employers.

- Demographic information about fathers' employment and family situation and their partners' work situation.

The average interview length was 22 minutes, and the response rate was 31 per cent with 51 per cent refusals (this excludes wrong or 'dead' numbers, numbers where there was no answer and numbers where contact was not made during the fieldwork period).

Stage 3: Depth interviews

Twenty in-depth interviews were conducted with fathers who had taken part in the quantitative stage of the research, in order to further investigate their views on a number of key issues. Interviews were conducted by telephone between 23 March and 8 April 2005 and lasted approximately 30 to 45 minutes each.

Information from the quantitative survey was used to select a sample for this stage of the research. All the fathers interviewed had taken some paternity leave in the first eight weeks following the birth of their baby, and all said that they would personally make use of a policy of Transferable Maternity Leave if it were available. Quotas were set according to the level of pay they received on paternity leave and the length of leave taken, and a regional spread was sought, as well as a mix of fathers working for large and small employers. The table below summarises the sample structure.

Table 1.2 Profile of depth interview respondents

Paternity leave:	Less than 2 weeks	2 or more weeks	Total interviews
Full pay for some or all of leave	5	5	10
Less than full but more than statutory pay	2	0	2
Statutory paternity pay only	2	6	8
<i>Total interviews</i>	9	11	20

Limitations of the research

The scope of this research is specifically the first year of a child's life; hence respondents were all fathers of babies aged between three months and 15 months. This age range was chosen to include those for whom the experience of taking leave was still relatively recent, but to exclude those whose babies were under three months old. This is because they may still be on leave or undecided about the amount of leave to take, and because it can be a busy and changeable period in their lives and the survey may be an unwelcome intrusion. It is worth noting that the survey covered almost exclusively fathers who were co-habiting with the mother of their baby, as the sample was drawn from a database of mothers. It also included

very few fathers who were separated from the mother of their baby, or single fathers. It is also likely that the survey over-sampled first time parents, who may have been more likely to register with an organisation such as Emma's Diary.

In addition, as the focus of the research is workplace policies, the research covers only those men who were *working as an employee* at the time when their baby was born. It does not include the views of those who were self-employed or looking after the family full-time.

Finally, when interpreting the qualitative findings, it should be borne in mind that qualitative research is an interactive process between the researcher and the participant, allowing insights into attitudes and reasons for these attitudes. Results are not based on quantitative statistical evidence but on a small sub-sample fathers – hence findings are illustrative rather than statistically representative.

1.3 Report structure

Throughout the report, findings of the qualitative and quantitative stages are reported together, and similarities and differences drawn out where appropriate. Chapter 2 looks at fathers' experiences of taking leave from work, including the amount and types of leave taken, variations in paternity leave take-up and entitlement, and sources of information about paternity rights. In Chapter 3, fathers' motivations for taking leave are considered, along with their satisfaction with the arrangements for leave that they made following the birth of their baby, and the supportiveness of employers towards fathers taking leave. Chapter 4 examines fathers' views on several proposed policy changes regarding leave from work and looks at the level of wage replacement necessary if fathers are to take this leave. Finally, Chapter 5 explores attitudes towards fatherhood and Chapter 6 draws together some conclusions from the research.

2 EXPERIENCES OF TAKING LEAVE FROM WORK

This chapter looks at variations in fathers' experiences of taking leave in the first eight weeks, including the amount and types of leave taken by different fathers. It considers which types of father are more or less likely to use their paternity leave entitlement, and explores differences in the level of pay received while on paternity leave. The chapter also examines fathers' use of other types of leave in the first eight weeks, including annual leave and more informal arrangements made with employers, and looks at other changes made by new fathers to their working pattern following the birth of a baby. Finally, the chapter considers current sources of information about paternity rights and asks whether fathers had sufficient information about their rights.

2.1 Amount of leave taken in the first eight weeks

The vast majority of fathers (94 per cent) took some leave from work in the first eight weeks following the birth of their child in order to spend time with their new baby or to support their partner. Only around one in twenty fathers (six per cent) did not take any time off work.

Those *less* likely to take time off include:

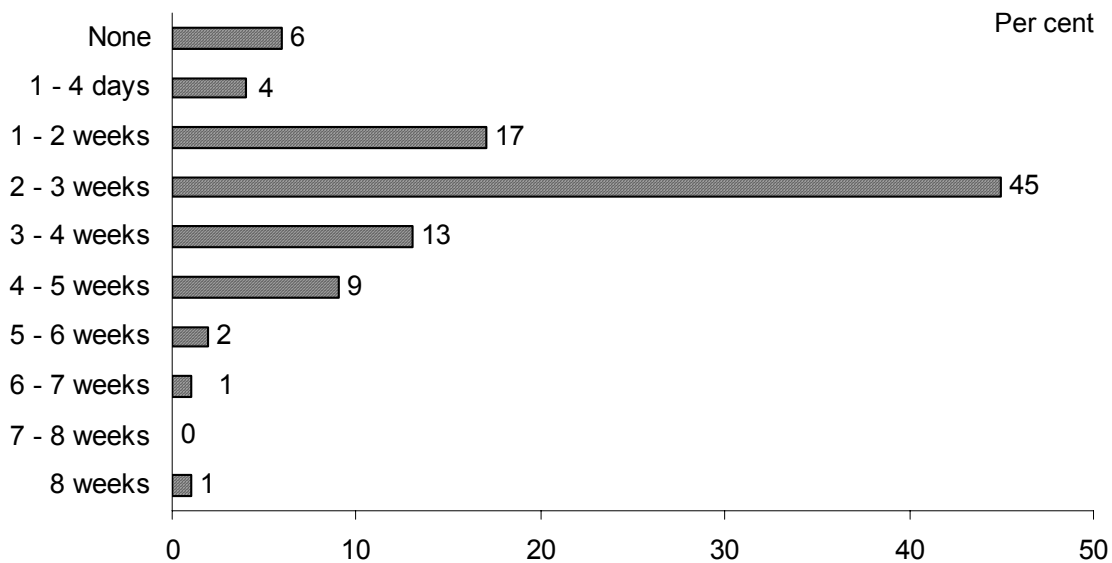
- Fathers from ethnic minority groups, 15 per cent of whom did not take time off work.
- Fathers aged 40 or over (10 per cent).
- Those working in machine operative or elementary occupations (10 per cent).²
- Those earning less than £20,000 per annum (nine per cent).

Among those fathers who did take time off work, the average amount of time taken in total was just over two weeks (2.3 weeks). One in five of all fathers (22 per cent) took less than two weeks' leave, just under half (45 per cent) took two weeks off but less than three weeks, a further one in eight (13 per cent) took three weeks' leave, while the same proportion (13 per cent) took four weeks or more.

This gives a total of seven in ten fathers (71 per cent) who took at least the equivalent amount of time as the statutory period of paternity leave allowance – that is, two weeks' leave in the first eight weeks following the birth of their baby.³

² See Appendix B for explanation of Standard Occupational Classifications

³ Fathers' basic entitlement is either one week or two consecutive weeks' paternity leave at statutory paternity pay (this was £102.50 per week at the time of the survey, rising to £106 in April 2005). See Appendix D for details.

Figure 2.1 Amount of leave taken in the first eight weeks

Base: All respondents (1,200)

Some interesting differences emerge between different sub-groups of fathers when looking at variations in the amount of leave taken in the first eight weeks:

- Those working for larger employers are considerably more likely to have taken two or more weeks' leave following the birth of their baby (78 per cent of fathers at organisations with 250 or more employees have done so, compared to only 63 per cent working for those employing fewer than 50 people).
- There are also differences by occupation, with those in machine operative or elementary occupations the *least* likely to have taken at least two weeks off (64 per cent), and fathers in managerial or professional and associate professional occupations the most likely (76 per cent).
- First time fathers are more likely to take two or more weeks' leave than those who already have other children (74 per cent compared with 68 per cent).
- White fathers are more likely to have taken two weeks off than those from ethnic minority groups (73 per cent compared with 63 per cent).
- Older fathers (aged 40 or over) are also *less* likely to have taken two weeks' leave overall (62 per cent have done so).

NOP also conducted CHAID analysis of the survey data.⁴ This highlighted the key demographic factors determining whether fathers took *more than* two weeks off work following the birth of their child. The key factor was found to be the size of the organisation at which they were working, and then for those at larger organisations,

⁴ CHAID stands for Chi squared Automatic Interaction Detection, and is a segmentation technique which separates a sample into separate, mutually exclusive, groups in order to highlight interactions between variables and understand drivers or predictors of a particular outcome.

how long they had been working there. Among fathers who have been working for a larger organisation for more than three years, a third (32 per cent) took more than two weeks off within the first eight weeks, compared to 22 per cent of fathers overall (see Figure C1 in Appendix C).

Table 2.1 Amount of leave taken in the first eight weeks, by sub-group

	<i>Unweighted base n=</i>	<i>Weighted base n=</i>	Mean (weeks) *	At least 2 weeks' leave (per cent)
Total	1,200	1,200	2.3	71
Age: Under 30	324	334	2.4	69
30 – 39	728	721	2.4	74
40 or over	148	145	2.2	62
First time fathers	601	617	2.5	74
Already have other children	599	583	2.2	68
White	1,000	996	2.3	73
Ethnic minority groups	197	201	2.3	63
Managerial Occupations	236	221	2.2	76
Professional / Assoc. Prof	345	384	2.5	76
Skilled Trades / Service / Sales	324	354	2.3	68
Elementary Occupations	295	241	2.3	64
1 – 49 employees	428	437	2.2	63
50 – 249 employees	357	353	2.3	75
250+ employees	388	383	2.5	78

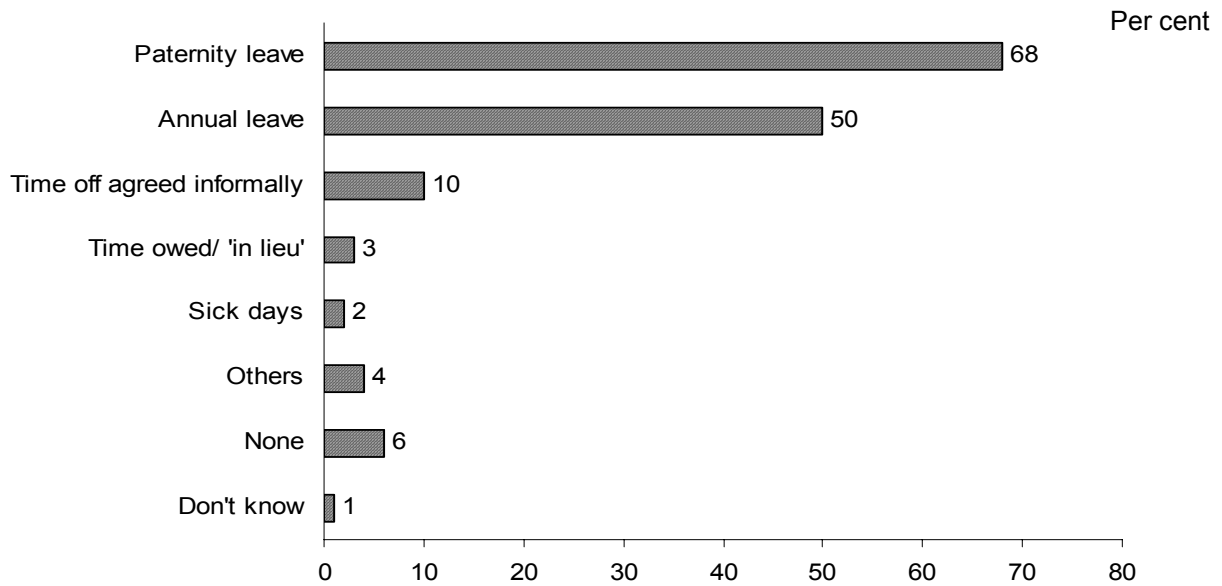
* *Mean is based on all those who took any leave*

2.2 Types of leave taken

Two-thirds of all fathers (68 per cent) say they took paternity leave in the first eight weeks following the birth of their baby; half used some of their annual leave (50 per cent), while one in six (17 per cent) took some other type of leave. This includes 10 per cent of fathers who took time off that was agreed informally with their manager.

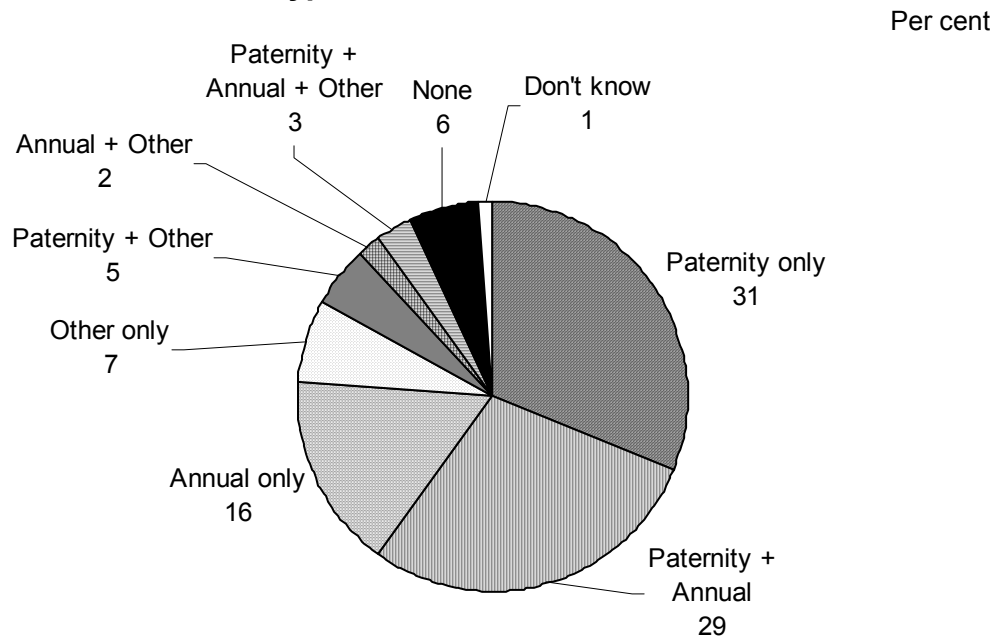
Many fathers combined different types of leave, and Figure 2.3 below shows the various combinations used.

Figure 2.2 Types of leave taken – summary



Base: All respondents (1,200)

Figure 2.3 Combinations of types of leave taken



Base: All respondents (1,200)

Fathers who used a combination of paternity *and* another type of leave took the longest total amount of time on average (3.2 weeks), which is significantly higher than those who used *only* paternity leave or *only* annual leave, who took an average of just under two weeks (1.8 weeks and 1.7 weeks respectively).

Table 2.2 Average length of leave by type of leave taken

	<i>Unweighted base n=</i>	<i>Weighted base n=</i>	Mean (weeks)
Total	1,125	1,124	2.3
Paternity and Annual / other	449	444	3.2
Paternity only	366	371	1.8
Annual only	201	197	1.7
Other only	74	78	1.9

Participants in the focus groups also reported using a wide variety of types of leave after the birth of their baby, depending on the type of organisation they worked for and the policies that were in place at their workplace. Some fathers only took paternity leave, while others supplemented this with annual leave or other types of leave.

Examples of combinations of types of leave taken included:

- Six weeks' leave (two weeks' paternity leave at full pay, two weeks off as time 'in lieu' and two weeks' annual leave);
- Four weeks' leave (two weeks' paternity leave at full pay, two weeks' annual leave);
- Two weeks' paternity leave at full pay only;
- 10 days' paternity leave at full pay added to annual leave entitlement for the year, to be taken at any time;
- Two or three days' paternity leave at full pay followed by a week at the statutory rate;
- Two or three days' paternity leave at full pay supplemented by annual leave;
- One week of annual leave only.

2.3 Variations in paternity leave entitlement and take-up

Take-up of paternity leave

While two-thirds of working fathers overall took paternity leave after the birth of their baby, those who were particularly likely to do so included:

- Fathers working for larger organisations (81 per cent at sites employing more than 250 people, compared with 57 per cent at establishments employing fewer than 50).
- Higher earners (75 per cent of fathers on a salary of £35,000 or more, compared with 64 per cent of those earning less than £20,000).

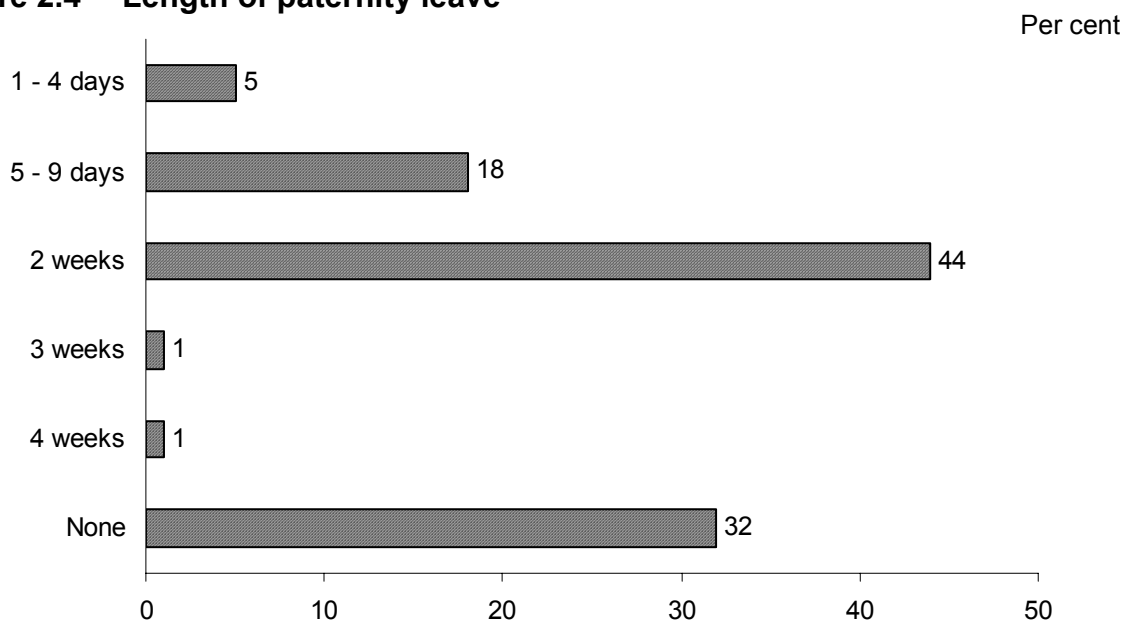
- First time fathers (71 per cent, compared with 65 per cent of those with older children).

CHAID analysis revealed that the key demographic factor determining whether fathers took paternity leave as opposed to other types of leave was again the size of the establishment for which they worked, with more than four in five (84 per cent) of fathers at larger organisations who took leave having taken paternity leave. The CHAID analysis further revealed that this figure rises to almost nine in ten fathers (89 per cent) when we look at those who have been employed at a large organisation for more than a year (see Figure C2 in Appendix C).

Length of paternity leave

Among those who took paternity leave, the average amount taken was just under two weeks (1.7 weeks).⁵ Almost a quarter of fathers overall (23 per cent) took less than two weeks' paternity leave, while just under half (45 per cent) took two weeks or more.

Figure 2.4 Length of paternity leave



Base: All respondents (1,200)

- Again, those working for larger organisations are particularly likely to have taken at least two weeks' paternity leave (53 per cent at sites employing at least 250 people, compared with 39 per cent at those employing fewer than 50)
- First time fathers are more likely to take two weeks' paternity leave than those with older children (49 per cent and 42 per cent respectively)

⁵ This is the amount of leave taken specifically as paternity leave, and includes both fathers who only took paternity leave and also fathers who topped up their paternity leave with other types of leave.

- Similarly, older fathers are among the least likely to have taken two or more weeks' paternity leave (39 per cent)

Table 2.3 Take-up of paternity leave and length of leave, by sub-group

	<i>Unweighted base n=</i>	<i>Weighted base n=</i>	Took any paternity leave (per cent)	Took 2 or more weeks' paternity leave (per cent)
Total	1,200	1,200	68	45
Age: Under 30	324	334	66	46
30 – 39	728	721	70	46
40 or over	148	145	60	39
First time fathers	601	617	71	49
Already have other children	599	583	65	42
Salary: Under £20,000	542	529	64	48
£20,000 - £34,999	402	404	68	42
£35,000 or more	209	220	75	42
Managerial Occupations	236	221	69	42
Professional / Assoc. Prof	345	384	72	48
Skilled Trades / Service / Sales	324	354	67	46
Elementary Occupations	295	241	61	43
1 – 49 employees	428	437	57	39
50 – 249 employees	357	353	68	45
250+ employees	388	383	81	53

* Mean is based on all those who took paternity leave

Those for whom it is their *only* type of leave are particularly likely to take two weeks' paternity leave (76 per cent). Fathers who 'top up' their paternity leave with another type of leave are more likely to take a shorter amount of time as paternity leave. This, combined with the comments of fathers in the qualitative research, indicates that fathers are 'topping up' because they feel the paternity leave provisions at their workplace are not adequate. Fathers' decisions about which types of leave to take involve a balancing act between familial and financial considerations, aiming to optimise the amount of leave while minimising the financial cost. These decisions vary according to the father's own family and financial situation and the specific paternity package offered by his employer.

A number of fathers in the qualitative research reported that their employer's policy provided a proportion of paternity leave at full pay and the remainder at the statutory rate of around £100 per week. In these instances, they tended to choose to take only

the initial proportion as paternity leave and then supplement this with annual leave, rather than taking any leave at the statutory rate.

I just took the three days... I think their paternity arrangement was that it was three days on 90 per cent or 95 per cent and then it was two weeks altogether at the equivalent of £100 per week. But I just took the three days that I was entitled to on near to full wage, then I took two weeks out of my holiday, my personal entitlement.

(Less than full pay but more than statutory, Large employer)

Presented with a choice between two weeks' paternity leave on the statutory level of pay or taking two weeks' of their annual leave entitlement on full pay, many fathers would choose to use some of their annual leave.

I didn't take £100 per week because basically, we couldn't afford for me to get paid £100 for two weeks, so what I did was take two weeks' holiday instead. Subsequently to that, they actually introduced a paternity leave policy and I was refunded a week's holiday.

(Full pay for some or all of leave, Large employer)

Flexibility in taking paternity leave

The vast majority of fathers who took paternity leave said they took their leave all in one block, with only one in fifteen (seven per cent) having split up the leave. However, those who *only* took paternity leave were slightly more likely to have used their leave flexibly, with one in ten (10 per cent) having done so.

Paternity leave entitlement

Fathers were asked whether they would have been entitled to take more time off as paternity leave, or whether they took the maximum amount allowed where they worked. It is worth bearing in mind that responses reflect the variation in employer policies and that fathers were not necessarily (or typically) referring to the statutory paternity leave policy. Overall, a third of fathers who took paternity leave (34 per cent) said they would have been entitled to take *more* time off as paternity leave, while three in five (62 per cent) took the maximum amount allowed and four per cent did not know.

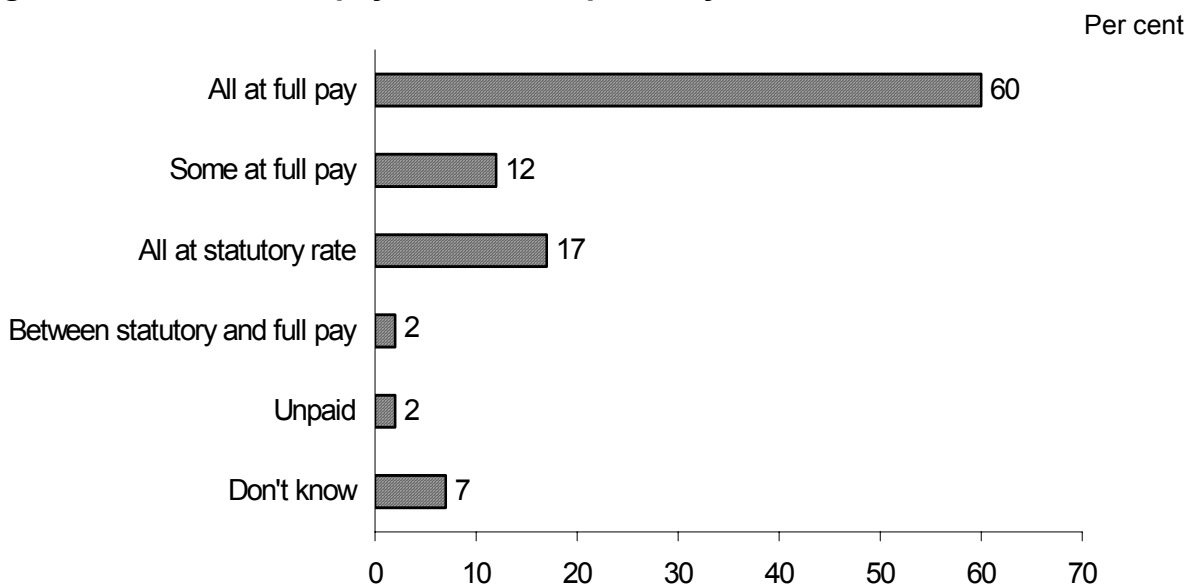
- Of those fathers who actually took less than two weeks' paternity leave, two-thirds (69 per cent) report that they could have taken more leave, but more than a quarter (28 per cent) say it was the maximum amount allowed where they worked.
- Of those who took two weeks' paternity leave or more, 79 per cent say they took the full amount, while 17 per cent report that they could have taken more time off as paternity leave.

- Those who ‘topped up’ their paternity leave with annual leave are less likely to have used their full entitlement than those who took paternity leave only (39 per cent say they could have taken more, compared to 29 per cent taking paternity leave only).
- Fathers in the highest income group and those in managerial occupations are the most likely to report *not* having used their full entitlement of paternity leave (44 per cent and 42 per cent respectively).
- Fathers in Scotland who took paternity leave are also particularly likely to report that they did not use their full entitlement (43 per cent).

Paternity pay

The survey indicates that many employers provide contractual pay above the statutory rate. Three in five fathers who took paternity leave took *all* of their leave at full pay (60 per cent), while a further one in eight (12 per cent) took *some* paternity leave at full pay. Only one in six fathers taking paternity leave (17 per cent) received the statutory rate of just over £100 per week for *all* of their leave.⁶ This represents only one in eight of all fathers interviewed (12 per cent) having taken paternity leave entirely at the statutory rate.

Figure 2.5 Amount of pay received on paternity leave



Base: All who took paternity leave (815 unweighted; 815 weighted)

A further two per cent of those taking paternity leave received a rate somewhere between the statutory rate and full pay, while two per cent said their paternity leave was unpaid and seven per cent did not know the rate of pay that they had received.

⁶ Statutory paternity pay was £102.50 per week at the time of the survey. The percentage receiving statutory paternity pay has been calculated by including any respondent who gave a figure between £100 and £110 per week.

- Managers and professionals who take paternity leave are considerably more likely than those in manual or service occupations to receive full pay for *all* of their paternity leave (71 per cent compared with 48 per cent).
- Similarly, three-quarters of fathers earning £35,000 or more who take paternity leave receive full pay throughout (77 per cent), compared with only half of those earning under £20,000 (48 per cent).
- Those working for organisations with more than 250 employees are also more likely to receive full pay for the duration of their paternity leave (65 per cent, compared with 59 per cent or less elsewhere).
- Three-quarters of fathers who take less than two weeks' paternity leave receive full pay for all of their leave (74 per cent), while only half of those taking two weeks or longer do so (53 per cent).

Table 2.4 Fathers' pay during paternity leave, by sub-group

	<i>Unweighted base n=</i>	<i>Weighted base n=</i>	All at full pay (per cent)	Some at full pay (per cent)	All at statutory rate (per cent)
Total	815	815	60	12	17
Age: Under 30	215	220	48	15	24
30 – 39	511	507	64	12	14
40 or over	89	87	66	9	15
First time fathers	431	438	58	14	19
Already have other children	384	377	62	10	14
Salary: Under £20,000	347	339	48	13	24
£20,000 - £34,999	277	276	65	11	14
£35,000 or more	159	166	77	10	11
Managerial Occupations	163	153	70	12	11
Professional / Assoc. Prof	253	278	71	14	11
Skilled Trades / Service / Sales	218	238	48	9	25
Elementary Occupations	181	146	48	14	21
1 – 49 employees	240	250	55	8	20
50 – 249 employees	244	239	59	10	23
250+ employees	315	310	65	18	10

Respondents were asked if they knew whether the pay they received on their paternity leave was the statutory rate of paternity pay or whether it was their employer's own rate. Two in five fathers who took paternity leave reported that they received the government's set rate of paternity pay (40 per cent). However, this is considerably higher than the actual proportion that did so, which suggests that

fathers over-estimate statutory paternity provisions based on their own experiences. A further two in five (40 per cent) reported that it was their employer's own rate of pay, while one in ten (nine per cent) said it was an informal arrangement with their manager, and a further one in ten (11 per cent) did not know.

- Fathers in the highest income group, those working for larger organisations and those in managerial occupations are the most likely to report that the pay they received was part of their employer's own paternity policy (52 per cent, 51 per cent and 50 per cent respectively).
- Those working for smaller employers (fewer than 50 people) are particularly likely to say that it was an informal arrangement with their manager (19 per cent).

This concurs with the findings of the qualitative research. There was low awareness of statutory paternity provisions among fathers and a clear distinction was not usually made between statutory and employers' provisions. Many respondents had no prior expectations of paternity leave and accepted whatever they were offered.

I wasn't really sure what I was entitled to. I got offered two weeks and it sounded all right. It was at £100 a week or something like that.
(Focus group participant, 18-29, C2D, Manchester)

2.4 Use of other types of leave

Annual leave

The average amount of annual leave taken was around a week and a half (1.6 weeks). However, fathers who *only* took annual leave tended to take slightly longer on average than those who used it to 'top up' their paternity leave (1.7 weeks and 1.5 weeks respectively).

- Fathers in managerial or professional occupations are particularly likely to use some of their annual leave entitlement following the birth of their baby (57 per cent and 55 per cent respectively, compared with 45 per cent of fathers in service occupations, skilled trades or elementary occupations).
- Those working for larger organisations are more likely to use annual leave than those at smaller organisations (57 per cent at sites employing 250 or more people, compared with 44 per cent at places employing fewer than 50).

Fathers who take annual leave are more likely to have used this leave flexibly than those taking paternity leave. One in seven (14 per cent) reports having taken some of the annual leave at different times within the first eight weeks, rather than taking it all together in one block.

Other types of leave

After paternity and annual leave, the third most common type of leave is 'informal leave' – that is, time off agreed informally with a manager – with one in ten fathers overall having taken some time off in this way after the birth of their baby (10 per cent).

- Those working for smaller organisations (fewer than 50 employees) are the most likely to take informal leave, with 13 per cent having done so.

All other types of leave taken were mentioned by fewer than one in twenty dads, but included time owed or time 'in lieu' (three per cent) and sick days (two per cent).

- Fathers working in machine operative or elementary occupations are the most likely to have taken sick days (although still only four per cent).

In the qualitative research it was also apparent that some fathers were supplementing paternity leave with sick leave where they felt more time off work was required:

I'm entitled to three days full pay, then seven days at £20 per day, so I took the first three days but then basically, I stayed off as though I was ill. I just went sick.

(Full pay for all or some of leave, Large employer)

2.5 Other changes made to working pattern

Fathers were asked whether they changed their working pattern or hours of work in any other way in order to spend time with their new baby. One in five of all fathers (20 per cent) had made some sort of adjustment to their working pattern. This includes 10 per cent who reduced their working hours, four per cent who used flexitime, two per cent who did shift work and one per cent who reported each of the following: leaving their job, condensing the same number of hours into fewer days, taking time off on an occasional basis, and working from home.

Again, certain sub-groups were more likely to make changes to their working pattern than others:

- Just over a quarter of fathers whose partner was the higher earner prior to her pregnancy made changes to their working pattern (27 per cent).
- Fathers' own income from work is an important factor, with around one in four higher earners having changed their working pattern or hours of work compared to around one in six lower income fathers (27 per cent of those earning £35,000 or more compared to 18 per cent earning less than £20,000).

- First time fathers are more likely to have made changes to their working pattern than those with older children (23 per cent compared to 18 per cent).
- Those who agree that being the ‘breadwinner’ is their most important role as a father are less likely to have changed their working pattern in any way (16 per cent compared to 23 per cent of those who disagreed that ‘breadwinning’ is the most important role).
- Looking specifically at those who reduced their working hours after the birth of their baby, the fathers *most* likely to have done so are those in managerial or professional occupations (13 per cent), and those earning over £35,000 per annum (15 per cent).

More than half of those who reduced their working hours (63 per cent) report that this was a temporary rather than permanent arrangement, and three-quarters of these say the change lasted less than six months. Overall, one in ten of all fathers (10 per cent) makes some *permanent* change to their working arrangements, while a similar proportion (11 per cent) make a *temporary* change.

Figure 2.6 Changes made to working pattern (unprompted)



Table 2.5 Changes made to working pattern, by sub-group

	<i>Unweighted base n=</i>	<i>Weighted base n=</i>	Yes (per cent)	No changes (per cent)
Total	1,200	1,200	20	80
Age: Under 30	324	334	22	78
30 – 39	728	721	21	79
40 or over	148	145	14	86
First time dads	601	617	23	77
Have other children	599	583	18	82
Managerial Occupations	236	221	26	74
Professional / Assoc. Prof	345	384	24	76
Skilled Trades / Service / Sales	324	354	17	83
Elementary Occupations	295	241	15	85
Salary: < £20,000 pa	542	529	18	82
£20,000 - £34,999	402	404	20	80
£35,000 +	209	220	27	73
Partner higher earner	123	123	27	73
Breadwinners	470	467	16	84
Non-breadwinners	690	692	23	77

In the qualitative research, fathers were asked specifically about flexible working. There was very low awareness both of the options for flexible work and the obligation on employers to consider requests for flexible work. Furthermore, while a small minority had taken advantage of flexible working arrangements, on the whole, interest was low. For many, it was either not thought to be necessary for them, or simply not feasible with the type of job they had.

I wouldn't mind doing four days instead of five but it is just not possible unless the whole factory comes to work like that.
(Focus group participant, 18-29, C2D, Manchester)

2.6 Information about paternity rights

Fathers were asked whether they had enough information about paternity leave before the birth of their child. Overall, three in five (62 per cent) agree that they did, including 43 per cent who strongly agree, while more than a third of fathers (37 per cent) feel that they had not had enough information.

- Half of fathers who did *not* take paternity leave (50 per cent) say they did not have enough information about it.

- Younger fathers are particularly likely to feel that they did not have enough information about paternity leave (44 per cent of the under 30s, compared with 34 per cent of those aged 30 – 39 and 37 per cent aged 40 or over).
- Those in elementary occupations (45 per cent) and skilled trades or service jobs (43 per cent) are also more likely to say they did not have enough information.
- Fathers working for establishments employing fewer than 50 people are less well informed than those at larger organisations (43 per cent said they did not have enough information, compared to 28 per cent at sites employing 250 or more people).
- Although the base size in the survey is small (only 57 respondents), it is apparent that fathers in Wales are also particularly likely to feel that they did not have enough information (45 per cent).

Nine in ten fathers (89 per cent) knew about their right to take paternity leave before their baby was born, while six per cent found out after the baby was born and five per cent did not know that they were entitled to paternity leave prior to the survey interview.

- Fathers in the higher income groups are more likely to know about their right to paternity leave than those on lower incomes (94 per cent earning more than £20,000, compared to 82 per cent earning less than £20,000 per annum).
- Fathers in the middle age group are more likely to have found out that they were entitled to paternity leave than either fathers aged under 30 or those over 40 (91 per cent, 86 per cent and 81 per cent respectively).
- Fathers from ethnic minority groups are less likely to know about their entitlement than white fathers (75 per cent and 91 per cent respectively).
- First time fathers are better informed about the right to take paternity leave than those who already have other children (91 per cent and 86 per cent).

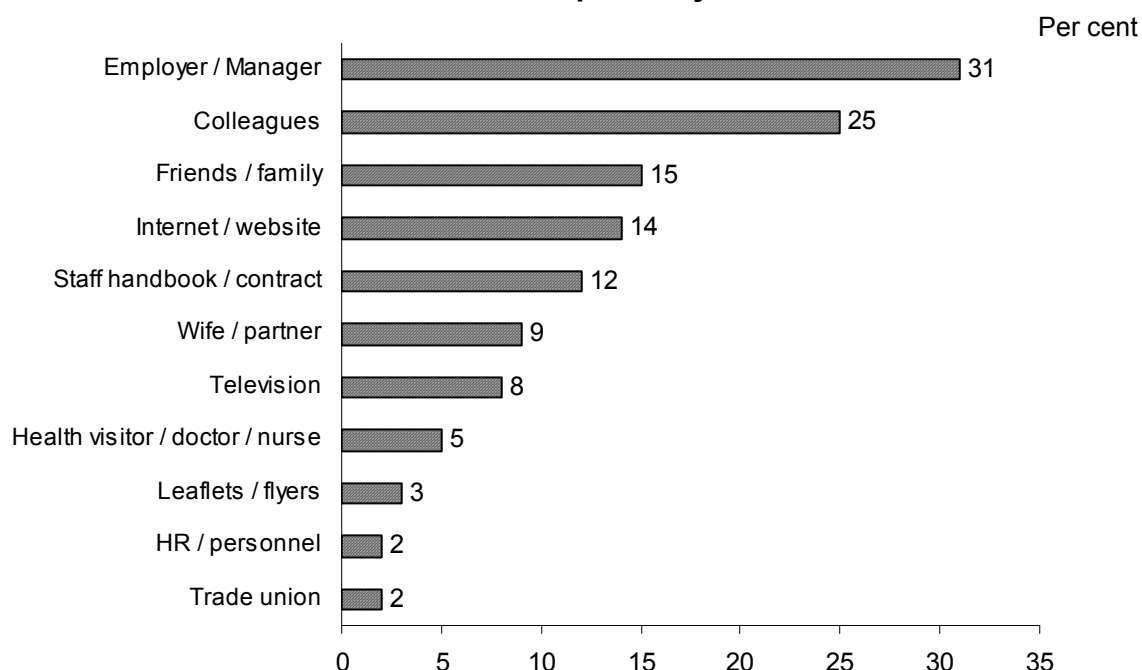
It was evident in the qualitative research that many fathers were not aware of or clear about their paternity leave rights, including their statutory right to two weeks' leave. Awareness tended to be higher amongst more affluent respondents and those over the age of 30. This was because they seemed to be more likely to have investigated their leave entitlements more thoroughly, and their employers were more likely to provide documentation about paternity leave provisions and entitlements. Some had also had more than one child, or had taken paternity leave more than once.

Well because I'd had a child first time around, it made it easier to know what was going on when I had the second one. Like I knew what I was going to get from them in terms of leave and so on.
(Focus group participant, 30+, ABC1, Manchester)

Sources of information

Many fathers find out about their entitlement to paternity leave through work. A third of those who were aware of their rights (31 per cent) found out from their employer or manager, a quarter (25 per cent) from their colleagues and 12 per cent from their staff handbook or contract. Other sources of information include family and friends (15 per cent), the Internet (14 per cent), from their wife or partner (nine per cent), and from television (eight per cent), although a very wide variety of sources was cited including magazines, trades unions, health professionals, government leaflets, and Emma's Diary.

Figure 2.7 Sources of information about paternity leave



Base: All who knew about their right to paternity leave (1,141 unweighted; 1,138 weighted)

- Fathers working at organisations with more than 250 employees are more likely to cite work-based sources of information, including their employer or manager (37 per cent), colleagues (29 per cent) and a staff handbook or contract (18 per cent).
- Those working for establishments employing fewer than 50 people are more likely to say they found out from friends and family (22 per cent) or their wife or partner (14 per cent).
- Fathers in manual or service occupations are also more likely to cite non-work based sources, with 19 per cent finding out through friends and family and 12 per cent from their wife or partner.
- Those working in professional or managerial occupations are particularly likely to cite the Internet as a source of information (19 per cent).

Fathers involved in the qualitative research also tended to have found out about their paternity entitlements from either their employer (via handbooks, their line manager or the HR department), or from friends or colleagues with prior experience of taking paternity leave.

One of my mates at work had a kid six months before me so I just asked him what he'd done and he told me all about this paternity leave, so then I talked it over with my boss.

(Focus group participant, 18-29, C2D, Manchester)

2.7 Summary

It now seems to be the norm for fathers who are in employment to take leave from work following the birth of a child to spend time with their partner and new baby: the vast majority of fathers (94 per cent) take some time off work in the first eight weeks, including more than two-thirds (71 per cent) who take two weeks or more. There are some noticeable demographic differences, with those working for larger organisations or in managerial and professional occupations particularly likely to take longer off work, along with first time fathers.

There is also some variation in the types of leave taken. While two-thirds of fathers (68 per cent) currently take paternity leave (either the statutory entitlement or their employer's own provisions), more than half of these 'top it up' with some other type of leave. Around quarter of fathers currently do not take any paternity leave but instead take annual leave or some other type of leave. The findings of both the qualitative and quantitative research suggest that fathers are in many cases balancing familial and financial considerations in order to optimise the amount of time they can take off following the birth of a baby – for example, financial considerations may push them to choose to take annual rather than paternity leave at the statutory rate.

The survey revealed that employers' paternity provisions often go over and above the statutory entitlement to two weeks' leave at £106 per week: almost three-quarters of fathers who took paternity leave took at least some of this at full pay (72 per cent), while only one in six took all of their paternity leave at the statutory rate (17 per cent). It is notable that fathers in managerial or professional occupations are particularly likely to receive full pay for some or all of their paternity leave, while those on lower incomes or in manual occupations are considerably more likely to receive the statutory rate.

There is also a difference in terms of information received about paternity rights. While the vast majority of fathers (89 per cent) find out about their right to take paternity leave before the birth of their child, those in lower income groups are less likely to do so. Fathers in manual or elementary occupations are more likely to find

out about their rights through informal sources such as friends and family rather than through the workplace, and they are more likely to report not having received enough information about paternity leave.

3 ATTITUDES TOWARDS TAKING LEAVE

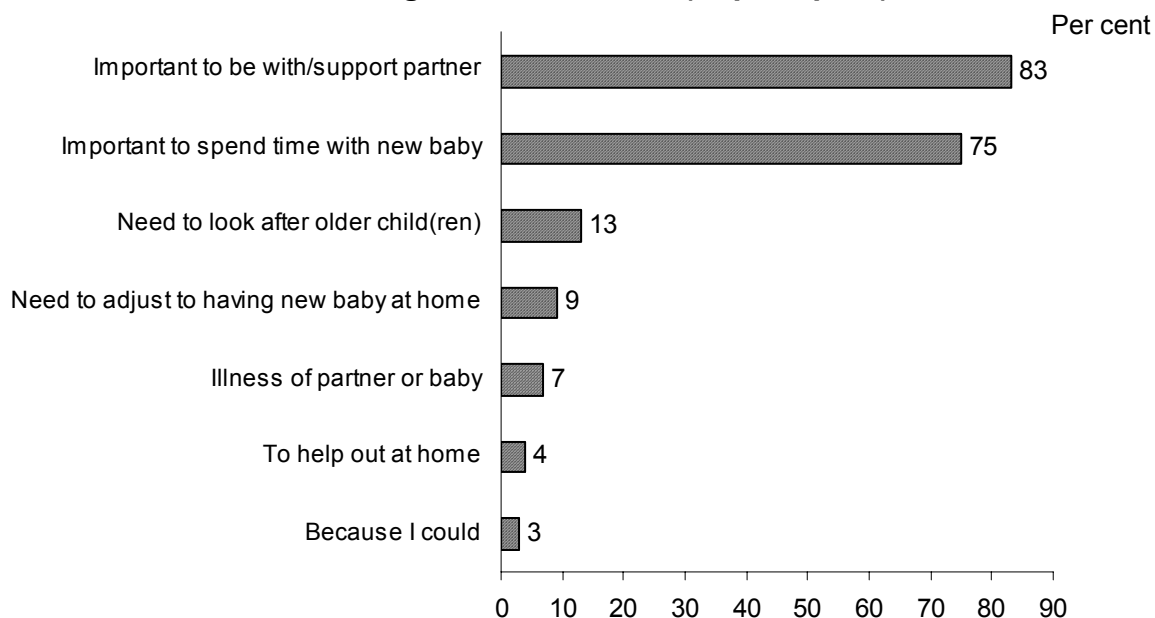
This chapter considers fathers' motivations for taking leave from work in the first eight weeks following the birth of a baby, and their level of satisfaction with the leave they actually took at the time of their baby's birth. It explores the impact that differences in salary between parents can have, and also considers fathers' perceptions of their partners' attitudes towards their taking leave. The chapter also looks at the attitudes of employers towards fathers taking time off work following the birth of a baby.

3.1 Fathers' motivations for taking leave

Reasons for taking time off

Fathers' motivations for taking time off work in the first eight weeks following the birth of their child are fairly straightforward: more than four in five of those who took time off report wanting to be there to support their partner (83 per cent) and three-quarters mention that they wanted to spend time with their new baby (75 per cent). One in eight fathers (13 per cent) says they needed to look after an older child, while one in ten (nine per cent) cites the need to adjust to having a new baby at home. Other reasons for taking time off include the illness of either their partner or child (seven per cent), needing to help out at home generally (four per cent), and "because I could" (three per cent). All other reasons were mentioned by two per cent of fathers or less.

Figure 3.1 Reasons for taking leave from work (unprompted)



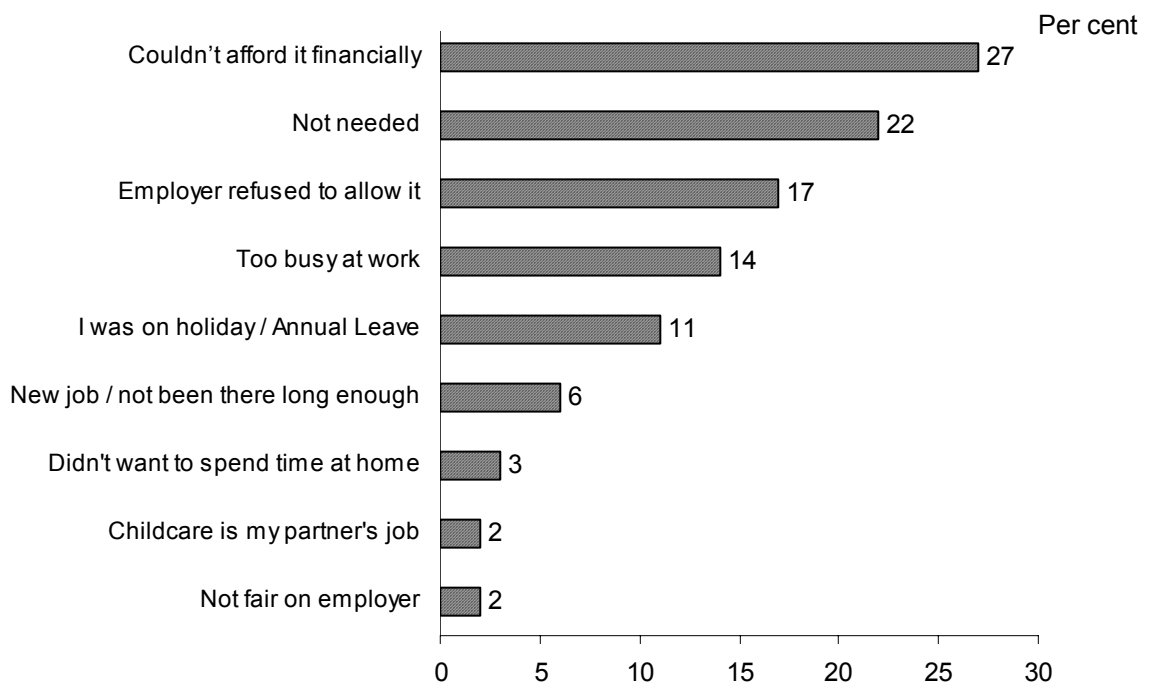
Base: All who took time off in the first 8 weeks (1,125 unweighted; 1,124 weighted)

- Fathers are more likely to say that it is important to spend time with the new baby if it is their first (81 per cent compared to 68 per cent of those with older children).

Reasons for not taking time off

Only six per cent of fathers did not take any time off work in the first eight weeks (74 respondents in this survey).⁷ A quarter of these (27 per cent) say they could not afford to take time off; one in five feels that there was no reason to, or that they were not needed at home (22 per cent); one in six says their employer refused to allow it (17 per cent); one in seven (14 per cent) reports being too busy at work to take time off; and one in ten (11 per cent) says they had been off work at the time anyway for some other reason (for example, this includes teachers who were on school holidays at the time of the birth).

Figure 3.2 Reasons for not taking time off (unprompted)



Base: All who did not take time off work in the first 8 weeks (74 unweighted; 75 weighted)

However, four-fifths of fathers who did not take leave (81 per cent) would have liked to take time off, and a similar proportion (86 per cent) feels that their partner would have liked them to take time off.

- Although they make up only a small number in the sample (42 respondents), fathers working part-time are less likely to take time off work than those in full-time employment (more than a quarter did not).

Anecdotal evidence from the focus groups revealed that the few respondents who did not take time off had actually wanted to do so but been unable to because either they

⁷ NB small base size: findings should be interpreted with caution.

had not worked for their employer for 26 weeks, or they could not afford to take leave at the statutory rate of pay.

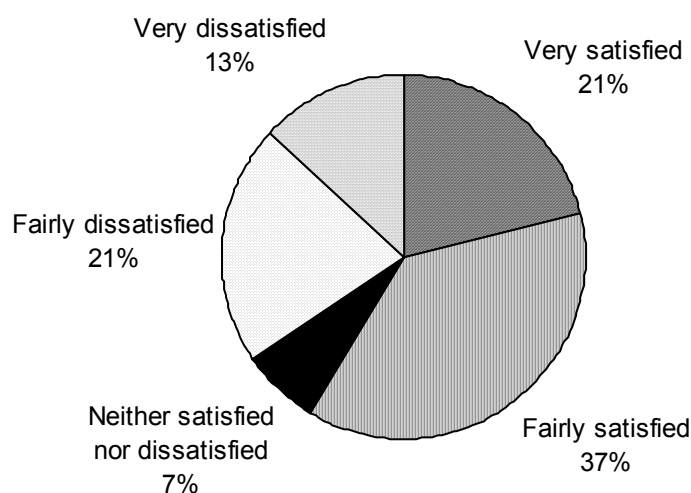
I didn't take any leave when my son was born. It was two weeks at £100 a week and I couldn't take the drop. I think you should be given at least a week's full pay.

(Focus group participant, 18-29, C2D, Manchester)

3.2 Satisfaction with leave

More than half of those who took some leave in the first eight weeks following their child's birth are satisfied with the length of time that they took (58 per cent), including one in five (21 per cent) who are *very* satisfied. However, a third report feeling dissatisfied with the length of leave (34 per cent), with one in eight (13 per cent) *very* dissatisfied.

Figure 3.3 Satisfaction with leave



Base: All who took time off work in the first 8 weeks (1,125 unweighted; 1,124 weighted)

- As might be expected, those who took longer off work are more likely to feel satisfied with the length of time taken (66 per cent of those taking more than two weeks, compared to 56 per cent taking two weeks or less were satisfied).
- Fathers on a higher income report higher levels of satisfaction with the length of time taken (68 per cent earning £35,000 or over were satisfied, compared to 56 per cent on lower incomes) – these fathers are also more likely to take longer off work, of course.
- Fathers in the middle age group are more likely to be satisfied with their leave than either those aged under 30 or over 40 (61 per cent, 54 per cent and 52 per cent respectively).

Table 3.1 Satisfaction with leave by sub-group

	Unweighted base, n=	Weighted base, n=	Mean score*	Very or fairly satisfied (per cent)
Total	1,125	1,124	0.33	58
Age: Under 30	301	308	0.21	54
30 – 39	691	685	0.42	61
40 or over	133	131	0.12	52
White	954	950	0.30	57
Ethnic minority groups	168	171	0.50	64
Have other children already	556	542	0.30	58
First time fathers	569	582	0.35	59
Manager / Senior officials	226	211	0.41	62
Prof / assoc prof. / technical	326	362	0.33	57
Admin / skilled trade / service / sales	307	334	0.35	58
Machine ops / elementary	266	216	0.20	56
Salary: < £20,000 pa	497	483	0.27	57
£20,000 - £34,999 pa	383	385	0.23	55
£35,000 + pa	200	210	0.62	68
Size of employer: < 50 people	391	401	0.32	58
50 – 249 people	338	333	0.33	59
250 or more people	375	368	0.30	57

* +2 = Very satisfied, -2 = Very dissatisfied

Reasons for satisfaction with leave

Among those who were either very or fairly satisfied, the most common reasons given are that the amount of time was long enough (52 per cent), because it allowed them to spend time with their new baby (29 per cent), and it allowed them to be there for their partner (22 per cent). One in eight of those who express satisfaction with the length of leave nevertheless says that they would have liked more time (12 per cent). Other reasons for satisfaction with leave are: because the pay was sufficient (seven per cent), they were pleased to return to work after taking leave (four per cent), because they had a supportive employer or flexible job (three per cent), and because “it’s better than nothing” (three per cent).

Similarly, a number of respondents in the qualitative research felt that the amount of leave they took was sufficient:

[Two weeks] was sufficient to get us started, make sure everything was fine between mother and child. I'd have probably been under her feet after that.

(Full pay for some or all of leave, Large employer)

He wasn't in a routine at first and we organised it between us, so three weeks was enough for me.

(Focus group participant, 20-40, C1C2, London)

It also seems that expectations are driven by whatever the employer policy happens to be, or whatever is the 'norm' in that workplace. Fathers working at smaller organisations, although they are less likely to have generous leave entitlements, are no less satisfied overall with the amount of leave they have taken than those working at larger organisations. Comments from fathers in the qualitative research also support the view that many simply accepted whatever paternity packages they were offered by employers as 'the way things are' and did not tend to question them.

[Paternity leave] was a bonus. It was only because I knew a guy in the office that had had a child three months before that I found out. I said, 'I'll have to book three weeks' leave', and he said, 'No, you can take two weeks' paternity'. To me that was a bonus.

(Focus group participant, 20-40, C1C2, London)

Only a minority of fathers in the qualitative research indicated an obvious reluctance to take longer off work following the birth of their baby. These fathers either occupied more traditional family roles, or claimed they would easily become either bored or 'stressed out' by spending a lot of time at home with their partner and new baby, or they said that the demands of their job ruled out taking more leave.

The nature of the job I do, if I'm away from the office then the work just builds up. It would've been nice to have a total break from it, but because of the job I do, I'm just not able to do that.

(Full pay for some or all of leave, Large employer)

Reasons for dissatisfaction with leave

Among those who feel either very or fairly *dissatisfied* with the amount of leave taken, the main reason given is that the amount of time was not long enough (80 per cent). Around a quarter (27 per cent) say they wanted to spend more time with the baby, one in five (21 per cent) feels that the pay was insufficient, and one in six (17 per cent) says they could not have afforded to take more time off. Other reasons for feeling dissatisfied included wanting to spend more time with their partner (16 per cent), feeling that their partner needed more support (15 per cent) and having to use up annual leave (nine per cent).

Some fathers in the qualitative research voiced their frustration about the amount of leave they were able to take after the birth of their baby:

[I wasn't satisfied] by a long way. I just felt after two weeks, you become part of a process and two weeks goes very, very quickly. I would've liked to take a month probably minimum, before I felt I would've been happy to leave not just Katie but her mother.

(Full pay for all or some of leave, Large employer)

I would have liked to have spent more time with the kids. Women's maternity is nine months to a year and my paternity was two weeks. So as your baby is growing up then from newborn to a year it would be good to switch it round and spend more time at home.

(Statutory paternity pay only, Small employer)

Is work less stressful than childcare?

Fathers were asked whether they found their job less stressful than staying at home to look after their child. Views are divided, with two in five (40 per cent) agreeing that their job is less stressful, while half (51 per cent) disagree.

- Younger fathers are more likely to agree that their job is less stressful than childcare (46 per cent aged under 30, compared to 38 per cent of older fathers).
- Those in elementary occupations or skilled trades, sales and service jobs are more likely to agree (48 per cent, compared to 33 per cent of fathers in managerial occupations and professionals or associate professionals).
- Similarly, fathers on lower incomes are more likely to say that their job is less stressful than childcare (46 per cent earning less than £20,000, compared to 33 per cent earning £35,000 or more).

Impact of salary differences on amount of leave

Three-quarters of respondents (76 per cent) reported that their partner was working either full-time or part-time before she became pregnant. Two-thirds of fathers had been earning more than their partner prior to her pregnancy (69 per cent), around one in six working couples (18 per cent) had been on similar salaries, and one in seven (14 per cent) of partners working prior to their pregnancy were earning more than the father.

Among fathers whose partner was working prior to her pregnancy, those more likely to be earning *less* than their partner include:

- Fathers from ethnic minority groups (23 per cent, compared to 12 per cent of white fathers).

- First time fathers (15 per cent, compared to 11 per cent of those with older children).
- Lower income fathers (21 per cent earning less than £20,000, compared to 10 per cent of those earning £20,000 - £34,999 and only four per cent of fathers earning £35,000 or more).

Most fathers earning a higher salary than their partner said that their decisions about the amount of leave they took would *not* have changed if they and their partner had been on similar salaries (60 per cent). However, a third (33 per cent) thought that they would have taken more leave in this situation.

Fathers earning either a higher amount or a similar salary to their partner were asked whether their decisions would have changed had she been earning *more* than them. Around half (49 per cent) felt that the decision would not have changed, while a similar proportion (46 per cent) said they would have taken more leave.

Partners' attitudes

Seven in ten fathers who took time off in the first eight weeks say that their partner would have liked them to take *more* time off (70 per cent), while three in ten feel their partner was happy for them to return to work when they did (29 per cent).

- There are few differences by sub-group, but those who took more than two weeks' leave are less likely to report that their partner would have wanted them to take more time off (62 per cent, compared with 72 per cent taking two weeks or less).

Comments of fathers in the qualitative research revealed how important their partner's attitudes were towards the amount of leave they took in the first few months. Most had discussed their paternity arrangements with their wife or partner well in advance of the birth, including arranging the length of time they would take off, when they would take the time off and also financial planning for the maternity and/or paternity period.

Fathers freely admitted that their wife or partner usually took the lead role in making these decisions. It was widely reported that paternity arrangements were planned to fit in with the mother's needs and requests.

3.3 Supportiveness of employers

Respondents were asked how supportive they felt both the organisation they worked for and their immediate boss or line manager were towards fathers taking time off to spend with a new baby. Their responses are very positive overall: more than three-

quarters of all fathers (78 per cent) feel that the organisation they worked for was supportive of fathers taking time off, including two in five (43 per cent) who say the organisation was *very* supportive. One in five fathers feels that their organisation was not supportive (21 per cent).

- First time fathers are more likely to say that their employing organisation was supportive (82 per cent compared to 74 per cent of fathers with other children).
- Those who took paternity leave are also more likely to report that their employer was supportive (83 per cent).
- Lower income fathers and those in machine operative or elementary occupations are particularly likely to report an unsupportive employer (25 per cent and 31 per cent respectively said their employer was not supportive).
- Older fathers (aged 40 or over) are also more likely to say that the organisation they worked for was not supportive of fathers taking time off (29 per cent).

Overall, line managers were seen as even more supportive than employing organisations, with 85 per cent of fathers saying that their immediate boss or line manager was supportive of fathers taking time off to spend with a new baby. This includes three in five (60 per cent) who feel that their boss was *very* supportive. Only one in eight (12 per cent) reports an unsupportive boss or line manager.

- Again, first time fathers are more likely to agree that their line manager was supportive (88 per cent compared to 82 per cent of fathers with older children).
- Older fathers are most likely to encounter a line manager who is *not* supportive (23 per cent aged 40 or over compared to 11 per cent of younger fathers).
- Those in machine operative or elementary occupations are also more likely to report an unsupportive line manager (19 per cent).

These results are important as CHAID analysis of the survey data revealed the attitude of a boss or immediate line manager to be a key factor in determining the length of leave taken by fathers following the birth of a child. Those whose bosses were *very* supportive took 2.1 weeks on average, compared to 1.4 weeks for those whose boss was *not at all* supportive (see Figure C3 in Appendix C).

Fathers were also asked whether they agreed or disagreed with three statements in relation to their employer:

- “In general, my employer was sympathetic towards employee requests for working flexibly around their family’s needs”.
- “Taking paternity leave at the birth of a child was encouraged where I worked”.

- “My employer would have been supportive of fathers who wanted to take more than two weeks’ paternity leave”.

Table 3.2 Supportiveness of organisation and management, by sub-group

	Unweighted base, n=	Weighted base, n=	Organisation		Boss / line manager	
			Supportive (per cent)	Not supportive (per cent)	Supportive (per cent)	Not supportive (per cent)
Total	1,200	1,200	78	21	85	12
Age: Under 30	324	334	78	22	87	11
30 – 39	728	721	80	19	87	10
40 or over	148	145	69	29	72	23
White	1,000	996	78	21	85	12
Ethnic minority groups	197	201	78	21	85	12
First time fathers	601	617	74	24	82	14
Have other children	599	583	82	17	88	10
Manager / Senior Officials	236	221	83	15	86	11
Professional / assoc. professional	345	384	81	18	89	9
Skilled trade / service / sales	324	354	79	20	85	12
Elementary Occupations	295	241	67	31	78	19
Salary: Under £20,000	542	529	73	25	82	15
£20,000 - £34,999	402	404	82	17	87	10
£35,000 or more	209	220	81	17	88	9
< 50 employees	428	123	77	21	82	13
50 – 249 employees	357	467	79	20	87	12
250+ employees	388	692	78	21	87	11

Two-thirds (69 per cent) agree that their employer was generally sympathetic towards employee requests for working flexibly around their family’s needs, while a

quarter of fathers (25 per cent) disagree. Groups more likely to report an unsympathetic employer include:

- Those who have other children already, who are perhaps more likely to have had greater need for flexibility in the past compared to first time fathers (29 per cent, compared to 21 per cent, report an unsympathetic employer).
- Younger fathers (29 per cent of those aged under 30).
- Those in elementary occupations (32 per cent) or skilled trades and service jobs (28 per cent).
- Lower income fathers (28 per cent earning less than £20,000 compared to 19 per cent of those earning £35,000 or more).

Just over half of fathers (54 per cent) report that taking paternity leave is encouraged where they work, while more than a third (37 per cent) say it is not encouraged. This includes 20 per cent of fathers who *strongly* disagree that it is encouraged. Groups more likely to report that paternity leave is *not* encouraged include:

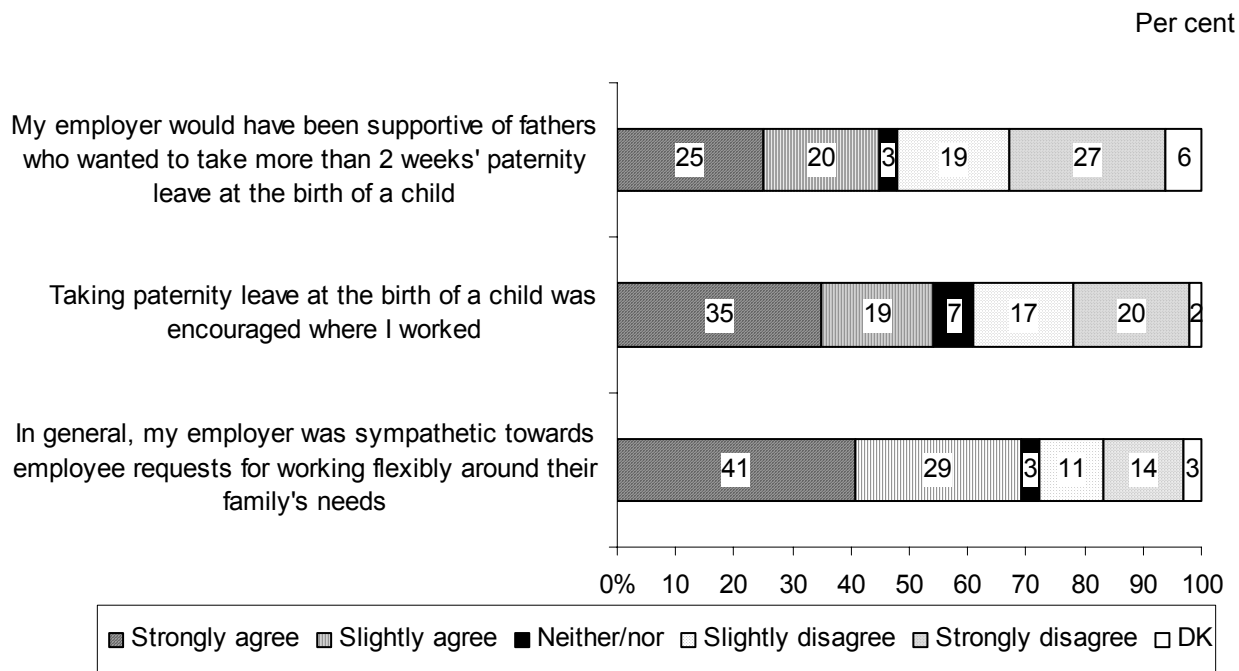
- Older fathers (45 per cent of those aged 40 or over, compared with 36 per cent aged under 30).
- Those who have older children (40 per cent, compared with 34 per cent of first time fathers).
- Those in elementary occupations (46 per cent).
- Fathers who did not take paternity leave (52 per cent, compared to 30 per cent of those who did take paternity leave).

There was a clear divide among fathers on the question of whether their employer would have been supportive of them taking more than two weeks' paternity leave, with just under half of fathers feeling that they would have been supportive, and the same proportion disagreeing (both 46 per cent). This is in contrast to the large majority who agreed that the organisation they worked for was supportive of fathers taking time off to spend with a new baby, which highlights the fairly modest demands that most fathers currently make.

There are very few differences between sub-groups. However, those more likely to strongly *disagree* that their employer would be supportive of fathers taking more than two weeks' leave include:

- Those who have other children already (30 per cent strongly disagree, compared to 24 per cent of first time fathers).
- Fathers who did not take paternity leave (31 per cent, compared to 25 per cent of those who did).

Figure 3.4 Supportiveness of employers



Base: All respondents (1,200)

On the whole, fathers in the qualitative research also felt that their employers had been supportive. Even where employees had received less generous paternity provisions, employers were often seen as sympathetic and helpful.

My employer at the time was very understanding, because the baby was premature and came six weeks early. So he let me have a week off then and a week off on the due date.

(Statutory paternity pay only, Large employer)

I discussed my options with the HR manager at the time and he did explain the options I had and the amounts that would be paid for particular days. I was pretty clear about what I wanted to do and they were pretty flexible with that. I said I'd take the three days and they said that was no problem. I was alright with that.

(Less than full pay but more than statutory, Large employer)

Public sector employers emerged as being the most supportive. They were perceived to be more thorough in alerting fathers to their rights and offered more generous paternity leave provisions.

Bosses or line managers could also have an effect on how comfortable fathers felt about asking for leave. On the whole, most fathers in the qualitative research felt this depended on the personality of the individual involved. However, whether their immediate boss or line manager had any children themselves was seen by some as having a significant impact on how supportive they were.

Well my boss has a couple of kids and he was really helpful. He understood what pressures I was under and why I wanted to take this time off.

(Focus group participant, 18-29, C2D, Manchester)

I found it very difficult to get time off, it was a real battle. My boss just didn't really understand. He doesn't have any kids of his own.

(Focus group participant, 18-29, C2D, Manchester)

It also emerged that a number of fathers were still in contact with their employers during their paternity leave period – they did not regard it as ‘proper’ leave or ‘a complete break’ from work in the way that annual leave or sick leave might be, and they continued to call into the office while on paternity leave. Respondents said they were anxious to ensure that things were running smoothly at work and some claimed they had obligations to fulfil while they were away from the workplace. Others wanted to keep in touch with colleagues and keep abreast of developments during this period.

Informing employers about leave arrangements – qualitative findings

It was evident that the majority of respondents in the qualitative stages of research had discussed their paternity leave arrangements with their employers well in advance of the due date. Most claimed they had informed their employer that they were having a child and that they would be taking paternity leave at least six months before their child was born.

Only a small minority said that they had not informed their employer about their desire to take paternity leave until rather later in the day. Most of these seemed to have told their employer that they were having a child and assumed that their employer would arrange their paternity leave automatically. In a handful of cases, this had caused problems with their leave (for instance, they had to take a reduced period).

I phoned the firm that I worked for up on the Monday evening after she was born and explained that she'd been born over the weekend and they said, come in on the Tuesday morning. They went through all the paperwork with me then and that was it. I went home and the paternity leave started there and then.

(Less than full pay but more than statutory, Large employer)

Types of employer – qualitative findings

In their approach to paternity leave, two types of employer emerged from the qualitative research:

- *Informed / Organised*: These tended to be public sector or large private sector companies. They were likely to have paternity policies in place and inform employees about them in a handbook; they were also more likely to provide a more generous paternity leave entitlement.
- *Less informed / Less organised*: These tended to be small private sector companies. They often did not have paternity policies in place and were more likely to negotiate leave arrangements with employees on an ad hoc basis; furthermore, the provisions they offered were likely to be less generous.

The information made available to fathers about paternity leave by employers varied. In a few cases this was patchy and inaccurate. There were reports of:

- No information on paternity leave being provided by the employer.
- Employees being told they were allowed less paternity leave than they were actually entitled to by law.
- Information being provided by colleagues or by word of mouth.

To be honest, I didn't really know very much about the paternity leave arrangements. The HR department where I work weren't very quick in informing me about how much I was entitled to. That all happened a week before the baby was born.

(Statutory paternity pay only, Small employer)

It was also evident that smaller, private sector employers had a greater degree of pressure placed on them by employees taking paternity leave, both financially and in terms of productivity. Most fathers working for these kinds of companies were sensitive to this and tended to mention the need to consider the employer's perspective.

My employer is a small one. So you can see how, if everyone was taking lots of time off, they'd have a hard time of it.

(Focus group participant, 20-40, C1C2, London)

The attitude of colleagues was also seen as being very important. Many fathers were quite conscious of the pressure they might be putting on their colleagues at work by taking time off and this could affect the amount of leave they decided to take.

Exceptional circumstances – qualitative findings

Where exceptional circumstances accompanied a birth (for instance, if the child was very premature, had physical problems or was ill) and a father wanted a longer period off work or more flexible working arrangements, negotiations with employers might ensue. The success fathers met with in these situations depended on the

receptiveness of the employer. On the whole, this was seen as a grey area and fathers were uncertain of their entitlements. Employers did not always have procedures in place to assist fathers if they needed time off in this difficult period, and there was evidence of a few fathers taking sick leave in these circumstances.

3.4 Summary

Fathers are overwhelmingly positive in their motivation for taking time off work, with four-fifths of those who took time off (83 per cent) saying they wanted to be there to support their partner, and three-quarters (75 per cent) saying they wanted to spend time with their new baby. Only a very small minority (three per cent) mention having taken paternity leave “because I could”. Furthermore, the majority of those who did *not* take time off work would have liked to have done so.

More than half of fathers who took time off are satisfied with the length of time taken, although a third (34 per cent) are not content and would have liked more time, and even 12 per cent of those who *are* satisfied mention spontaneously that they would have liked more time. Findings from the qualitative research support the view that fathers’ expectations are in many cases driven by whatever their employer’s policy is regarding leave and they do not tend to question their entitlement.

Overall, fathers are very positive about their employers’ attitudes regarding time off work following the birth of a baby. More than three-quarters (78 per cent) feel the organisation they worked for was supportive, and an even higher proportion (85 per cent) say that their immediate boss or line manager was supportive. However, they are slightly less positive when it comes to putting greater demand on employers: just under half (46 per cent) feel their employer would have been supportive of fathers who wanted to take *more than* two weeks’ paternity leave.

4 ATTITUDES TOWARDS LEAVE POLICIES FOR PARENTS

This chapter looks at a number of options for change to the current policy on paternity leave and other parental leave arrangements. The focus is on the amount of involvement that fathers would like to have in the first year of their child's life and the level of wage replacement required to encourage fathers to take more time off work to spend with their young child. The chapter begins by exploring attitudes towards changes to maternity leave, and goes on to look at the current statutory paternity leave entitlement. It then considers fathers' reactions to Transferable Maternity Leave, whereby leave from work could be transferred from the mother to the father to enable her to return to work while he stayed at home with the baby. It also explores the idea of a 'Daddy month', that is, a month's leave specifically allocated to the father so that if he does not use it, it is lost to the couple. Finally, the chapter considers other working arrangements that could make life easier for fathers.

4.1 Changes to paid maternity leave

Fathers were asked to what extent they support or oppose:

- Extending the amount of paid leave that mothers get at £106 per week from six months to a year, and
- Increasing the level of maternity pay from £106 per week to a higher flat rate of £150 per week.

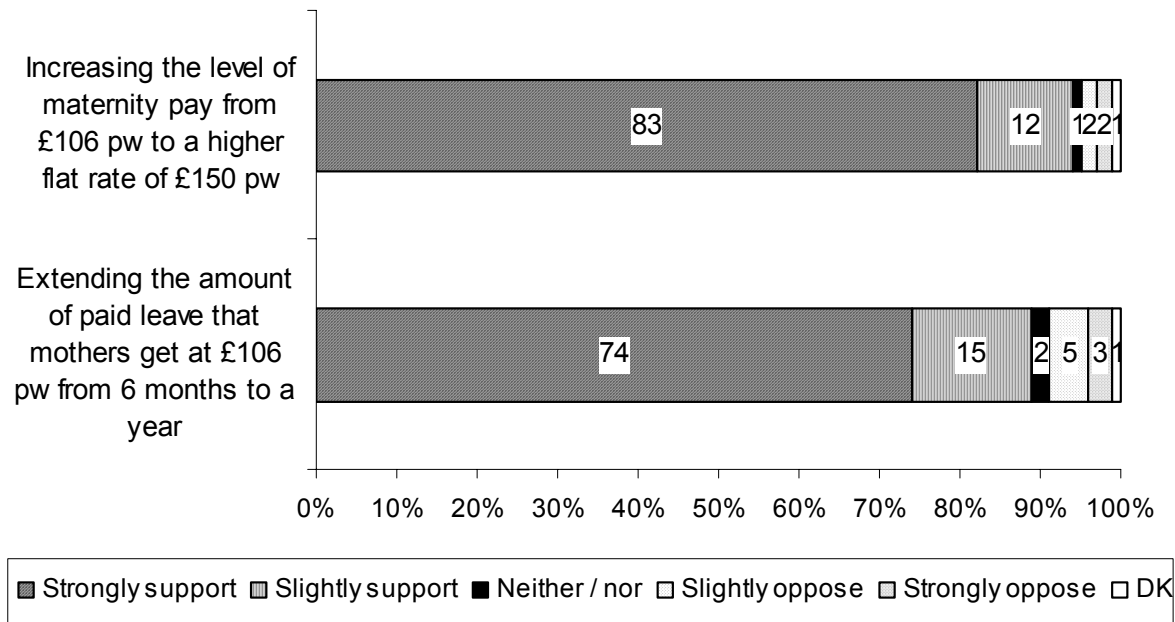
In total, nine in ten fathers (89 per cent) support extending paid maternity leave from six months to a year, including three-quarters (74 per cent) who *strongly* support the proposal. Only one in twelve fathers (eight per cent) opposes it.

- Respondents whose partner worked full-time before becoming pregnant are more likely to support this policy change than respondents whose partner was not working (91 per cent compared to 84 per cent); and those whose partner was the higher earner were also particularly likely to express support (92 per cent).
- Lower income fathers are more likely to support the change than fathers earning more than £35,000 (91 per cent compared to 85 per cent).
- First time fathers are more likely to support the policy than those who already have other children (91 per cent and 87 per cent respectively).

An even higher proportion of fathers (95 per cent) express support for increasing the level of maternity pay from £106 per week to a flat rate of £150 per week, including 83 per cent who *strongly* support the proposal. Fewer than one in twenty fathers (four per cent) oppose this.

- Support for this policy is extremely high among all groups. However, those particularly likely to *strongly* support it include fathers whose partner was working full-time before her pregnancy (87 per cent) and first time fathers (86 per cent)

Figure 4.1 Support for changes to paid maternity leave



Base: All respondents (1,200)

4.2 Paternity leave

Paternity pay

Only a third of fathers (33 per cent) reported that they knew how much paternity pay fathers are entitled to per week as part of the Government’s policy. The majority of these (88 per cent) correctly specified an amount of just over £100 per week.

When informed that the level of statutory paternity pay is £106 per week (from April 2005), four in five of all fathers (80 per cent) thinks that this is too low, while around one in five (18 per cent) says it is about the right amount.

- Those whose partner was not working before having a baby are more likely to feel that £106 per week is about the right amount (26 per cent).
- Fathers from ethnic minority groups are more likely to agree that the amount was about right (26 per cent).
- Fathers in Scotland are more likely to say it is about the right amount than those in other parts of Great Britain (25 per cent).
- Lower-income fathers are also significantly more likely to say that £106 is about the right amount (22 per cent compared to 15 per cent of fathers earning

£20,000-£34,999 per annum and 12 per cent of fathers earning more than £35,000 per annum).

Most fathers (62 per cent) agree that they should receive the same amount of paternity pay per week as mothers receive on maternity leave (after their first six weeks), although a quarter (24 per cent) feel that fathers should be paid a higher rate than mothers and eight per cent say they should receive a lower rate.

Length of paternity leave

Virtually all fathers (99 per cent) feel that paternity leave should be two weeks or more. Around half (53 per cent) feel that two weeks' leave is too short:

- First time fathers are more likely to feel that two weeks is too short (58 per cent compared to 49 per cent of fathers with older children).
- Those whose partner was the higher earner prior to her pregnancy are also more likely to feel that two weeks is too short (60 per cent).
- Those working in managerial occupations and higher income fathers are among the most likely to say that two weeks is 'about the right length' (60 per cent and 58 per cent respectively), while similar proportions of those on lower incomes and from ethnic minorities are particularly likely to feel that two weeks is too short (58 per cent and 61 per cent respectively).

Respondents who said that two weeks' leave is too short were then asked how much leave they thought the Government should provide for new fathers. One in eight (12 per cent) feels that three weeks would be about the right amount; two-thirds (67 per cent) suggest either four weeks or a month's paternity leave, while one in five (21 per cent) cites an amount greater than four weeks' leave.

- Those working for larger organisations are more likely to suggest a higher amount of paternity leave (6.5 weeks' leave on average, compared to 5.8 weeks overall).⁸

The qualitative research corroborated the quantitative findings, with fathers again demanding an increase in the length of time they could take as paternity leave, although there was no consensus on this. Some fathers felt that two weeks' paternity leave was adequate, while others suggested they should have the option of taking at

⁸ The average figures shown give the mean amount of paternity leave suggested by fathers, with a range from 3 weeks to more than 6 months. While few respondents specified an amount greater than 2 months (only eight per cent), these higher amounts have the effect of substantially increasing the mean.

least four weeks during the first six months of their child's life, so that they had more time to spend with their new baby and to offer more support to the mother.

Table 4.1 Opinions on statutory pay and leave arrangements, by sub-group

	Unweighte d base, n=	Weighted base, n=	Pay		Leave	
			About right (per cent)	Too little (per cent)	About right (per cent)	Too little (per cent)
Total	1,200	1,200	18	80	45	53
White	1,000	996	16	83	47	52
Ethnic minority groups	197	201	26	68	39	61
Manager / Senior Officials	236	221	14	85	60	40
Professional / assoc. professional	345	384	17	80	42	57
Skilled trade / service / sales	324	354	18	80	42	56
Elementary Occupations	295	241	21	76	41	56
Salary: Under £20,000	542	529	22	76	40	58
£20,000 - £34,999	402	404	15	84	45	55
£35,000 or more	209	220	12	85	58	41
Partner: Full-time work	667	673	14	84	40	58
Part-time work	244	241	19	78	51	49
Not working before pregnancy	289	286	26	73	52	46

There was little demand for more than four weeks' paternity leave in total, as fathers seemed to take into consideration what they thought was realistic when voicing their views on this, although a number said they would like "as much as possible".

I would have taken as much time as I could get. I think it's important to spend time at home at that stage.

(Focus group participant, 20-40, C1C2, London)

Flexibility around when paternity leave is taken

A third of all fathers (34 per cent) think paternity leave should have to be taken all together in one block. More than two in five (44 per cent) say it should be split into

weekly blocks that can be taken at different times, while a further 16 per cent suggest they should be able to split the leave into days.

- Those in managerial occupations are the most likely to favour paternity leave being split into weekly blocks (52 per cent).
- A quarter of fathers in professional or associate professional occupations are keen on the flexibility of splitting paternity leave into days (25 per cent, compared to only seven per cent of machine operative or elementary workers).
- Higher income fathers are more than twice as likely to say that paternity leave should be split into days compared to fathers earning less than £20,000 per annum (23 per cent and 10 per cent respectively).

Two in five respondents (39 per cent) feel that paternity leave should have to be taken within the first two months after the birth of a child as is the requirement of the statutory scheme; one in five (21 per cent) says it should be within the first three months; while a further two in five (39 per cent) suggest that fathers should be able to take paternity leave at any time within the first six months.

- Fathers with older children are more likely to support restricting the period for take-up of paternity leave to the first two months (44 per cent, compared to 34 per cent of first time fathers).
- Those in managerial or professional occupations are particularly likely to support allowing paternity leave to be taken any time within the first six months (44 per cent, compared to 33 per cent of fathers in service occupations and skilled trades or elementary occupations).

There were spontaneous demands for split paternity leave and greater flexibility regarding when it can be taken in the qualitative research. Many fathers want the ability to take leave at different times during the first six months of their child's life. Having to take leave in one block and all within the first eight weeks is seen as unnecessarily restrictive. Many want to take some leave later on, when their presence is needed more – it was felt by some fathers that they were not really needed in the initial 'honeymoon period' of the first few weeks when relatives were on hand to provide support.

I thought two weeks was long enough. I thought that was fine. But I would have liked to have been able to break up the two weeks or break up whatever period if it had been longer, for example four weeks. Maybe I could have taken two weeks initially and then two weeks six months down the road or something. But I wasn't allowed to split it.

(Less than full pay but more than statutory, Large employer)

I know that they were saying that you have to have it in a block, if that could change so you could have a week off and then a week off further down the line that would have been better. Within the first week or two all the baby does is sleep, but when it gets a little further on down the line it would be nice have some time then.

(Statutory paternity leave and pay only, Small employer)

Minimum level of wage replacement for paternity leave

Fathers were asked, regardless of whether they actually took paternity leave, what would be the *lowest* weekly rate at which they personally would have taken leave: at £106, £120, £150 or £200 per week.

Just over a quarter (28 per cent) said they would have taken paternity leave at the statutory rate of £106 per week. (In reality, 12 per cent of all fathers took paternity leave entirely at the statutory rate). Increasing this rate to £120 per week seems to make very little difference, with 31 per cent of fathers overall saying they would take leave at this rate. If paternity pay were increased to £150 per week, then the proportion saying they would take it increases by half again to 45 per cent of fathers, while at the highest rate of £200 per week 80 per cent overall say they would take paternity leave. A further one in six fathers (16 per cent) specified an amount higher than £200 per week as the minimum rate at which they would take paternity leave.

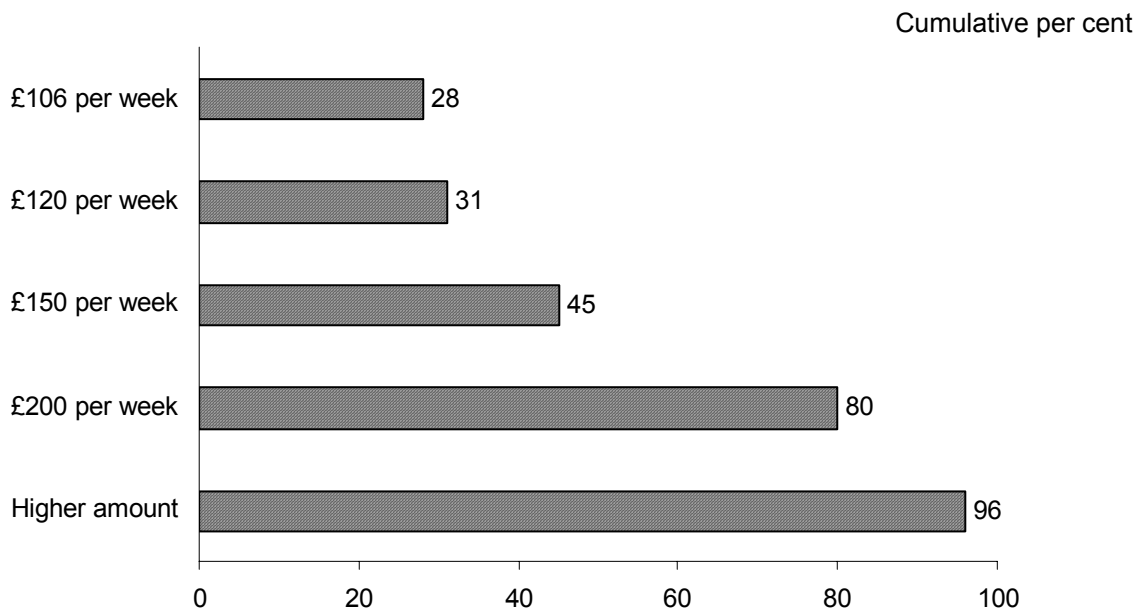
Fathers most likely to say they would take paternity leave at the statutory minimum of £106 per week include:

- Those living in Scotland (37 per cent).
- Those who do *not* see being the breadwinner as their main role (32 per cent).
- In addition, fathers whose partner was the higher earner before her pregnancy or whose partner was working full-time are more likely to say they would take leave at the statutory rate than those whose partner was not working (34 per cent and 30 per cent respectively, compared to 24 per cent).

Those most likely to say they would *only* take paternity leave at £200 per week or more (compared to 51 per cent of all fathers) include:

- Fathers earning more than £35,000 pa (60 per cent).
- Fathers living in the South and East of England (55 per cent).
- Those whose partner was not working before becoming pregnant (55 per cent).

Figure 4.2 Rate at which fathers would take paternity leave



Base: All respondents (1,200)

In the qualitative research, the statutory rate of paternity pay (whether £102.80 or £106 per week) was not perceived to be affordable by most. The consensus seemed to be that fathers would be unwilling to take paternity leave at a level of wage replacement below 75 per cent of their average weekly earnings.

I think in most family situations, the male's the main breadwinner and I don't think £100 per week is adequate to get by on. Most people are going to be hard pushed to give up £350 a week just to spend a couple of weeks with the new family. Two weeks at the equivalent of 90 per cent of my wages would have been more appropriate.

(Less than full pay but more than statutory, Large employer)

When I needed the money the most it wasn't there. Two weeks after the baby was born I'd taken my leave and I got paid less than half of what I would normally get and that's the time when you actually need money the most I think. Any other time you might get by on less but at that time you're running around buying last minute things you may have forgotten. It's my only problem I had with the whole set up, the level of pay. It made me think twice before I spent money on anything I would have normally spent it on, either for myself or for my partner. I didn't really realise how much of a difference it was until I actually got paid that month and had the wage slip and thought there's a problem here.

(Statutory pay for all or some of leave, Large employer)

You need money now more than ever. I've never needed it so much!

(Less than full pay but more than statutory, Large employer)

A number of fathers indicated that they would have taken leave at the statutory rate. They tended to be those on higher incomes or with partners who were earning a similar salary to themselves, or those who had planned well in advance for this period.

I'm fortunate enough that I could survive for a few weeks on that sort of money and I wouldn't have missed it. I definitely wanted to be at home to help and my wife's got a fairly well paid job so it's not something that really affected us.

(Statutory paternity pay only, Large employer)

I was happy with [statutory pay] and I knew what I was getting and we'd put money aside for that and for the baby.

(Statutory paternity pay only, Small employer)

My wife was on full pay from work for the first couple of months. She has a good job and we weren't out of pocket. I am pretty good at putting money aside and I knew that, whereas I would be getting £400 a week, I was now getting £100 a week. So we did put cash aside so as not to get overdrawn.

(Statutory paternity pay only, Small employer)

4.3 Transferable Maternity Leave and pay

In all three stages of the research (the focus groups, telephone survey and follow-up depth interviews), views were sought on the policy of Transferable Maternity Leave, and pay, whereby leave from work following the birth of a child could be transferred from the mother to the father, to enable her to return to work while he stayed at home to look after the baby.

Fathers in the survey were told: *“Transferable Maternity Leave would mean that the mother could give up part of her maternity leave to the father, so that he was at home with the baby while she went out to work”*. More detail was provided to respondents in the qualitative research, and it was further explained that the policy would include the extension of paid maternity leave from the current six months to 12 months and would be introduced in addition to paternity leave and not as a replacement for it.

Overall, there was a very positive response to this policy from fathers. Many welcomed the promotion of flexibility and the opening up of choices for couples with young children that it brought. However, there appeared to be some contradiction in fathers' views, and while fathers overwhelmingly supported the policy and many said they would use it in the quantitative survey, comments in the qualitative research reveal that it is likely that the number who would actually use it in practice would be much lower than the headline figures suggest. This is because of the need of families to balance practical considerations such as both parents' employment situation or

careers and the financial implications for the family of transferring leave from the mother to the father.

Support for Transferable Maternity Leave and pay

In the quantitative telephone survey, fathers were asked whether they would support or oppose a policy of Transferable Maternity Leave. Overall, four in five fathers (83 per cent) expressed support for the policy, including nearly two-thirds (63 per cent) who said that they *strongly* supported it. One in eight fathers (13 per cent) said they would oppose the policy.

- White fathers are more likely to support a policy of Transferable Maternity Leave than those from ethnic minority groups (85 per cent compared to 77 per cent).
- Those in managerial occupations and professionals or associate professionals are particularly likely to support the policy (86 per cent and 88 per cent respectively).
- Similarly, fathers in the highest income group are also particularly likely to support it (88 per cent).

In the qualitative research, the idea of Transferable Maternity Leave was also well received by most. Fathers welcomed the flexibility that it would bring for parents.

These days working patterns are quite flexible, people's earning powers are different and I think to have a maternity package that allows that level of flexibility is quite useful.

(Full pay for some or all of leave, Large employer)

I think the idea of being able to trade time is quite good. It gives that flexibility.

(Full pay for some or all of leave, Large employer)

We would've loved to have made use of it. She could've taken eight months off and I could take the next four and at least we'd both get the benefit of being at home with Ellen and she gets the benefit of us both being home for a period of time.

(Less than full pay but more than statutory, Large employer)

Usage of Transferable Maternity Leave and pay

Fathers in the quantitative survey were asked whether they thought they would personally make use of this policy if they were entitled to it, and seven in ten reported that they would (70 per cent), while just over a quarter (27 per cent) said they would not use it and four per cent did not know.

It is worth noting that this was a hypothetical question, and also required fathers to make a quick decision about something that would in practice require some consideration regarding the financial and other implications for their own family. For example, even among respondents whose partner was *not* working prior to her pregnancy, 72 per cent said that they would personally use Transferable Maternity Leave if they were entitled to it, and yet in their current circumstances this would clearly not be an option.

The types of fathers more likely to say they would *make use of* Transferable Maternity Leave are different from those more likely to *support* the policy:

- Machine operative and elementary workers are particularly likely to say that they would use transferable leave (80 per cent compared to 59 per cent of those in managerial occupations).
- Three-quarters (76 per cent) of lower income fathers say they would use it, while only 52 per cent of fathers earning more than £35,000 per annum would do so.
- Four out of five respondents whose partner earns more than them say they would make use of Transferable Maternity Leave (81 per cent), which is significantly higher than the overall figure.

Fathers in the qualitative research were much more guarded. While a minority still maintained unreservedly that they would use transferable leave, the majority felt that they would not use it in their current circumstances though they continued to support the policy in principle.

I don't think it would be an option. I wouldn't be able to take it, no way. It wouldn't be feasible, not at all. I found it hard to get by just for those two weeks. We couldn't have maintained it for any longer.
(Statutory paternity pay only, Small employer)

My partner has taken 12 months off and six months were paid. So we're basically living off my salary. And with me being a little bit flexible with work, I'm at home a fair bit anyway, so I can do the odd thing here and there. So no, I wouldn't take it. But I think the principle of it is very good.
(Full pay for some or all of leave, Large employer)

Reasons for using Transferable Maternity Leave

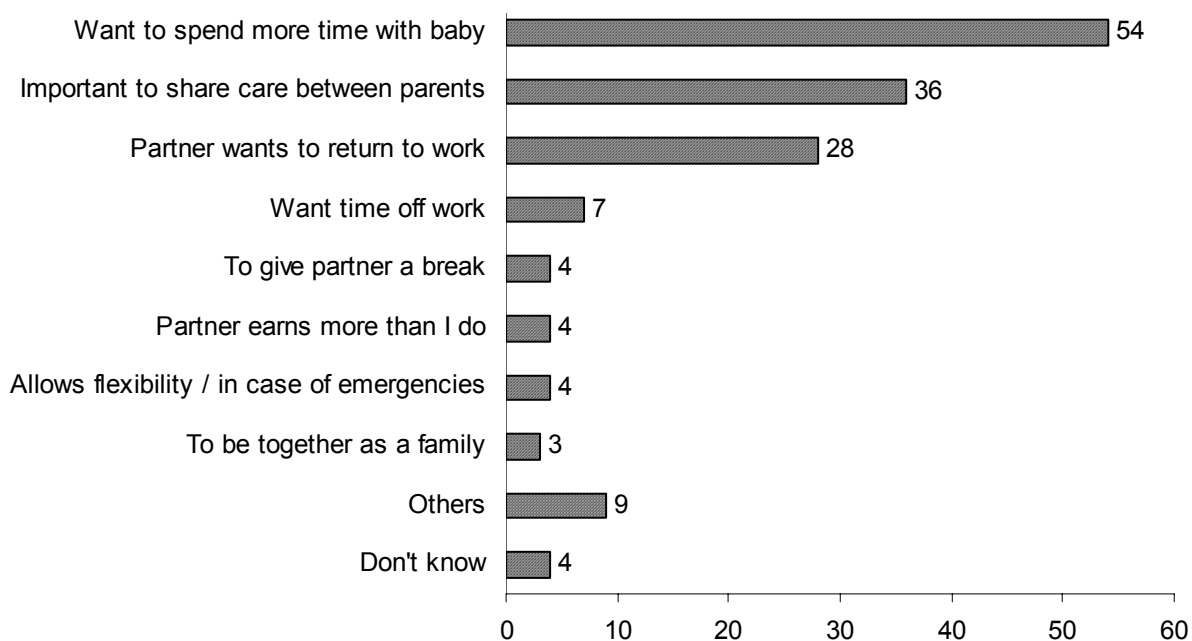
Among those fathers who said they would use Transferable Maternity Leave in the quantitative survey, the most common reasons given are to spend more time with the baby (54 per cent), because it is important to share care between parents (36 per cent), and to enable their partner to return to work (28 per cent). Just seven per cent say they would take the leave simply because they want time off work, and four per

cent gave each of the following reasons: to give their partner a break, because their partner is the higher earner, and because it is useful to have the flexibility.

It is worth noting that a small minority of respondents misunderstood the policy and said that they would like to use it so that they could all be together as a family (three per cent).

- First time fathers are significantly more likely to say they would use it to spend more time with the baby (61 per cent compared to 47 per cent of fathers with other children).
- Those in managerial or professional occupations are particularly likely to say it would enable their partner to go back to work (33 per cent, compared with 21 per cent of fathers in elementary occupations).
- ‘Non-breadwinners’ – that is, those who do not think that being a breadwinner is their most important role – are more likely to mention the importance of sharing care between parents (40 per cent, compared to 30 per cent of ‘breadwinners’).

Figure 4.3 Reasons for using Transferable Maternity Leave (unprompted)



Base: All who would use TML (845 unweighted; 834 weighted)

In the qualitative research, the fathers who said that they would take Transferable Maternity Leave tended to be more affluent. Their partners were working full-time before the birth of the baby, they wanted to return to their jobs and were able to do so. Financial considerations were key, and their partner was likely to be on an equal or higher salary and therefore the reduced rate of pay would have less impact on their household income.

Obviously, it comes down to money and if at the time I was able to take time off at reduced pay, then that would be one thing. It kind of presumes that [my wife] is in full-time employment, and if she was, then yes, I think I'd use it. I think it's a good idea.

As long as she is working, then it wouldn't be a problem. I would take £100 and do a straight swap. So statutory pay is fine.
(Full pay for some or all of leave, Large employer)

Whether I took it would depend on what stage I was in my life and what my wife was doing as well. She worked in the same situation as I do and if it was more convenient for me to be taking time off because she was getting established in practice, then yes, the flexibility would be very useful. In the future, when I see us both working as GPs, and officially being self-employed, then I think the flexibility would be useful. But we'd have to evaluate it at the time ...

... We'd survive. We've built up a little nest egg that we can use, but financially, we'd probably be going backwards for a while. We'd have to be dipping into reserves to sustain us.
(Full pay for some or all of leave, Large employer)

These respondents also had more amenable employment situations: they were more likely to be employed by an understanding employer who could reasonably bear the burden of their absence (for instance, a public sector employer or a large private sector company). They also tended to be keener to bond with their child. They were more certain of their child raising abilities and were less averse to being alone with the child for longer periods.

It allows time for me to bond with my daughter and do a bit more of the day to day looking after. I do look after her in the evening. I mean, I'm looking after her now, while my wife's at work and on Sunday when my wife works I've got her all day.
(Less than full pay but more than statutory, Large employer)

Some also acknowledged that there could be a benefit for their wife or partner in returning to work earlier. These fathers were aware of the strain that looking after a young child put on mothers and recognised that many mothers did want to return to work after the maternity period.

I think it can be quite isolating for the mothers. They give up working, they give up everything to a degree to stay at home for quite a long period of time, so having that flexibility would be quite good.
(Full pay for some or all of leave, Large employer)

Well my wife would definitely like that. I spoke to her about this and she thought it was a really good idea. I think whatever would make my wife more comfortable in that period because she's still on maternity leave at

the moment and she would like to go out but she's a bit wary about leaving the child. I think as an initial period it might help her psychologically to leave the child with me and go back to work, and then at a later stage to be able to leave the child with somebody else, when he's a little older.

(Statutory paternity pay only, Small employer)

I enjoy looking after my son, and I know my wife wants to get back to work. She's enjoying it at the moment, but I know in the future she doesn't want to have conversations that consist of "ah goo" and things like that ... But it depends what's going on in your career. And I also think that he's going to benefit from going to nursery and being socialised, and that we also need time away from him, and that's healthy as well, so there's all sorts of factors.

(Statutory paternity pay only, Large employer)

Reasons for not using Transferable Maternity Leave

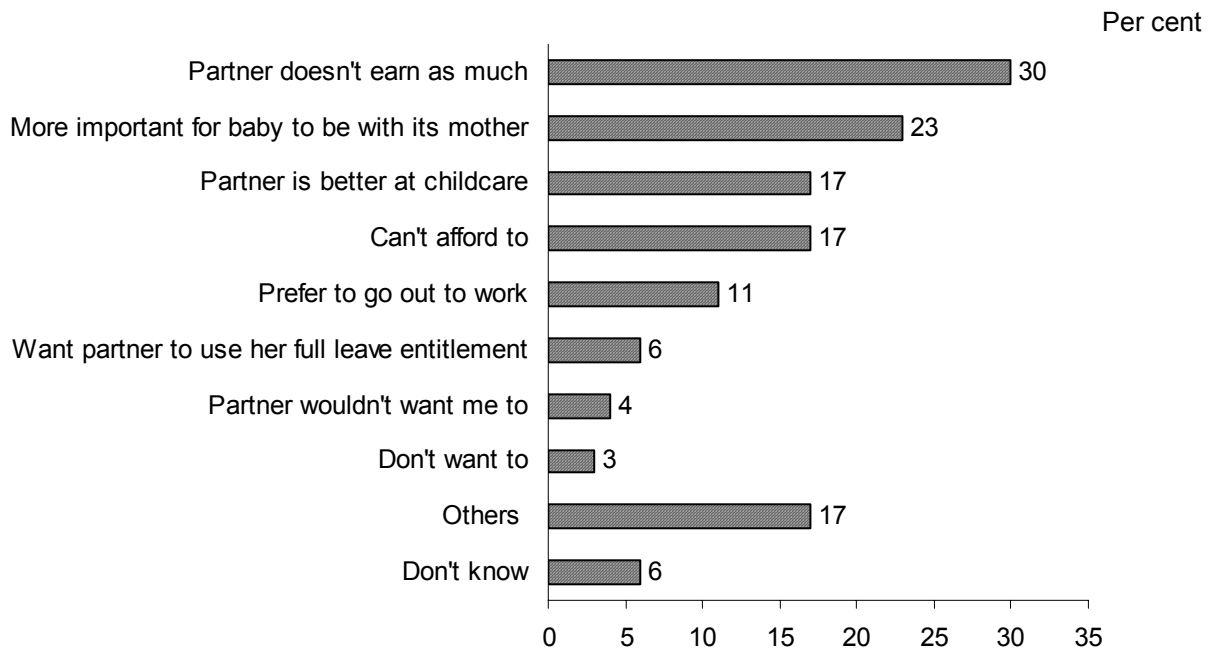
For those who said they would not use transferable leave in the quantitative survey, the most important reasons are because their partner does not earn as much as them (30 per cent), because they feel it is more important for a baby to be with its mother (23 per cent), because their partner is better at childcare (17 per cent) and because they cannot afford to do so (also 17 per cent). Around one in ten fathers explained that they prefer to go out to work (11 per cent), while six per cent said they would want their partner to use her full entitlement, and four per cent thought their partner would not want them to use any of her leave.

In total, two in five (39 per cent) give financial reasons for not making use of Transferable Maternity Leave – that is, because they feel they cannot afford to take it or because their partner does not earn as much as they do.

- 'Breadwinners' who would not use transferable leave are particularly likely to cite gender stereotypes as reasons for not doing so. A third (32 per cent) feel that it is more important for a baby to be with its mother, while a quarter (24 per cent) say that their partner is better at childcare (compared with 15 per cent and 11 per cent of 'non-breadwinners').
- 'Non-breadwinners' are particularly likely to refer to economic considerations, with a third (34 per cent) mentioning that their partner does not earn as much, compared with 25 per cent of 'breadwinners'.
- Higher income fathers are also more likely to cite economic reasons: 36 per cent say they would not use the leave because their partner does not earn as much (compared to 23 per cent of lower income fathers); while 25 per cent say they cannot afford to (compared to five per cent of lower income fathers).
- Lower income fathers are more likely to cite reasons based upon gender stereotypes: 30 per cent feel it is more important for a baby to be with its mother

(compared to 17 per cent of higher income fathers); while 26 per cent say their partner is better at childcare (compared to 11 per cent).

Figure 4.4 Reasons for not using Transferable Maternity Leave (unprompted)



Base: All who would not use TML (314 unweighted; 323 weighted)

Among participants in the qualitative research, though they supported the policy in principle, the primary reasons cited for not using Transferable Maternity Leave in practice were financial. The level of wage replacement offered in the proposals for Transferable Maternity Leave (£106) was not seen as affordable for most.

I don't think that amount is workable. That is just not enough to support two kids on. It's not worth it. I would be better off in work.
(Statutory paternity pay only, Small employer)

You'd have to prepare for it. Would we manage? I don't know that we would, no. I think perhaps £150 would have made a difference.
(Less than full pay but more than statutory, Large employer)

I suppose if it was say, £400 to £500 a week, it may have been a consideration, but not at this level.
(Full pay for some or all of leave, Large employer)

Financially, per month, my wages effectively cover all the bills and the running of the house, and my wife's money is just for other living expenses, like the shopping and the petrol. So £106 would deter me from taking this leave because it's going to put a lot of pressures on our finances and that's a worry that I'm not keen to opt for.
(Less than full pay but more than statutory, Large employer)

In addition to the concerns over wage replacement, some fathers say they would not consider taking Transferable Maternity Leave due to the impact that it would have on their job. Considerations include concerns that they would be overlooked for promotion if they took additional leave; fears that their employer or colleagues would be resistant to the leave; and concerns about re-entering the workplace after a long period off. There were also more general concerns voiced that employers may become wary of employing young men who could take several months' leave

[With] women of a certain age, an employer not necessarily wouldn't take them on, but is aware that a percentage of their time may go because of having children. That same thought will get transferred to [men] now, so unless you're single, then they may be thinking 'this person may take six months' paternity leave'.

(Full pay for some or all of leave, Large employer)

Other fathers admitted that they would not really want to look after the baby on their own, or would prefer to be at work.

Well I wouldn't have no bones about being at home, but I'd probably prefer to be working to be honest. I think the fact that, in the job I do I'm out and about a lot, and meeting people, I'd probably miss that if I was just hearing 'ga-ga' and 'goo-goo' all the time. So I'd probably prefer to keep to the work side of things.

(Full pay for some or all of leave, Large employer)

I'm the breadwinner and she's the mam. I think any young children always prefer their mam. I would like to but I think the baby's always better with the mam looking after it.

(Statutory paternity pay only, Large employer)

Some fathers were unhappy about the idea of not being able to take transferable leave at the same time as their wife or partner, even those who were more certain of their child raising abilities. This was because they felt that consecutive leave did not allow the family to bond as a unit during this critical period, and they also could not see why concurrent leave should not be permitted given that the overall leave period would remain the same.

So you can't have leave at the same time? Well, obviously, I would want to be with them, you know. But the baby's going to want to be with mum. We'd like it at the same time, so we could be together.

I thought the government was trying to get everyone to be families now. There's no point in having one at work and then saying you can have some time off now but you've got to go back to work. It's nice to be together. For me, personally, being together's all important.

(Statutory paternity pay only, Large employer)

There were also other complaints about the lack of flexibility apparent in the Transferable Maternity Leave provisions. Many could not see why the father should not be allowed to take a month of paternity leave in the midst of the mother's maternity period.

I'm not sure it's a good idea to make it transferable only once. I'm not sure of the benefit in doing that. It should be more flexible. It seems a little bit strange.

It seems a bit weird to introduce a more flexible policy but then to stop it being flexible by saying you have to make a decision about how much you're going to give your husband or boyfriend, and then once you've given it you can't actually get it back.

*I do like the idea of being able to switch between the mum taking time off and the dad taking time off, I do think that it needs to be less prescriptive.
(Full pay for some or all of leave, Large employer)*

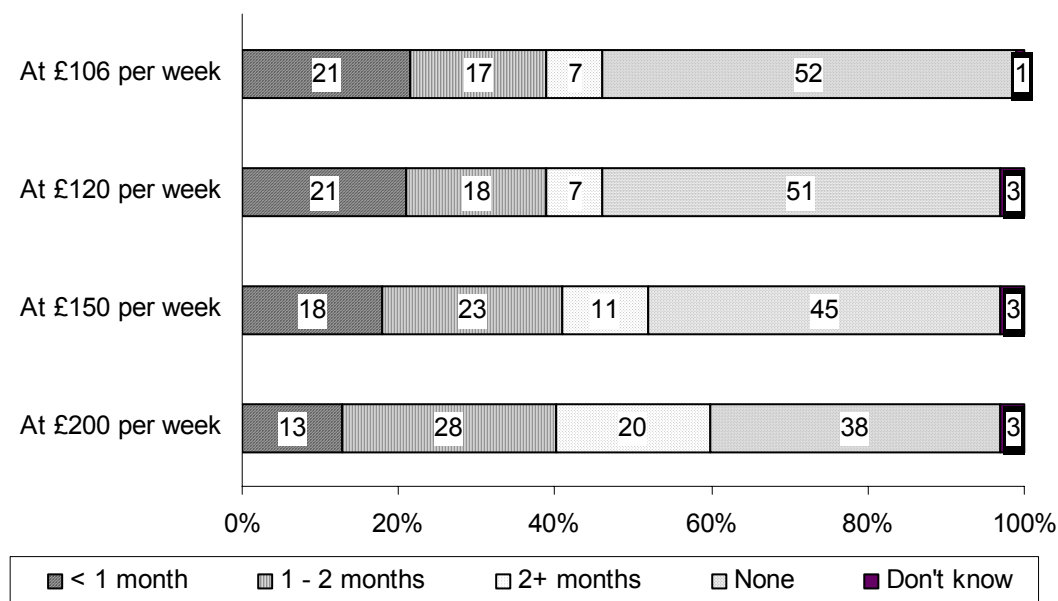
Length of leave

Fathers in the quantitative survey who thought they would take Transferable Maternity Leave were asked *how much* leave they would take at various weekly levels of pay. It is worth bearing in mind again both that the question is a hypothetical one, and also the questionnaire did not inform fathers that this leave would be *in addition* to their statutory paternity leave entitlement.

At the statutory rate of £106 per week, around a quarter of all fathers (23 per cent) say they would take a month or more of leave, while a further one in five (21 per cent) thinks they would take less than a month's transferable leave. Increasing the amount to £120 per week has very little impact, with a quarter (25 per cent) saying that they would take a month or more, and a fifth again suggesting an amount of leave less than a month (21 per cent). At £150 per week, a third of all fathers (34 per cent) think they would take at least one month of transferable leave while 18 per cent say they would take less than a month's leave. Finally, if the weekly rate were increased to £200, then almost half of fathers (47 per cent) suggest they would take a month or more, while a further 13 per cent think they would take less than a month at this rate.

When asked how long they would be likely to take Transferable Maternity Leave for, respondents in the depth interviews commonly said between one and four months. Most were of the view that they would take this time off after the first six to nine months of their child's life. However, some suggested that their wives or partners would be unwilling to allow them to use more than one month of their maternity leave.

Figure 4.5 Length of Transferable Maternity Leave at different weekly rates



Base: All respondents (1,200)

If she had the option to take a year, she'd probably be loathe to give me any! I imagine if I said I wanted three months off she wouldn't like that idea, because she likes the time off work!
(Less than full pay but more than statutory, Large employer)

In the qualitative research, the vast majority acknowledged that their wife or partner would take most responsibility for deciding how they would share the leave. Nevertheless it was predicted that financial arrangements around transferable leave would be made jointly.

I tend to go along with what she says when it comes to this side of things because she's the one who's been breastfeeding and she gave birth to him, so I do think she would get first call on it.
(Statutory paternity pay only, Large employer)

I think we'd obviously discuss it. I'd probably bend towards her view, considering what she's been through over the last few months.
(Statutory paternity pay only, Small employer)

It would be up to the wife and then it would go down to the financial situation of how much money she would be getting by having time off and how much I would be earning by working.
(Statutory paternity pay only, Small employer)

Employers' reactions – qualitative findings

It was generally felt that employers' reactions to Transferable Maternity Leave would be more hostile amongst smaller, private sector employers who were perhaps more dependent on individual members of staff. Those working for these types of employers stated that their likely reaction would also depend on when the employee asked for leave. If it was a period of high productivity, then the reaction was likely to be more negative.

They may have an issue with that. I work in the accounts department and there are certain times of the month where I need to actually be in. It's frowned upon for me to take holiday towards the end of the month, for example, because there's lots of tidying up of the accounts that needs doing.

(Statutory paternity pay only, Small employer)

I think they'd close the factory and move it to Poland or something if we all started taking this [Transferable Maternity Leave]. I actually think they'd seriously consider doing that.

(Less than full pay but more than statutory, Large employer)

Many felt that Transferable Maternity Leave would have to be a statutory entitlement before their employer would consider granting it to them.

I wouldn't be overly concerned how they'd react, cos if that's the entitlement, then that's what I'm going to take.

(Statutory paternity pay only, Large employer)

However, most fathers were sympathetic to employers. There was a belief that a minimum notice period should be introduced for requesting Transferable Maternity Leave from employers.

I'd have to speak to my immediate boss to begin with and he'd probably speak to his boss and see where they stand and what I'd be able to do and how I'd have to go about booking it. We've got quite an open communication system at work anyway. I'd probably speak to them informally first and tell them my intentions: I'm thinking about doing this, what's the company's stand on it? They'd be aware prior to the time anyway and once I'd finalised the dates then I can go back again and put it through the proper channels.

(Less than full pay but more than statutory, Large employer)

As I say, at the end of the day, it's going to be employers that are most affected, so I'd be interested to see what the policies are in terms of how much notice you have to give.

(Full pay for some or all of leave, Large employer)

Many claimed that they would inform their employer either prior to the birth of their child or immediately afterwards.

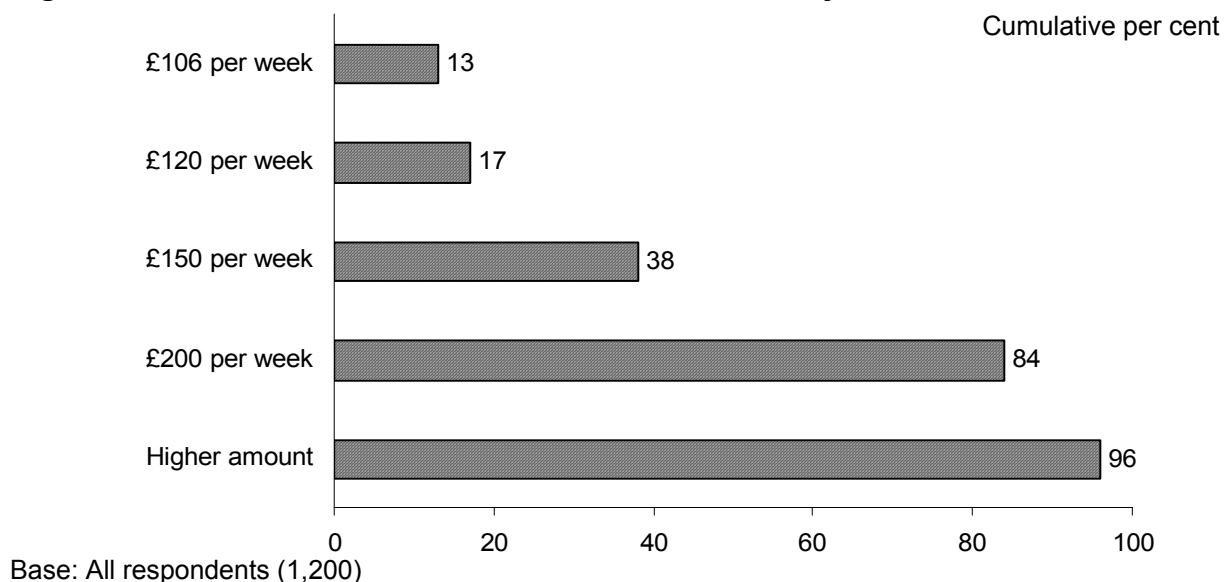
4.4 Other policies for fathers

'Daddy month'

Respondents in the quantitative survey were told: *"Another option is for the government to allocate one month of the mother's maternity leave, so that it could only be taken by the father. If he did not take the leave, then it would be lost to the couple."* They were then asked what would be the lowest rate at which they would personally make use of this leave: at £106, £120, £150 or £200 per week.

Only one in eight fathers (13 per cent) thought that they would take a 'Daddy month' at the current level of statutory paternity pay of £106 per week. Again, increasing the amount to £120 per week has only a small impact, and one in six fathers (17 per cent) say they would take the leave at this rate. If the weekly rate were increased to £150, then more than a third (38 per cent) thinks that they would take the leave. Finally, at the maximum rate offered, £200 per week, more than four in five fathers (84 per cent) say they would take a 'Daddy month'. One in eight respondents (12 per cent) suggests a higher amount at which they would take the leave.

Figure 4.6 Rate at which fathers would take a 'Daddy month'



This question is hypothetical and fathers whose partners were not actually in employment prior to their pregnancy gave similar responses to those whose partner was in full-time work.

Fathers particularly likely to accept a weekly rate of £106 per week include:

- Those whose partner is the higher earner (17 per cent).
- Younger fathers (17 per cent of those aged under 30, compared to 12 per cent of older fathers).
- First time fathers (16 per cent, compared to 11 per cent of those with other children).

Those more likely to cite the highest amount of £200 week or a higher amount (compared to 59 per cent of fathers overall) include:

- Fathers aged 40 or older (67 per cent).
- Higher earners (72 per cent earning £35,000 or more, compared to 50 per cent of fathers in the lowest income group).

Other working arrangements

Respondents were asked if there were any other working arrangements that would make life easier for them as the father of a young child.

Table 4.2 Other working arrangements

	Total (per cent)
More flexibility / ability to change work pattern	21
Crèche / childcare at work	6
Shorter working hours	5
Paid time off if my child is ill	3
Higher paternity pay / full pay	3
The option to work from home	2
Cheaper / free childcare	2
Longer paternity leave	2
Time off when I want / need / more flexibility with leave	1
More encouraging / sympathetic employer	1
Increased availability of childcare	1
More holiday / annual leave allowance	1
Better tax allowance / deduction / credit	1
Access to more information	1
Others	3
Don't know	3
No, none	57

Base: All respondents (1,200)

One in five (21 per cent) suggests greater flexibility in their working arrangements or the ability to change their working pattern. Other requests include a crèche or childcare at work (six per cent), shorter working hours (five per cent), paid time off if a

child is ill (three per cent), and more pay for paternity leave (three per cent). More than half of fathers (57 per cent) feel there are no other working arrangements that might make life easier for them as the father of a young child.

- Professionals or associate professionals are particularly likely to request greater flexibility or the ability to change their working pattern (29 per cent), and are also more likely to suggest a crèche or childcare at work (10 per cent).
- Those on higher salaries are more likely to mention both greater flexibility (26 per cent) and a workplace crèche or childcare provision (12 per cent), as well as being more likely to suggest having the option to work from home (six per cent).

Support for new fathers

Throughout the group discussions and the depth interviews, fathers referred to a number of things that had helped them, either before or during the early stages of their child's life. These included:

- Friends;
- Family;
- Healthcare professionals;
- Antenatal classes;
- NHS Direct;
- Tax credits;
- Paternity leave.

Friends and family in particular were said to have played a key role in supporting them, particularly during the first few weeks of a child's life, when they were often present.

Family support has been the biggest credit that we've had. We're in a fortunate situation where we're financially secure and the additional support of those around us to give ourselves some time has helped a lot.
(Full pay for some or all of leave, Large employer)

Advice from my wife's friends and my friends with regards to what to look out for has been quite handy. Also, attending the ante-natal sessions prior to our daughter being born.
(Less than full pay but more than statutory, Large employer)

There were widespread reports of first time parents calling NHS Direct to get quick advice on their child's health. The service was generally well regarded and was seen as a convenient source of medical assistance.

However, respondents also highlighted a number of gaps in the existing support available for new fathers. There were requests for information about paternity leave, maternity leave, parental leave, flexible work and other related provisions to be made more easily accessible to parents and employers. Many acknowledged that their awareness of leave provisions for each of these was patchy. It was suggested that information about these different types of leave could be made more readily available through doctors or hospitals.

There were also requests for more support groups for fathers, to help them improve their child-raising abilities.

I think possibly the availability of support groups could be improved. I know you get the antenatal classes for mothers, but there doesn't seem to be a great deal that actually caters for new fathers. I think they should be a little more focused on the father and how you cope. It's not every household where the mother stays at home when the baby is born. Sometimes you have the father stay at home.

(Less than full pay but more than statutory, Large employer)

A majority of fathers involved in the qualitative work indicated that the best way the government could assist them would be by offering more financial support through more tax credits, such as credits on council tax.

4.5 Summary

When asked about the current statutory paternity leave entitlement, the majority of fathers (80 per cent) say they think the current level of pay is too low, and just over a quarter (28 per cent) feel they would have taken paternity leave at this rate (compared to 12 per cent of fathers who actually did take all of their paternity leave at the statutory rate). Almost all fathers feel that paternity leave should be two weeks or more, with around half of fathers (53 per cent) saying that two weeks is too short – the majority of these would like to see at least four weeks' statutory paternity leave. Further, more than half of fathers request greater flexibility in when they can take paternity leave, with the ability to take either days or weeks at different times.

Fathers are overwhelmingly positive about a policy of Transferable Maternity Leave, with four in five (83 per cent) saying they support it and seven in ten (70 per cent) that they would personally use it. However, qualitative research findings suggest that, while fathers clearly welcome the flexibility, in practice the proportion that would use it is likely to be much smaller. Many fathers voiced support for the policy although they felt it would not be practicable for their own family, while just a small minority maintained unreservedly that they would use it. When asked at what rate they would use a 'Daddy month', 84 per cent said they would use it at a rate of £200 per week (although as with Transferable Maternity Leave, the question was hypothetical).

Flexibility is key – when asked about other working arrangements that would make life easier for them as the father of a young child, half of those who gave an answer said they would value the ability to vary their working pattern, or greater flexibility at work in general.

5 ATTITUDES TOWARDS FATHERHOOD

This chapter considers fathers' attitudes towards fatherhood by looking at their responses to six statements about their own role as a father. These examine their confidence and involvement in childcare, their attitudes towards staying at home to look after their children, and their views of the traditional 'breadwinner' role and the 'natural' caring abilities of women.

Respondents were asked whether they agreed or disagreed with the statements on a scale running from "strongly agree" to "strongly disagree". The table below shows the proportion who agreed and disagreed with each overall, while the remainder of the chapter analyses the findings in greater detail and highlights differences in opinion between different sub-groups of fathers.

Table 5.1 Agreement with statements about fatherhood

	Strongly or slightly agree (per cent)	Strongly or slightly disagree (per cent)
"I am as confident as my partner when caring for my child"	87	12
"I would be happy to stay at home and care for my child on my own"	79	19
"I would like to be more involved in the care of my child than I currently am"	70	25
"Women are naturally better than men at caring for children"	65	30
"At home, my role is more about supporting my partner than taking a 'hands on' childcare role"	40	56
"Going out to work and being the breadwinner is the most important aspect of being a father to me"	39	58

Base: All respondents (1,200)

5.1 Agreement with statements about fatherhood

"I am as confident as my partner when caring for my child"

Overall, fathers demonstrate a very high level of confidence in their ability at caring for their children, with almost nine in ten (87 per cent) agreeing that they are as confident as their partner. This includes seven in ten (70 per cent) who *strongly* agree. Only one in eight fathers (12 per cent) indicates that their partner is more confident than they are regarding childcare.

- There is very strong agreement with this statement across all sub-groups. However, fathers who are more likely to feel *less* confident than their partner

include those aged 40 or older, managers and senior officials, and those earning more than £35,000 per annum: 18 per cent of each these groups disagrees that they are as confident as their partner.

“I would be happy to stay at home and care for my child on my own”

Again, the majority of fathers across all sub-groups agree that they would be happy to stay at home and care for their child on their own. Overall, four in five fathers agree (79 per cent), including more than half (54 per cent) who *strongly* agree. Only one in five fathers (19 per cent) does not feel that he would be happy to stay at home and care for his children on his own.

- There are very few differences between the attitudes of different fathers on this question, but those particularly likely to say they *strongly* agree that they would be happy to stay at home include fathers whose partner was the higher earner prior to her pregnancy (67 per cent).
- Fathers whose partner was *not* working before her pregnancy are less likely to say they feel happy to stay at home with the children on their own, although the majority still agree that they would be (71 per cent, compared to 81 per cent of fathers whose partner was working).

“I would like to be more involved in the care of my child than I currently am”

The majority of fathers (70 per cent) agree that they would be like to be more involved in the care of their child than they currently are, including half (50 per cent) who strongly agree. A quarter of fathers (25 per cent) say that they would *not* like to be more involved in childcare, which may be because they already feel sufficiently involved or because they are not involved and do not want to be.

- Once again, fathers across all sub-groups tend to agree with the statement. However, fathers from ethnic minority groups are particularly likely to say they would like to be more involved (80 per cent, compared to 68 per cent of white fathers).
- Those whose partner was not working prior to her pregnancy are also particularly likely to agree (79 per cent).
- Fathers on lower incomes are more likely to feel that they would like to be more involved than higher earners (77 per cent on less than £20,000 agree, compared to 67 per cent earning between £20,000 and £35,000 and 60 per cent of fathers in the highest income group).
- Similarly, those in manual jobs are more likely to agree than managers and professionals (77 per cent of fathers in machine operative and elementary occupations, compared to 65 per cent of managers and senior officials), although the majority do still agree across all occupations.

“Women are naturally better than men at caring for children”

Again, the majority of fathers tend to agree with this statement across all sub-groups (65 per cent overall), while three in ten fathers (30 per cent) disagree that women are naturally better at caring for children than men.

- Fathers from ethnic minority groups are particularly likely to agree that women are naturally better at childcare (77 per cent).
- Those on lower incomes are more likely to agree than fathers in the highest income group (68 per cent earning less than £20,000 agree, compared to 59 per cent earning £35,000 or more).
- Other fathers who are particularly likely to *strongly* agree that women are naturally better at childcare include those in Scotland (49 per cent), fathers whose partner was not working prior to her pregnancy (47 per cent) and fathers in skilled trades, service or elementary occupations (45 per cent, compared to 38 per cent of fathers overall).

“At home, my role is more about supporting my partner than taking a ‘hands on’ childcare role”

Fathers are more divided on this question, with two in five (40 per cent) reporting that they have a supportive role in terms of childcare, while over half (56 per cent) describe their role at home as being ‘hands on’.

Fathers particularly likely to report a more supportive role include:

- Those from ethnic minority groups (67 per cent, compared to 35 per cent of white fathers).
- Fathers whose partner was not working prior to her pregnancy (53 per cent, compared to 36 per cent of fathers whose partners were in work).
- Those in manual jobs (46 per cent in skilled trades, service or elementary occupations, compared with 34 per cent of managers and professionals or associate professionals).
- Fathers in the lowest income group (46 per cent, compared to 31 per cent of those earning more than £35,000 per annum).

“Going out to work and being the breadwinner is the most important aspect of being a father to me”

The majority of fathers do not see being the breadwinner as their most important role. More than a third (36 per cent) strongly disagree that this is the case, and more than half (58 per cent) disagree overall. However, two in five fathers (39 per cent) do see their most important role as a father as being the breadwinner, including a quarter who strongly agree (25 per cent).

On this question there are some particularly large differences between sub-groups, and the types of father more likely to see their primary role as that of breadwinner are similar to those more likely to agree that they have a supportive role at home:

- Fathers from ethnic minority groups are particularly likely to see being the breadwinner as their most important role (69 per cent agree, compared to 33 per cent of white fathers).
- Those whose partner was not working prior to her pregnancy are more likely to see being the breadwinner as their primary role than fathers whose partner was in work (53 per cent agree, compared to 34 per cent).
- There is a strong correlation with type of job: fathers in machine operative or elementary occupations are the most likely to see their main role as that of breadwinner (59 per cent agree), while just under half (45 per cent) of those in skilled trade, service or sales occupations agree that this is the case and only around a quarter (28 per cent) of fathers in managerial, professional or associate professional occupations do so.
- Similarly, fathers in the lowest income group are particularly likely to feel that being the breadwinner is their primary role as a father (49 per cent agree, compared to 31 per cent of those earning more than £20,000 per annum).

5.2 Summary

On a number of issues regarding the notion of fatherhood, fathers are very much in agreement. Most report that they do not want to leave childcare to their partner: across all sub-groups fathers generally feel as confident as their partner in caring for their child (87 per cent agree overall) and say they would be happy to stay at home and care for their children on their own (79 per cent). Furthermore, the majority across all groups agree that they would like to be *more* involved in childcare (70 per cent).

However, a majority of fathers also agree that women are *naturally* better at caring for children than men, albeit a smaller proportion overall (65 per cent agree). Here some differences are apparent, with fathers on lower incomes and those from ethnic minority groups particularly likely to agree that women are naturally better at childcare, although more than half of fathers in all sub-groups still agree that this is the case on balance.

Further differences between groups of fathers are evident when looking at their level of involvement in childcare and the importance of the breadwinner role. Overall, more than half of fathers describe their role in childcare as 'hands on' rather than supportive (56 per cent), and a similar proportion reject that being the breadwinner is their most important role as a father (58 per cent). Fathers in lower-skilled

occupations and in the lowest income group are more likely to see their role as supportive at home and their primary role as being the breadwinner; these fathers are also more likely to be from ethnic minority groups and to have partners who were not in work prior to their pregnancy.

6 CONCLUSIONS

The research overall reveals a positive picture of fathers' involvement in the first year of their child's life. The vast majority of fathers who are in employment (94 per cent) take some leave from work to spend with their partner or new baby, including seven in ten (71 per cent) who take two weeks or more in the first eight weeks following the birth. Fathers' motivations are also very positive, with the majority saying that they want to support their partner or to be with their new baby at this time of adjustment. Furthermore, the majority of those who did *not* take leave say they would like to have done so.

There is also evidence of a number of fathers taking measures to maximise the amount of time that they spend with their partner and new baby. While two-thirds of fathers (68 per cent) currently take paternity leave (either the statutory entitlement or their employer's own provisions), more than half of these 'top it up' with some other type of leave. Overall, the average amount of leave taken by fathers is slightly more than the statutory paternity leave entitlement of two weeks within the first eight weeks following the birth.

In addition, the findings show that many employers recognise that this is an important time for their employees and are supportive of them. Many provide a significantly higher rate of pay than the statutory amount: almost three-quarters of fathers who took paternity leave took at least some of their leave at full pay (72 per cent), while only one in six took all of their paternity leave at the statutory rate (17 per cent).

There are some noticeable demographic differences, with those working for larger organisations or in managerial and professional occupations particularly likely to take at least two weeks leave compared with those who work in smaller organisations or in manual occupations. They are also particularly likely to receive full pay for some or all of their paternity leave, while those on lower incomes or in manual occupations are considerably more likely to receive the statutory rate.

Employment characteristics are therefore important. Indeed, the size of an organisation is a key driver in terms of whether a father takes paternity leave as opposed to other types of leave, and this is likely to relate to the fact that larger organisations tend to have paternity policies in place and a dedicated team of personnel to deal with these issues. In addition there is an overlap between large organisations and the public sector, which is typically an early adopter of new working practices.

Whilst over half of fathers express some degree of satisfaction with the amount of leave they took, a considerable proportion (around a third) are not content and would have welcomed more leave from work. There is strong evidence both statistically and anecdotally that income is the prime barrier to fathers fulfilling their wishes to spend more time at home. Indeed, of those who are dissatisfied with the amount of leave they had taken, a fifth feel that the pay had been insufficient and a similar proportion say that they could not have afforded to take more time off.

Furthermore, although most fathers knew of their right to paternity leave before their baby was born, some fathers lack awareness. In particular, those in lower income groups are less likely to know about their right to take paternity leave than those on higher incomes or in managerial and professional occupations, and they are more likely to report not having received enough information about paternity leave prior to the birth.

The results indicate that a large majority of fathers agree that their employer is supportive of fathers taking time off to spend with their new baby. Nearly half (46 per cent) agree that their employer would be supportive of those wishing to take *more than two weeks'* paternity leave and a similar proportion disagree. These latter results are largely consistent across all groups, regardless of income or occupational group.

The research also shows a consistent trend that families in which there is equality of earnings (or where the mother was earning more than her partner prior to pregnancy) are more amenable to shared responsibility for care in the early months of a child's life.

Aspirations of fathers

It can be concluded from the survey that there is a general willingness amongst fathers to accept more equality in childcare responsibilities and to be more involved, thereby challenging traditional stereotypes. For example, a majority of fathers say they would support Transferable Maternity Leave and welcome the flexibility it would bring. Even where traditional views are more prevalent – among those on lower incomes or in more manual occupations - a majority would be happy to stay at home and care for their child on their own and would like to be more involved in the care of their child than they are currently.

In developing policies that directly relate to fathers' leave entitlements, it is clear that finance and flexibility are crucial. For example, half of fathers think that two weeks' statutory paternity leave is too short, and most of this group would like four weeks' leave to be the standard entitlement. Opinions about when leave should be taken

vary but there is significant support for leave to be an option at any time within the first six months, allowing fathers the opportunity to take their leave when it is most needed in the family.

Potential barriers to participation

Getting more employers to be supportive

While the vast majority of fathers feel that the organisation they work for is supportive of fathers taking time off, there is evidence of a minority of employers that are uninformed and perhaps unsympathetic. In the qualitative work, fathers working as part of a *small business* in particular talk about the perceived difficulties encountered by their employers when dealing with extended leave periods amongst the workforce, and this needs careful consideration when policies relating to extending fathers' rights are debated. Nearly half of employers are expected to be sympathetic towards fathers taking *more than two weeks'* leave but a similar proportion are not, and this may be a barrier to a larger number of employees taking longer spells of leave.

Information provision

Adequate knowledge and effective communication of information may be key in successfully managing time away from work, but as the research suggests, some fathers and employers may have incomplete knowledge of paternity rights.

Pay

Eighty per cent of fathers feel that the current level of statutory paternity pay is too low and only a minority are prepared to take leave at the statutory rate. When the rate is hypothetically increased to £200 per week, the proportion of fathers that would accept this pay rate leaps to 80 per cent and the proposed 'Daddy month' policy generates a similar response in terms of pay.

Fathers overwhelmingly support the ideas behind the proposed policy of Transferable Maternity Leave but the qualitative research indicates more reservations, particularly in terms of the financial implications of taking additional time off from work and more general concerns of how this could impact on their careers. Generally, it is those whose partners were on an equal or higher income who feel that the policy could be workable, but this is still dependent on employer support.

Conclusion

It is clear that fathers in general are keen to be more fully involved with their babies. The demand for leave and high level of take-up for the limited provisions currently on offer, are a clear indication of this. Fathers want the flexibility from their employers to be able to spend time with their baby in the first year, and the level of support and enthusiasm among fathers for new policy approaches that offer this flexibility is

encouraging. But there are attitudinal differences between groups of fathers and financial concerns that will influence whether or not a policy may be used in the future.

Attitudinal differences are apparent with fathers in lower-skilled occupations and in the lowest income group most likely to agree that their role at home is supportive, that women are naturally better than men at caring for children and that their primary role is as the breadwinner. The degree of wage replacement that various rates of paternity pay represent is clearly lower for high earners than lower earners. A higher rate is important for the highest wage earners (over £35,000 a year) and for those whose partner was not working before her pregnancy. In contrast, fathers whose partners were earning more than them prior to pregnancy and younger fathers, are generally more amenable to lower levels.

APPENDIX A PROFILE OF SURVEY RESPONDENTS

Home and family

Marital status

Seven in ten respondents (70 per cent) were married and 30 per cent co-habiting.

- Fathers from ethnic minority groups were more likely to be married than white fathers (83 per cent compared with 67 per cent).
- Those in professional and managerial occupations were more likely to be married than those working in manual or administrative occupations (80 per cent of managers and senior officials, compared with 61 per cent in elementary occupations).
- Respondents in Scotland were more likely to be married than those elsewhere in Great Britain (76 per cent).
- Older fathers – aged 40 or over – were also particularly likely to be married (75 per cent).

Other children

Half of fathers (51 per cent) had only one child, three in ten (30 per cent) had two children and 18 per cent had more than two children.

- Those on higher incomes (at least £35,000) were more likely to be first time fathers (58 per cent).
- As would be expected, younger fathers were also more likely to be first time fathers (64 per cent aged under 30).

For around half of those with more than one child (49 per cent), their oldest child was aged five years or under, while 28 per cent had an older child aged between six and 10 years; 14 per cent were aged 11 to 15 years; and nine per cent had a child aged 16 years or older.

Only three per cent of all fathers had two children aged between three months and 15 months, of whom just under half were twins.

Partner's employment

More than half of fathers (56 per cent) reported that their partner was working full-time before she became pregnant. One in five was working part-time and a further one in five looking after the home or family full-time (both 20 per cent).

- As might be expected, first time fathers were most likely to have a partner who was working full-time before her pregnancy (79 per cent, compared to 32 per cent of those with older children).

- Fathers from ethnic minority groups were more likely to have a partner who was looking after the home and family full-time (31 per cent, compared to 17 per cent of white fathers).
- Those in managerial and professional occupations were more likely to have partners who were working full-time (61 per cent), while fathers in elementary occupations were particularly likely to have a partner who is looking after the home and family full-time (28 per cent).
- Similarly, those in the highest income group were most likely to have a partner working full-time (65 per cent) while those earning less than £20,000 were most likely to have a partner who is looking after the home and family full-time (24 per cent).

Of those partners who were working either full-time or part-time prior to their pregnancy, two in five (41 per cent) were on leave at the time of the survey, a further two in five (39 per cent) had returned to work, and one in five (19 per cent) had left their job altogether.

Those fathers whose partners had been working before their pregnancy were asked how much leave they thought she would take in total. Six in ten (60 per cent) thought their partner would take up to six months, while a third (34 per cent) thought she would take between six months and a year.

Employment

Work status

All fathers interviewed for the survey were working as an employee at the time when their baby was born and 97 per cent were working full-time. Those particularly likely to be part-time workers included:

- Fathers from ethnic minority groups (14 per cent).
- Those living in a household in which their partner is the higher earner (nine per cent).
- Those working for smaller organisations (seven per cent).

Nine in ten fathers (91 per cent) were working in a permanent job, while six per cent were on a fixed term contract and two per cent in some other non-permanent arrangement. Those less likely to be in a permanent job included:

- Those from ethnic minority groups (82 per cent).
- Fathers earning less than £20,000 per year (88 per cent).
- Those who did not take paternity leave following the birth of their baby (86 per cent).

Almost nine in ten fathers (87 per cent) were still working for the same organisation at the time of the survey as when their baby was born; 11 per cent were working for a different organisation and three per cent were no longer working.

- Fathers on incomes under £20,000 per year were more likely to have moved to a different organisation (14 per cent) or stopped working (four per cent) since the birth of their child.

Hours of work

Half of fathers (50 per cent) were working up to 40 hours per week in their job, while one quarter (25 per cent) worked between 41 and 48 hours per week and a further 25 per cent were working more than 48 hours per week. Those particularly likely to work more than 48 hours per week included:

- Fathers earning more than £35,000 (39 per cent, compared with 28 per cent of those earning £20,000 - £34,999 and 17 per cent earning less than £20,000).
- Those in managerial occupations (35 per cent), and also those in elementary occupations (29 per cent).
- Fathers who already had other children (28 per cent, compared to 22 per cent of first time fathers).

Length of time in job

One in ten respondents (10 per cent) had been working where they were for less than six months at the time when their baby was born, and a further 13 per cent had only been at that establishment for between six months and a year.⁹ Two in five (40 per cent) had been working for their organisation for between one and five years, while a similar proportion (36 per cent) had been working there for longer than five years.

- Younger respondents were more likely to have been at that organisation for a shorter amount of time (31 per cent of under 30s had worked where they were for less than a year, compared to 20 per cent of older fathers).
- Lower income fathers also tended to have been in their job for a shorter period of time (32 per cent for less than a year).
- More than a third of those who did *not* take paternity leave had been with their employer for less than a year before their baby was born (36 per cent, compared to 17 per cent of fathers who *did* take paternity leave).

⁹ NB One criterion for eligibility for statutory paternity leave is that employees must have worked continuously for their employer for 26 weeks ending with the 15th week before the baby is due.

Table A1 Profile of respondents

		Unweighted		Weighted	
		<i>N</i>	per cent	<i>N</i>	per cent
Total		1,200	100	1,200	100
Age:	Under 30	324	27	334	28
	30 – 39	728	61	721	60
	40 or over	148	12	145	12
SOC:	Managers & senior officials	236	20	221	18
	Professional occupations	168	14	208	17
	Associate prof & technical	177	15	176	15
	Admin & secretarial	60	5	31	3
	Skilled trades	204	17	247	21
	Personal service	28	2	25	2
	Sales & customer service	32	3	50	4
	Process, plant and machine operatives	175	15	139	12
	Elementary occupations	120	10	102	9
Income:	Less than £20,000 pa	542	45	529	44
	£20,000 – £34,999 pa	402	34	404	34
	£35,000 or more pa	209	17	220	18
Ethnicity:	White	1000	83	996	83
	Asian or Asian British	111	9	113	9
	Black or Black British	59	5	58	5
	Other	27	2	32	3
Region:	East Midlands	80	7	80	7
	Eastern	114	10	114	9
	London	201	17	203	17
	North East	45	4	48	4
	North West & Merseyside	138	12	136	11
	Scotland	97	8	92	8
	South East	183	15	181	15
	South West	87	7	90	7
	Wales	57	5	58	5
	West Midlands	102	9	102	8
	Yorkshire & Humberside	96	8	96	8

APPENDIX B STANDARD OCCUPATIONAL CLASSIFICATION

Respondents' occupations were coded to the following groups, according to the Standard Occupational Classifications 2000:

Standard Occupational Classification	Types of occupation include:
1. Managers and Senior Officials	Corporate managers; senior officials in local and central government; financial managers; hotel managers; personnel managers; shopkeepers and wholesale managers; senior officers in fire, ambulance and prison services; farm managers
2. Professional Occupations	Science and engineering professionals; medical practitioners; dentists; teachers and lecturers; lawyers; architects; scientific and social science researchers; chartered and certified accountants; librarians; social workers; clergy
3. Associate Professional and Technical Occupations	Laboratory technicians; IT user support technicians; nurses; midwives; paramedics; physiotherapists; housing officers; artists; musicians; graphic designers; journalists; fitness instructors; train drivers; estate agents
4. Administrative and Secretarial Occupations	Credit controllers; accounts and wages clerks; library assistants; database assistants; market research interviewers; legal secretaries; receptionists; typists; general office assistants
5. Skilled Trades Occupations	Metal workers; motor mechanics; electricians; farmers; gardeners; plumbers; carpenters; plasterers; painters and decorators; printers; upholsterers; butchers; bakers; chefs; florists
6. Personal Service Occupations	Nursing auxiliaries and assistants; dental nurses; care assistants and home carers; nursery nurses; travel agents; sports and leisure assistants; hairdressers; caretakers; undertakers
7. Sales and Customer Service Occupations	Sales and retail assistants; check-out operators; telephone salespersons; window dressers; debt and rent collectors; market and street traders; call centre operators; customer care occupations
8. Process, Plant and Machine Operatives	Process operatives; machine operatives; road construction operatives; assemblers; sewing machinists; scaffolders; fork-lift truck drivers; HGV drivers; taxi drivers; driving instructors
9. Elementary Occupations	Labourers; farm workers; packers; postal workers; mail sorters; hospital and hotel porters; kitchen assistants; waiters; bar staff; window cleaners; road sweepers; refuse occupations; security guards; traffic wardens; shelf fillers

For ease of interpretation and to ensure sufficient numbers for statistically robust analysis, the following groupings were used at the analysis stage:

	N (unweighted)	Groupings for analysis	N (unweighted)
1. Managers and Senior Officials	236	Managers / Senior Officials	236
2. Professional Occupations	168	} Professional / Associate Professional / Technical	345
3. Associate Professional and Technical Occupations	177		
4. Administrative and Secretarial Occupations	60	} Administrative / Skilled Trades / Service / Sales occupations	324
5. Skilled Trades Occupations	204		
6. Personal Service Occupations	28		
7. Sales and Customer Service Occupations	32		
8. Process, Plant and Machine Operatives	175	} Machine Operative / Elementary Occupations	295
9. Elementary Occupations	120		

APPENDIX C CHAID ANALYSIS

Figure C1 Key demographic factors determining whether fathers take more than 2 weeks off

Proportion taking more than 2 weeks off:

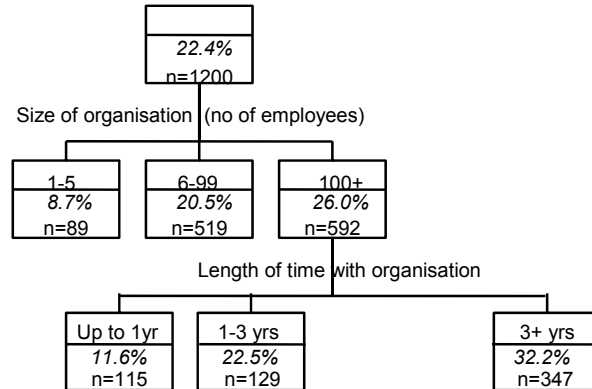
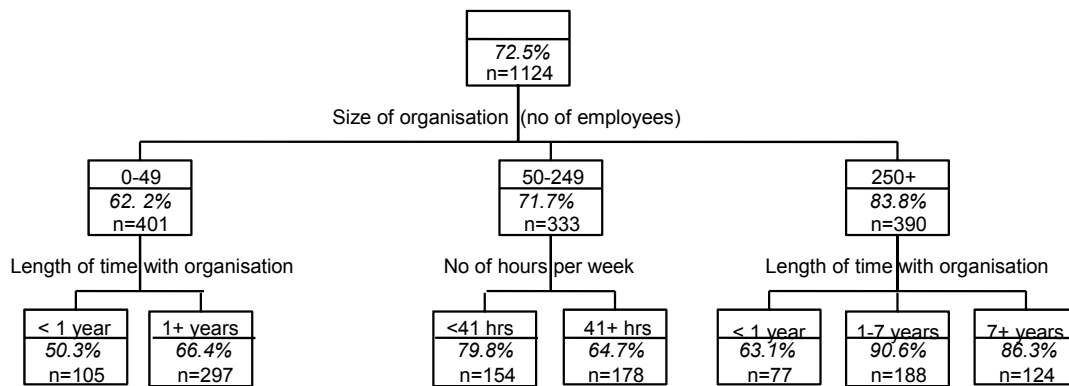


Figure C2 Key demographic factors determining whether fathers take paternity leave

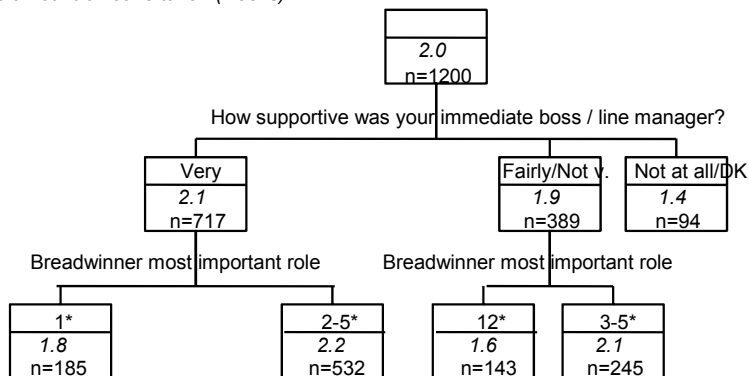
Proportion taking paternity leave:



Base: All who took any leave (1,124)

Figure C3 Key factors determining amount of leave taken in the first eight weeks

Average amount of leave taken (weeks):



Key: * 1 Strongly agree; 2 Slightly agree; 3 Neither/nor; 4 Slightly disagree; 5 Strongly disagree

APPENDIX D ATTITUDINAL ‘TYPES’ OF FATHER

A clustering (or segmentation) technique was used on the data, in order to develop six groups of fathers, each with its own distinct perspective on fatherhood. These are described below, but should be interpreted as provisional and exploratory, as a further way of exploring the data.

Clustering or segmentation is a way of understanding a population by examining the attitudinal differences between groups within that population. It examines the dataset to establish where attitudinal differences exist and seeks to find groupings of respondents who exhibit similar patterns in terms of the variables measured. The principle of good clustering is that the clusters should have large distances between them, but that the members of each cluster should be close together. This does not necessarily mean that the members of each cluster have the same demographic profile, but that they are more likely to share particular attitudinal and perhaps some demographic characteristics.

In this case the segmentation is based around the respondents’ attitudes to the six statements about fatherhood:

- “I am as confident as my partner when caring for my child”.
- “I would be happy to stay at home and care for my child on my own”.
- “I would like to be more involved in the care of my child than I currently am”.
- “Women are naturally better than men at caring for children”.
- “At home, my role is more about supporting my partner than taking a ‘hands on’ childcare role”.
- “Going out to work and being the breadwinner is the most important aspect of being a father to me”.

Cluster 1

Fathers who fall into this Cluster are most likely to eschew the traditional view of fathers as breadwinners. Nine in ten (92 per cent) say they disagree with the idea that going out to work and being the breadwinner is the most important aspect of being a father to them. Almost all (99 per cent) feel they are as confident as their partner in caring for their children. Similarly high proportions say they would be happy to stay at home and care for their children on their own and that they would like to be more involved in the care of their children than they currently are (97 per cent and 94 per cent respectively). However, despite their confidence regarding childcare, fathers in this group overwhelmingly agree that women are naturally better than men at caring for children (96 per cent).

Cluster 2

The key characteristic of this group is a lack of confidence – 98 per cent feel they are not as confident as their partner when caring for their children. A majority (83 per cent) also agree that women are naturally better than men at caring for children. Fathers in this group are more likely than those in Cluster 1 to describe their role at home as supportive (47 per cent). However, 61 per cent still say they would be happy to stay at home and care for their children on their own.

Cluster 3

Traditional attitudes are particularly prevalent amongst fathers in this group – nearly nine in ten (86 per cent) agree that women are naturally better than men at caring for children, while 60 per cent agree that being a breadwinner is the most important aspect of being a father to them. Furthermore, although almost all (98 per cent) feel they are as confident as their partner when caring for their children, this confidence contrasts with the similar proportion (95 per cent) who say they would *not* be happy to stay at home to care for the children *on their own*. Given this, it is no surprise that over half of fathers in Cluster 3 see their role as one of supporting their partner rather than taking a ‘hands on’ role in childcare (54 per cent).

Cluster 4

As with fathers in Cluster 1, fathers in this group appear to reject gender-based assumptions about childcare. More than four in five (81 per cent) disagree that their primary role is that of ‘breadwinner’, and most fathers in this group (94 per cent) say they would be happy to stay at home and care for their children on their own. They also disagree with the idea that women are naturally better than men at caring for children (96 per cent). However, fathers in this group are committed to do more at home, with 92 per cent agreeing that they would like to be more involved than they currently are.

Cluster 5

These fathers already have a role in childcare: nine in ten (87 per cent) agree that they have a ‘hands on’ rather than supportive role at home. No fathers in this group say that they would like to be *more* involved – they are already as involved as they would like to be. Almost all of this group (99 per cent) feel as confident as their partner when caring for their children and 91 per cent say they are happy to stay home and care for their children on their own. Furthermore, the majority (76 per cent) disagree that going out to work and being the breadwinner is the most important aspect of being a father to them.

Cluster 6

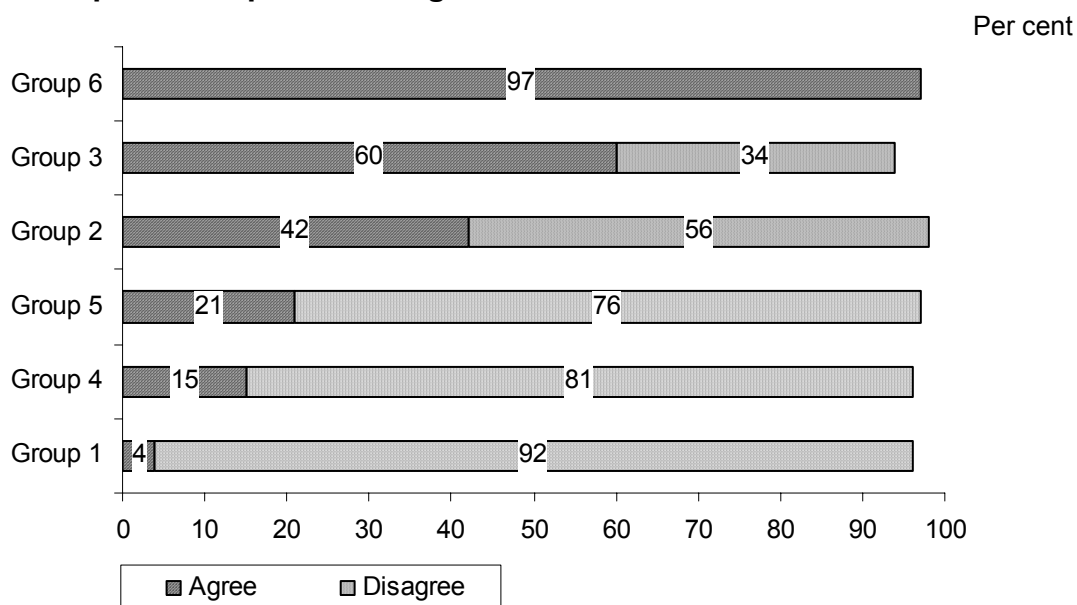
Fathers in this Cluster are the most likely to say their role is to be the ‘breadwinner’ for the family (97 per cent). They also tend to feel that women are naturally better than men at caring for children (90 per cent agree), and they are the group most likely to agree that their role at home is supportive rather than taking a ‘hands on’ childcare role (77 per cent agree). Despite this, 91 per cent would like to be more involved in caring for their children than they currently are. Furthermore, almost all of this group (98 per cent) say they would be happy to stay at home and care for their children on their own.

Summary charts

The following charts show how the six groups of fathers differ in their responses to three key statements:

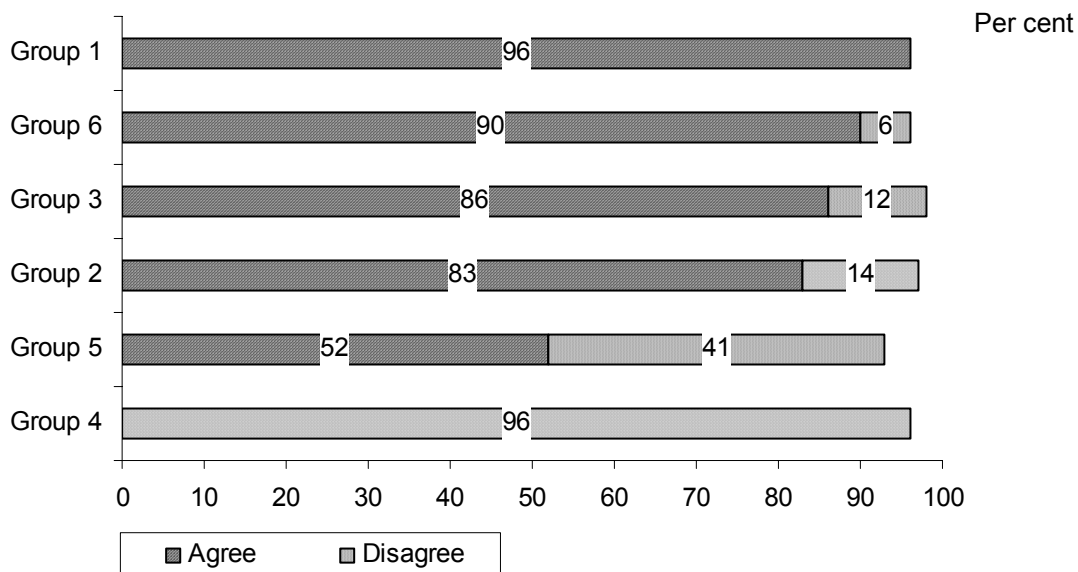
- “Going out to work and being the breadwinner is the most important aspect of being a father to me”.
- “Women are naturally better than men at caring for children”.
- “At home, my role is more about supporting my partner than taking a ‘hands on’ childcare role”.

Figure D1 “Going out to work and being the breadwinner is the most important aspect of being a father to me”



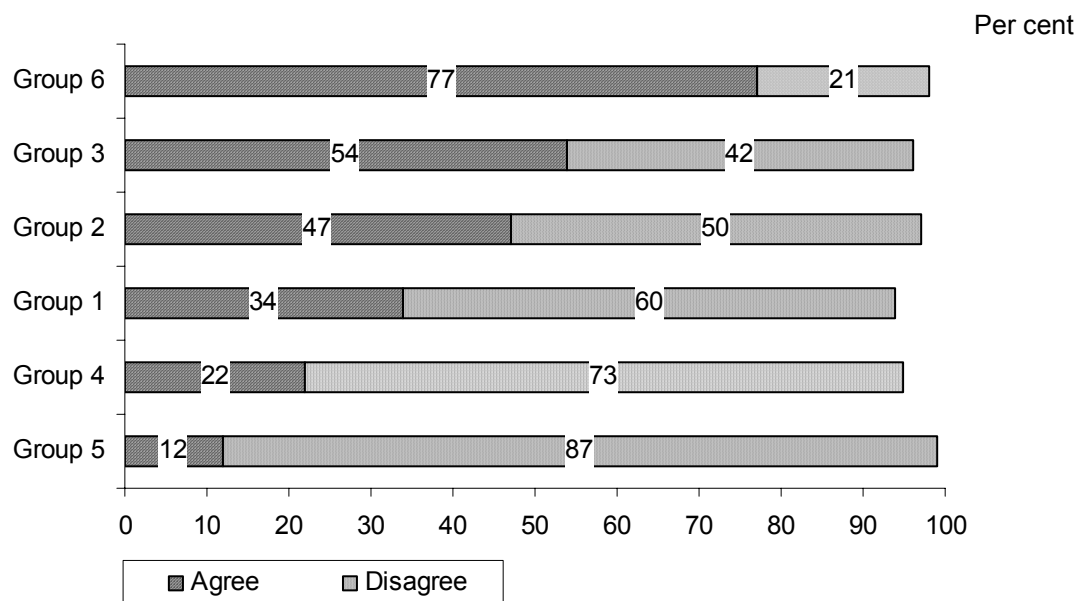
Base: All respondents (1,200)

Figure D2 “Women are naturally better than men at caring for children”



Base: All respondents (1,200)

Figure D3 “At home, my role is more about supporting my partner than taking a ‘hands on’ childcare role”



Base: All respondents (1,200)

APPENDIX E STATUTORY PATERNITY AND MATERNITY PROVISIONS

Statutory Paternity Leave and Pay

Eligibility

Employees must satisfy the following conditions in order to qualify for paternity leave. They must:

- have or expect to have responsibility for the child's upbringing;
- be the biological father of the child or the mother's husband or partner;
- have worked continuously for their employer for 26 weeks ending with the 15th week before the baby is due.

Length of paternity leave

Eligible employees can choose to take either one week or two consecutive weeks' paternity leave (not odd days). They can choose to start their leave:

- from the date of the child's birth (whether this is earlier or later than expected), or
- from a chosen number of days or weeks after the date of the child's birth (whether this is earlier or later than expected), or
- from a chosen date later than the first day of the week in which the baby is expected to be born.

Leave can start on any day of the week on or following the child's birth but must be completed:

- within 56 days of the actual date of birth of the child, or
- if the child is born early, within the period from the actual date of birth up to 56 days after the first day of the expected week of birth.

Statutory Paternity Pay

During their paternity leave, most employees are entitled to Statutory Paternity Pay (SPP) from their employers. Statutory Paternity Pay is paid by employers for either one or two consecutive weeks as the employee has chosen. The rate of Statutory Paternity Pay is the same as the standard rate of Statutory Maternity Pay – from April 2005, this will be £106 a week or 90 per cent of average weekly earnings if this is less than £106. Employees who have average weekly earnings below the Lower Earnings Limit for National Insurance purposes do not qualify for SPP but they may be able to get Income Support while on paternity leave.

Notice of intention to take paternity leave

Employees must inform their employers of their intention to take paternity leave by the end of the fifteenth week before the baby is expected, unless this is not reasonably practicable. They must tell their employers:

- the week the baby is due;
- whether they wish to take one or two weeks' leave;
- when they want their leave to start.

Employees can change their mind about the date on which they want their leave to start providing they tell their employer at least 28 days in advance (unless this is not reasonably practicable).

Return to work and protection from detriment and dismissal

Employees are entitled to return to the same job following paternity leave, and employees are protected from suffering unfair treatment or dismissal for taking, or seeking to take, paternity leave. Employees who believe they have been treated unfairly can complain to an employment tribunal.

Statutory Maternity Leave and PayLength of maternity leave

Pregnant employees are entitled to 26 weeks' ordinary maternity leave, regardless of how long they have worked for their employer. Ordinary maternity leave is normally paid leave. Women who have completed 26 weeks' continuous service with their employer by the beginning of the 14th week before their expected week of childbirth (EWC) can take additional maternity leave. Additional maternity leave starts immediately after ordinary maternity leave and continues for a further 26 weeks. Additional maternity leave is usually unpaid although a woman may have contractual rights to pay during her period of additional maternity leave.

Notice of intention to take maternity leave

A pregnant employee must notify her employer of her intention to take maternity leave by the end of the 15th week before her EWC, unless this is not reasonably practicable. She must tell her employer:

- that she is pregnant;
- the week her baby is expected to be born;
- when she wants her maternity leave to start.

A woman can change her mind about when she wants to start her leave providing she tells her employer at least 28 days in advance (unless this is not reasonably practicable). The earliest date at which she may begin her leave is the beginning of the 11th week before her baby is due.

Statutory Maternity Pay and Maternity Allowance

Women are entitled to receive either Statutory Maternity Pay (SMP) or Maternity Allowance (MA) for 26 weeks. From April 2005, the standard rates of SMP and MA are £106 a week (or 90 per cent of the woman's average weekly earnings if this is less than £106 a week). The first six weeks of the pay period are paid at an earnings-related rate of SMP (90 per cent of average weekly earnings).

APPENDIX F DEPTH INTERVIEW CASE STUDIES

1. Upholsterer, two days paternity leave at the statutory rate

The respondent works in a factory as a furniture upholsterer and lives with his wife and two children, aged four years and 16 months. He planned to take two weeks' paternity leave several months before the birth, but says his immediate line manager did not pass on this request to the company manager, who called him up at home one day into his paternity leave and asked him to return to work. He only received two days off at the statutory rate.

My wife came home on the weekend and I was planning to have off the two weeks when she came home from the hospital, but as it turned out, I had the Monday off then I had a phone call at about 2:30 on the Tuesday asking if I would come back to work.

(Statutory paternity pay only, Small employer)

He felt under pressure to go back to work rather than take two weeks' leave as planned.

I had my hands tied behind my back. When I was in work, at that time, there were rumours going round about lay offs and if I had said that I was going to take my two weeks off, then when I went back my life could have been hell. I might not have had a job to go back to. They might have found some way of making me lose my job, you know what people are like.

(Statutory paternity pay only, Small employer)

The respondent says he would have been happy with two weeks off on statutory pay if he had actually had the two weeks, particularly if it could be split into two weekly blocks. He knew he would be getting only around £100 per week for that period and had planned for it financially.

He thinks he would like to make use of Transferable Maternity Leave, although suspects that his wife would prefer to take the full twelve months herself, or would transfer only one month of her leave to him. However, he does not think it would be workable at the statutory rate; they would need at least £300 per week. His employer would not be sympathetic and he thinks his job might even be in danger if he chose to take a long period of leave. There may also be some bad feeling from colleagues if he took more time off, because they would have had to pick up the extra work while he was off.

2. Mortgage advisor, one week's statutory paternity leave and one week's annual leave, small employer

This respondent works as a mortgage advisor in a small estate agent. He relied upon his employer for information about his paternity rights and did not question what they told him. He was told that he was entitled to one week off work only, paid at the statutory level. He took this leave and topped it up with a week's annual leave.

I would have preferred more, for my wife's benefit more than anything else ... because of having another young child, only one week's paternity I don't think is sufficient after she's just had a baby.

(Statutory paternity pay only, Small employer)

Despite being misled by employers, the respondent feels satisfied because he was able to take some time off after his wife had given birth, and thinks his employer was supportive.

I was offered the week's paternity, I thought I'd take a week's holiday as well. So they were fully aware that it was two weeks ... They were absolutely fine, they were superb about it.

(Statutory paternity pay only, Small employer)

He was so keen to be at home at this point in time that pay was not an issue; this perhaps explains why he did not question his entitlement to leave.

I would have taken the time off whatever, even if it was to the detriment of my employment I would have taken the time off ... I feel that home life is more important than my work life.

(Statutory paternity pay only, Small employer)

Even though this respondent's partner was not working prior to having their baby he would welcome the policy of Transferable Maternity Leave. He feels that it could be useful to relieve some of the burden from his partner, if she found it difficult to stay at home with the children. He would be happy to stay at home with his children and thinks he and his partner could take half the transferable leave each. However, the level of pay may be a deterrent.

My wife's income would have to be sufficient to cover our main costs, such as mortgage. At this present time if she went back to what she did before we wouldn't be able to afford for me to have that time off.

(Statutory paternity pay only, Small employer)

3. Hospital nurse, two weeks' statutory paternity leave

The respondent is working full-time as a hospital nurse. He lives with his wife and five month old son. He had been employed at his place of work for less than a year when his son was born, so he was only offered two weeks' leave at the statutory rate. He took these two weeks' leave plus one week's annual leave. He feels that three weeks off was sufficient, saying "*having three weeks off was quite nice – it seemed fairly reasonable*". He also works shifts and has been able to arrange them so that he has two regular days off each week when he takes full responsibility for childcare. The respondent's wife has a well-paid job in the public sector; she received full pay for the whole of her six months' maternity leave and has now returned to work full-time.

I get the same two days off each week, so I'll have the baby while my wife works. It means he won't have to go to nursery as much as he would otherwise, I get to see him for two days, and it'll work out quite well.
(Statutory paternity pay only, Large employer)

He is very receptive to the idea of Transferable Maternity Leave and thinks they might use it, although it would depend on his work situation at the time. He thinks his wife would take eight months of the leave and he would take four – in fact he asked his wife during the interview how much leave she would want to take. He has no concerns about being at home with the baby for four months, saying that he is already doing that two days per week and he enjoys looking after his son.

He thinks they would manage financially, although if he were on the statutory rate then it would mean that they would not be able to move into a bigger house during that period, so they would have to think carefully about it.

At the right time, that sort of offer would be fine, but I'm not sure when that would be.
(Statutory pay for some or all of leave, Large employer)

4. Electrician, two weeks' statutory paternity leave, small employer

The respondent is an electrician working for a small firm employing fewer than 10 people. He is married with a nine month-old son, who was born six weeks premature. He took one week's paternity leave on statutory pay at the time of the birth, and then the second week on the due date. He was happy with this arrangement because he wanted to spend time with his wife and baby while they were in hospital for the first week, but then when they got home there were lots of friends and family on hand to help out.

He felt that his employer was very understanding in allowing him to take the two weeks at different times. He was fairly happy with the statutory paternity pay,

because he knew what he would be getting in advance and had been putting money aside to prepare for that time and for the baby generally.

We started planning as soon as we knew we were having a baby. We made sure we had enough put aside for everything and we managed ok.
(Statutory paternity pay only, Small employer)

He has since changed jobs and feels that his current employer would be less sympathetic towards requests for paternity leave. The good relationship with his previous boss was a key factor in enabling him to take the time off as he wanted to.

With regard to Transferable Maternity Leave, the respondent would only want to take time off if it was *at the same time* as his wife. If this were possible then he might take a month at the statutory rate (£106 per week). He has a supportive role at home; his wife writes instructions on what he needs to do, such as when to feed the baby. He does not think that his current employer would actually allow him to take a month off, as it is another small firm which has very strict regulations over holidays (for example, employees are not allowed to carry over days from the previous year, and they cannot take more than two weeks at any one time).

5. Gardener, two weeks' statutory leave, small employer

The respondent is currently self-employed and living with his partner and seven month old baby, but he was working for a small company as a gardener at the time when his baby was born. He took two weeks' paternity leave at the statutory rate, and handed in his notice while on leave, although the decision to become self-employed was not related to his family situation.

He was pleased to find out about paternity leave because it saved him taking any holiday; a friend told him about it a month before the baby was born. However, he was not able to spend any time at home with his girlfriend and baby because they were in hospital for two weeks, so he would have liked a bit more time off.

I could've done with more time off. I couldn't have afforded more time off but I could've done with more time off.
(Statutory paternity pay only, Small employer)

He was fairly happy with statutory paternity pay, and would have taken paternity leave even if it was unpaid because it was important to him to take that time off.

Well, I was getting paid for doing nothing really. I think realistically it's quite fair. It'd be nice to have more, but I think it's quite fair. It's more than I would've got for a week on the dole I think.
(Statutory paternity pay only, Small employer)

Now that he is self-employed, he has occasional days or weeks when there is not much work and he looks after the baby, which he is happy to do. Most of the time the baby goes to work with his partner at her riding stables though. Transferable Maternity Leave does not apply because they are both self-employed, but he would have been interested if they were both in employment, particularly because his partner was very keen to return to work and he would have liked the time at home.

I was working 10 to 12 hours a day when I was employed, and I would've missed a hell of a lot which I've seen – there's a lot I would've missed. And I would've been interested purely for the fact of having six months at home. Even with a baby around you can get so much done.

(Statutory paternity pay only, Small employer)

He thinks the statutory level of pay would put them off taking more than two or three months between them; they would need to receive around £250 per week in order to take longer. His employer would have allowed him to take the time off, but would not have been happy because it is a small company with only four employees and he would have needed to fill his position temporarily over that period.

6. Project manager for supermarket, two weeks statutory pay

The respondent took two weeks off work following the birth of his baby at statutory paternity pay. He had wanted to top-up this leave with two weeks annual leave, however he was unable to take this time off due to busy work schedule at that time. Overall, he feels that four weeks would be the ideal amount of time to take off following the birth of a child, although he was fairly satisfied with the amount of time he took and the level of pay received.

I would have liked my normal salary, but it weren't really a problem.

(Statutory paternity pay only, Small employer)

He would welcome Transferable Maternity Leave in as far as it would enable him to spend more time at home with his child. His partner actually returned to work after six months, so he would ideally like to be able to split the proposed 12 month leave period fifty-fifty. However, he changed his mind after considering the financial implications.

I reckon a month would be OK. Month, month and a half, two months, but if it was going to be any longer I'd probably want more pay basically from the Government.

(Statutory paternity pay only, small employer)

7. Accounts assistant, one week annual leave and two weeks' statutory paternity leave

The respondent lives with his wife and one year old child. He took a week's annual leave after the birth and then two weeks' paternity leave at the statutory rate towards

the end of the eight week period. He was happy with the length of time but would have liked to be able to split it up.

My wife would have liked [me to take] longer. I thought two weeks myself was long enough. I thought that was fine.
(Statutory pay only, Large employer)

However, he did find it difficult managing on the statutory rate of pay and says he feels hard done by. He had not planned financially for the period of leave, in part because he only found out about his entitlement from the HR department a week before the baby was born, and the lack of money came as a bit of a shock.

I didn't really realise how much of a difference it was until I actually got paid that month and had the wage slip and thought there's a problem here.
(Statutory pay only, Large employer)

He is quite receptive to the idea of taking Transferable Maternity Leave, and also says his wife would be keen.

Well my wife would definitely like that. ... I think as an initial period it might help her psychologically to leave the child with me and go back to work, and then at a later stage to be able to leave the child with somebody else, when he's a little older.
(Statutory pay only, Large employer)

He suggests she would take nine months and then he would take three months. However, it would not be feasible for them to do this at the statutory rate of pay, and he would want to receive at least 75 per cent of his current wage while on leave.

8. Software developer, two weeks' statutory paternity leave and two weeks' annual leave, small employer

The respondent works as a software developer for a small company. He took two weeks off at the statutory rate and topped this up with two weeks of annual leave. He felt that the ideal length of time would be three weeks, but it would have been difficult to manage financially at the statutory rate for any longer than two weeks.

It all boils down to the problem with the money that you get ... because I was just given the £100 per week, even if four weeks had been available I wouldn't have been able to take any more than the two weeks.
(Statutory paternity pay only, small employer)

The respondent planned for his paternity leave as soon as he found out that he was only entitled to around £100 per week, and therefore ensured that a 'full-time salary'

was available for the family. His employer was not proactive in telling him about his rights, so he researched it on the internet.

He thinks that Transferable Maternity Leave is a good idea in principle, but as things stand it would be economically unviable for him.

Obviously, it's something that I'd love to do. The more time I can spend at home the better. If [my partner] was in a better paid job, something that was even a little closer to what I earn, then it would probably be something that I would take.

(Statutory paternity pay only, small employer)

He feels that a guaranteed income around £250 per week would be needed in order for him to consider using some of his partner's maternity leave, but thinks the Government is unlikely to introduce this.

More paternity leave and more money for that paternity leave would help a lot. But that money's got to come from somewhere and ... if you were to turn around and say "yeah, we can do that, but it's going to bump your taxes up by so much" then I'd probably start complaining about that.

(Statutory paternity pay only, small employer)

9. Factory worker, 24 weeks' sick leave

The respondent works for a car manufacturer. He arranged to take two weeks off for the birth of his son six months in advance. However, his son was born 25 weeks premature and was critically ill. The respondent wanted to spend as much time at the hospital as possible supporting his wife and child but was unable to obtain official leave for this, and as a result his doctor signed him off with stress for two periods of 12 weeks.

I asked for paternity leave about six months in advance and got it but when he was born prematurely and I was at the hospital all the time, the only thing I could do was go to my doctor and get a sick note, which he was fine with. I got signed off work with stress for 12 weeks and then another 12 weeks later on. There was nothing my employer could do really.

(Full pay for some or all of leave, Small employer)

10. Quality control inspector, three days' paternity leave on just under full pay and two weeks' annual leave

The respondent lives with his wife and daughter. He took three days on 90 or 95 per cent of his wages and then two weeks' annual leave, and he had an extra day because his daughter was born over a bank holiday. He felt that two weeks at that rate would have been more appropriate, and if this had been offered then he may have added another two weeks' annual leave to the end and taken a full month.

I don't think the three days was enough. Two weeks at the equivalent of ninety, ninety five per cent of my wages would have been much more appropriate. It gives you more time to settle in with the new baby and get into a routine, whereas with three days it's like, boom, the three days are gone and you're back to work.

(Between statutory rate and full pay, Large employer)

He feels his employer has been quite supportive. He had told them in advance that he would be taking leave and discussed the options with the HR manager, and then arranged the exact details once the baby was born.

The firm that I work for was very amenable. I phoned them up on the Monday evening after she was born and explained that she'd been born over the weekend and they said come in on the Tuesday morning, we'll arrange that. They went through all the paperwork with me then and that was it – I went home and the paternity leave had started there and then.

(Between statutory rate and full pay, Large employer)

He thinks Transferable Maternity Leave is a good idea, but whether he used it would depend on their circumstances at the time. He earns more than his wife, which would be a consideration, and he also suspects that she would not want to give up any of her leave.

If she had the option to take a year she'd probably be loathe to give me any ... because she likes the time off work.

(Between statutory rate and full pay, Large employer)

If he did use it, he might take two months out of the 12 months, but he would want to receive around 75 per cent of his wage to make it feasible. Financial pressures make it unlikely that he would use any at the statutory rate. He thinks his employer would be quite amenable to him taking the leave.

11. Factory worker, three days on full pay and three weeks off sick

The respondent works in a factory for a large multinational organisation. He was entitled to three days' paternity leave on full pay, plus seven days at the statutory rate, but he was not happy with this and so took the first three days at full pay and then stayed off sick for three weeks in total. He was able to get a doctor's note because he had a long-standing injury that he could claim was causing problems. He said his place of work has a very strong union presence and, with a doctor's note, no one could prove he was not ill. He felt he was in the right because the employer's paternity leave provision was so poor.

[The statutory rate] makes no odds – it could just as well be nothing. It's just not worth it.

Three days at full pay is a nonsense. If I didn't have holidays or going sick, then I don't know what we would've done. I think an absolute minimum should be two or three weeks at full pay, regardless of who you are or where you work ... Because you come home with the baby and you think, 'Right, what do we do now?' And it took us about a week to get our heads round it and to know what to do.

(Full pay for some or all of leave, Large employer)

He says he would have loved to use Transferable Maternity Leave. He suggests his wife could have taken eight months and he would take the remaining four, although in practice thinks his wife might want to take more than the eight months herself. They have even discussed this already, though he says that she would have the final say regarding how the leave was divided. He currently takes quite a 'hands on' childcare role at home anyway because they both work shifts.

However, the current statutory rate (£106 per week) would make things difficult and they might not manage on this wage for twelve months, and he suggests that £150 per week would make a difference. He also thinks that large companies such as his own will resist the introduction of Transferable Maternity Leave. If it does become law then his company would have to comply, but he anticipates that they would do the absolute minimum required for employees.

12. Electronics worker, three days paternity leave on full pay plus annual leave

The respondent works for a large electronics manufacturer in Scotland. He was offered three days leave at full pay, with the option of taking two further weeks at the statutory rate. He felt the cut in pay that statutory leave would bring about would be damaging to the family and, as a result, chose to supplement his three days paternity leave with two weeks annual leave.

I was entitled to three days full paid. I could also opt to take an extra two weeks at £100 a week. But what I actually did was I kept two weeks of my annual leave back and actually used that as well. Basically, I couldn't survive on that amount of money. I'd need at least £300 a week.

(Some or all of paternity leave at full pay, Large employer)

Ideally, he would have taken one month off in total. But this option was not made available.

Extra time off at a higher rate of pay would have been helpful. But I just couldn't survive on £100 a week. I would have liked an extra couple of weeks to make the transition smooth.

(Some or all of paternity leave at full pay, Large employer)

He also feels that information about paternity leave was not made readily available by his employer.

I had very little instruction. Actually, I had to go looking for it. I knew from word of mouth from other people. But they didn't provide me with any sort of information.

(Some or all of paternity leave at full pay, Large employer)

13. Factory worker, one week paternity leave at full pay

The respondent negotiated his paternity leave with his line manager six months before the due date – he was verbally offered one week at full pay. He was not aware of the statutory right to two weeks paternity leave or the statutory level of wage replacement. But on the whole, he was happy with the amount of leave he had taken and did not state that he would have preferred to take longer than this.

I got a week off at my usual pay. I was happy with that, yeah. It seemed pretty good. I wouldn't have wanted much longer off though really, that did the trick. It just gave us a bit of breathing space.

(Some or all of paternity leave at full pay, Small employer)

I didn't know about this statutory leave, the £100 a week. No, that's new to me. I don't think I would have taken it though. It's not very much, is it, £100 a week.

(Some or all of paternity leave at full pay, Small employer)

14. Bank employee, one week paternity leave at full pay and one week annual leave

The respondent works in a sales role for a bank, working at least 60 hours per week, and he has largely been working from home for the past few years. He lives with his partner and their five month old baby. When his partner went into labour it was mid-week and he simply stayed off work for the rest of the week but was still 'on call'; then he took the next week as paternity leave on full pay and then one week's annual leave. He would have been able to take a second week's paternity leave at the statutory rate but chose to take a week's annual leave instead. He has a generous holiday entitlement so was quite happy with this, but if he had not had the holiday, he would have considered taking some time at the statutory rate because it was important for him to be there.

He feels his employer was quite flexible, as they would have allowed him to take the paternity leave at any time, and they allowed him a few days 'unofficial' leave around the time of the birth. The paternity leave was not regarded as 'proper' leave in that he was still in contact with his office throughout the period that he took off, but again he felt this was reasonable.

He thinks the principle of Transferable Maternity Leave is very good but does not think he would personally use it for several reasons. Firstly, because he is the higher earner and the family are currently living off his salary while his partner is on maternity leave (six months paid and six months unpaid). Secondly, with working from home, he can be a bit flexible about his hours and can help out when needed anyway. He also feels his partner would not like the idea of transferring some of her maternity leave to him, because she wants to take the full year and is enjoying being off work. Finally, he admits that he would prefer to be working than looking after the baby full-time and he likes the sociable aspect of his job.

He says his employer would reluctantly agree to fathers taking Transferable Maternity Leave, although it would be difficult to take long periods off work in the type of job that he has because of needing to reach quarterly sales targets.

15. Mechanic, one week's paternity leave at full pay and one week at 50 per cent, small employer

The respondent works for a local garage, where he has a good relationship with the owner. The garage had no paternity provisions in place and no one at the garage had taken paternity leave since the respondent had worked there, so he was able to negotiate his own paternity leave arrangement. He discussed taking paternity leave with the owner a few months before his child was born and it was arranged that he would take one week at full pay and one week at half of his usual pay.

I don't think he knew much about it all because no one had really taken it before, well in the time I'd been there anyway. But he was quite good about it and he knew I wanted to take time off at the start so we came to an arrangement. I wouldn't have wanted more than two weeks to be honest.

(Less than full pay but more than statutory, Small employer)

He was quite grateful that he had received two weeks leave, even though it was not all at full pay, and acknowledged that this had put a strain on his employer.

It's only a small garage you know, so I thought that was pretty decent. At least I got some time off. They haven't got that much money.

(Less than full pay but more than statutory, Small employer)

Although not against the idea of Transferable Maternity Leave, he does not think he would be likely to take this up himself, partly for economic reasons, but also due to the effect of taking a long period off on his career and domestic situation.

Yeah, I mean, it does sound like a decent idea ... but I can't see that I'd take it up. Well, it's not a lot is it, £106 a week and I think I'd probably go mad staying at home for a month ... It would be hard to go back to work

after that time as well. You wouldn't remember how to do your job, would you?

(Less than full pay but more than statutory, Small employer)

16. Public sector employee, two weeks at full pay

The respondent works as an aircraft engineer in a small team of specialists. He has other children already, the eldest of whom is 23. He was fully aware of his rights regarding paternity leave before the baby was born because they were set out in his contract. He booked his paternity leave five months in advance of the due date, and he was satisfied with this arrangement. The respondent found both his employer and colleagues very understanding in this period.

I could have been as flexible at work as possible ... as long as it's in say the first six months they'd let me take it.

(Full pay for some or all of leave, Large employer)

This respondent did not feel Transferable Maternity Leave would be applicable to his own situation, but he recognised a number of benefits in the policy.

It's definitely got some plus points ... A lot of ladies these days are independent; they have to work to make ends meet for the whole family ... It's got to help them, hasn't it.

(Full pay for some or all of leave, Large employer)

This respondent was the chief income earner in the household and he felt that the level of pay would have an impact, although it would not be a complete deterrent because they would be able to budget for the period, as long as his wife was also working full-time. He thinks that transferring two months would be a suitable amount, but it is essentially his partner's decision to make.

We're very fortunate that we're not in a position where she's got to go back to work so the option is entirely up to her ... You expect that they want to be spending all their time with [the children], but you don't know that for certain.

(Full pay for some or all of leave, Large employer)

17. GP, two weeks' paternity leave on full pay

The respondent and his wife are both GPs and have a fifteen month old child. He took two weeks' paternity leave and was happy with this amount of time. He felt his employer was supportive of him taking time off.

They were fine. Just told me which forms to fill out and I fired them through. ... My employers were the NHS so they're a fairly faceless bunch, but actually working in the General Practice setting, I was employed by the practice, but paid by the NHS.

(Some or all of paternity leave at full pay, Large employer)

He welcomed the flexibility that Transferable Maternity Leave would bring, but says whether he and his wife actually used it would depend on their circumstances at the time and which of them was in a more suitable position to take time off. Even if maternity leave is extended to twelve months, he does not think he would take more than a month himself, and this would have to be at full pay or close to full pay. He and his wife have agreed between them that he will be the main financial provider for the family and work longer hours, while she will work part-time.

Because of financial constraints and also just the whole system of losing touch with work, for me to take more than a month I'd find it very difficult to get back into the swing of it. ... I think it would lead to more stress if I actually took more time off purely because when I did go back to work I'd have to work harder just to catch up.

(Some or all of paternity leave at full pay, Large employer)

18. Teacher, two weeks paternity leave at full pay

The respondent is a mathematics teacher in a state school. He agrees that he received all the appropriate information about paternity leave in advance. He received two weeks' paternity leave at full pay and was happy with this, but he would have preferred to take one month off in total. The six week summer holiday started shortly after his paternity leave and this helped him bond with his family.

A couple of weeks longer would have been nice if it was offered, but to be honest with you, because I was having that long holiday so short after anyway, I did find it OK. The option of up to a month would be nice. I think if you're off for much longer than that, you'd find it hard to get back into [your work] after that.

(Some or all of paternity leave at full pay, Large employer)

19. Local government employee, two weeks' paternity and four weeks' annual leave

The respondent works for a local authority and has two children, aged 11 years and 15 months old. He arranged his paternity leave five months before the birth of his child and took six weeks off in total. This was made up of one week's paternity leave at full pay, one week at statutory pay and four weeks combining annual leave, bank holidays and time 'in lieu'.

I actually had six weeks off in total, because I saved up my annual leave and did a lot of extra hours. Staff were very good at letting me go off for hospital visits, I could just take the time. It was very good like that and the fact that I am working for a local council anyway, they are very good at flexitime and letting you have time off in lieu. The first week was at full pay, the second week was at statutory pay. Then I had annual leave, bank holidays and time that was owed.

(Full pay for some or all of leave, Large employer)

He was happy with the amount of time he had off, though he thinks it would be better if paternity leave could be split up so that the two weeks are taken at different times. The respondent found his employer and colleagues very supportive. He manages a small team and was in contact with them throughout the period that he was off work.

I had a mobile so I could be contacted at home, and email so I could comment on things and give ideas for work, so they could still keep in contact if necessary and as it turned out I actually went into work one day a week anyway.

(Full pay for some or all of leave, Large employer)

He would be happy to make use of Transferable Maternity Leave if the circumstances were right, because he enjoys spending time with the baby, and thinks he would like to take three out of the twelve months off.

My partner actually works on a Saturday so I have the baby all day and all to myself and it's great. So being able to take some time off and be a full-time dad would be wonderful."

(Full pay for some or all of leave, Large employer)

However, it would not be realistic in their current circumstances because his wife only works one day per week, and he earns considerably more than her. He feels he would need to receive full pay for the period that he had off work, and they would not be able to survive on £106 per week. He also thinks it would be difficult going back to work after a few months' break and that there might be some resistance from employers.

Things do change quite considerably. I know when female colleagues of mine have left to have babies, they come back after six months and everything that they have been working on has been and gone. ... Also, it's not part of the culture, it's not expected and it would be something completely new so there would be questions of 'Do you really need to take the leave?' Not a case of 'No you can't!' but 'Do you have to?'

(Full pay for some or all of leave, Large employer)

20. Web designer, two weeks' holiday (later reimbursed one week's paternity leave)

The respondent is a web designer for a large company (150 employees) and works from home two days per week. He lives with his partner and their seven month old daughter. He found out about his entitlement to two weeks' paternity leave at the statutory rate from a government website prior to the birth, but he chose to take two weeks' holiday instead because they could not afford for him to be paid £102 per week for two weeks. However, the company later introduced a new paternity leave policy and refunded him a week's holiday. He thinks the minimum rate at which he would have taken paternity leave would be £400 to £500 per week.

He was not happy with the length of time he had off after the birth and would have preferred to take at least a month, saying that two weeks is a very short space of time to get over the birth and get into a routine. Ideally he would like to take three weeks after the birth and then another three weeks later on within the first six months.

His wife was self-employed and earning slightly more than him prior to the birth, so he says they would be quite flexible about arrangements and he would consider part-time working in future. He is very supportive of Transferable Maternity Leave and would use it in future if entitled to, although as his wife is self-employed it may not apply to their situation. He says he would love to stay at home with the baby. He also welcomes the flexibility and the challenge to the traditional view of the family that the policy would bring.

Traditionally, with maternity leave, the idea of the family is still quite rigid – it assumes that the dad goes to work and the mum stays at home. And I think these days working patterns are quite flexible, and people's earning patterns are different, and I think to have a maternity policy that allows that level of flexibility is quite useful.

(Full pay for all or some of leave, Large employer)

As long as his wife was working, then taking the leave on the statutory rate would not be a problem; they have orientated their finances around one person working because they knew they wanted a family, so it would just be a straight swap. He thinks he would take three months of the transferable leave, although he would still be in touch with the office during this period and would probably work one day per week and go in for emergencies.

APPENDIX G QUANTITATIVE QUESTIONNAIRE

INTRODUCTION

Good morning / afternoon / evening. My name is ... from NOP Research. Please could I speak to ... (NAMED CONTACT – MOTHER)?

We are conducting a research study among the parents of babies aged between 3 months and 15 months about their experiences in the first year of their child's life, and how employers and the Government can help to make this period easier. We want to speak to fathers first of all, although we will be talking to mothers as well within the next month or so.

S1 Please could I speak with the father of your child aged between 3 months and 15 months?

ADD IF NECESSARY: The research is on behalf of the Equal Opportunities Commission and will feed into Government policy. My questions will only take around 15-20 minutes.

INTERVIEWER:

- If no partner resident, end interview (AND CODE "NO PARTNER RESIDENT")
- If more than one child aged 3 – 15 months in household, but with **different** fathers, ask to speak to the resident father
- If woman's partner is NOT the biological father of the child aged 3 – 15 months, but since the birth has had responsibility for the child's upbringing, we would like to speak to him
- All answers that they give will be treated in the strictest confidence, according to the Market Research Society's Code of Conduct. Information collected is for statistical purposes only, and we will not pass on their personal details to anyone else.
- We got your name and number from Emma's Diary, the information service for expectant mothers / mothers of young families, which you or your partner has registered with.
- If you have any questions about the research, you can contact ...

IF FATHER NOT AVAILABLE NOW, TAKE DETAILS OF BEST TIME TO CALL

ONCE THROUGH TO FATHER:

Good morning / afternoon / evening. My name is ... from NOP Research.

We are conducting a research study among fathers of babies aged between 3 months and 15 months about their experiences in the first year of their child's life, and how employers and the Government can help to make this period easier. The research is on behalf of the Equal Opportunities Commission, and will feed into Government policy. My questions will only take around 15-20 minutes.

ADD IF NECESSARY:

- All answers that you give will be treated in the strictest confidence, according to the Market Research Society's Code of Conduct. Information collected is for statistical purposes only, and we will not pass on your personal details to anyone else.
- If you have any questions about the research, you can contact

S2. May I continue with the interview now?

Yes	1	CONTINUE
No – inconvenient, call back	2	Take details of best time to call
No – refusal	3	CLOSE

SCREENER**ASK ALL**

- Q1.** Can I just check, do you have a child or children aged between 3 months and 15 months?

Yes	1	CONTINUE
No	2	CLOSE

- Q2.** And what was your work status at the time when your child or children aged between 3 and 15 months were born? Were you... READ OUT

Working full-time (that is, at least 30 hours per week)	1	CONTINUE
Working part-time (that is, less than 30 hours per week)	2	CONTINUE
In full-time education	3	CLOSE
Not working	4	CLOSE
Other DO NOT READ OUT	5	CLOSE

- Q3.** And were you working as an employee, or were you self-employed?
INTERVIEWER: IF RESPONDENT HAD MORE THAN ONE JOB, ASK ABOUT THEIR 'MAIN' JOB. THAT IS, THE JOB IN WHICH THEY WORKED THE MOST HOURS.

Working as an employee	1	CONTINUE
Self-employed	2	CLOSE

- Q4.** What was your job? Probe for job title.
WRITE IN.

- Q5.** What did you do in your job? Probe for qualifications, managerial duties, and number of staff responsible for. WRITE IN.

- Q6.** What did the establishment or site where you worked mainly make or do?
WRITE IN.

- Q7.** And can I just check, what was your age on your last birthday?

Under 18	1	RECRUIT TO QUOTA
18 – 24	2	
25 – 29	3	
30 – 34	4	
35 – 39	5	
40 – 44	6	
45 – 49	7	
50+	8	

SECTION 1 – HOME SITUATION .

I'd like to start by asking you a few questions about your home situation.

Q8. Are you currently... READ OUT. CODE FIRST THAT APPLIES

Married	1	
Or living with your partner as a couple?	2	
Other (SPECIFY) DO NOT READ OUT	3	
Refused DO NOT READ OUT	4	

Q9. How many children do you have in total?
INCLUDES CHILDREN FROM PREVIOUS RELATIONSHIPS

WRITE IN EXACT NUMBER		
-----------------------	--	--

ASK IF MORE THAN ONE CHILD AT Q9

Q10. What was the age of your oldest child on their last birthday? WRITE IN

_____ Years

Q11. How many children do you have aged between 3 months and 15 months?

WRITE IN EXACT NUMBER		
-----------------------	--	--

ASK IF MORE THAN ONE CHILD AGED 3 MONTHS – 15 MONTHS AT Q11

Q12. Are they...? READ OUT. CODE ONE ONLY.

Same ages (i.e. twins, triplets, etc)	1	
Different ages	2	
Don't know DO NOT READ OUT	3	

IF RESPONDENT HAS MORE THAN 1 CHILD AGED BETWEEN 3 MONTHS AND 15 MONTHS OF DIFFERENT AGES (CODE 2 AT Q12), READ OUT:

For the rest of the interview, please could you answer in terms of the youngest child[ren].

SECTION 2 – EXPERIENCES OF TAKING LEAVE .**ASK ALL**

Q13. Thinking of your [child / children]* aged between 3 and 15 months, did you take any time off work in the first eight weeks following their birth, in order to spend time with your new baby and / or to support your partner?

INTERVIEWER: THIS INCLUDES TIME OFF WORK TAKEN AS ANNUAL LEAVE, PATERNITY LEAVE, OR INFORMAL/UNPAID TIME OFF

Yes	1	
No	2	
Can't remember	3	

[*NB text sub acc to response at Q11]

ASK IF TAKEN ANY TIME OFF WORK AT Q13 (CODE 1)

Q14. How much time did you take off work in total in the first 8 weeks following the birth of your baby?

WRITE IN DAYS / WEEKS

_____ Day(s)		
_____ Week(s)		
Don't know	1	

- Q15.** I'm going to ask you about the different TYPES of leave that you took in the first 8 weeks after the birth.
READ OUT (a)-(c). CODE IF YES. MULTICODE OK.

a) Did you take any time off as PATERNITY LEAVE? That is, time off for new fathers provided by employers in addition to your annual leave entitlement?	1	
b) Did you take any time off as ANNUAL LEAVE?	2	
c) And did you take time off in another way? This might include time off agreed informally with your manager, time that you were owed for overtime, or sick days that you took in order to spend time with your partner or new baby.	3	
DK (DO NOT READ OUT)	4	

ASK IF TAKEN PATERNITY LEAVE (Q15 CODE 1)

- Q16.** a) How much time off did you take as PATERNITY LEAVE? ADD IF NECESSARY: That is, time off for new fathers provided by employers in addition to your annual leave entitlement.
WRITE IN DAYS / WEEKS

_____ Day(s)		
_____ Week(s)		
Don't know	1	

ASK IF TAKEN MORE THAN 1 DAY PATERNITY LEAVE

- b) Did you take this paternity leave in one block, or was it split up?

In one block	1	
Split up	2	
Don't know	3	

ASK IF TAKEN ANNUAL LEAVE (Q15 CODE 2)

- Q17.** a) How much time off, if any, did you take as ANNUAL LEAVE in the first eight weeks after the birth of your [child / children]?
WRITE IN DAYS / WEEKS

_____ Day(s)		
_____ Week(s)		
Don't know	1	

ASK IF TAKEN MORE THAN 1 DAY ANNUAL LEAVE

- b) Did you take this annual leave in one block, or was it split up?

In one block	1	
Split up	2	
Don't know	3	

ASK IF TAKEN OTHER TYPE OF LEAVE (Q15 CODE 3)

- Q18. a)** [Apart from paternity leave and annual leave, in what other / In what]* ways did you take time off work in the first 8 weeks, in order to spend time with your partner or new baby? Did you take...

READ OUT AND CODE EACH TYPE OF LEAVE TAKEN

Time owed or time 'in lieu' (e.g. for overtime)	1	
Time off that was agreed informally with your manager	2	
Sick days	3	
Other (SPECIFY)	4	
None (DO NOT READ OUT)	5	
Don't know (DO NOT READ OUT)	6	

[*Text substitute acc to whether taken paternity/annual leave or neither at Q14]

ASK FOR EACH TAKEN AT Q18(a).

- b)** How much time did you take?

	Day(s)	Week(s)	Don't know
Time owed or time 'in lieu' (e.g. for overtime)	_____	_____	1
Time off that was agreed informally with your manager	_____	_____	1
Sick days	_____	_____	1
Other (SPECIFY)	_____	_____	1

ASK FOR EACH, IF MORE THAN 1 DAY AT (b).

NOTE FOR CATI: (c) SHOULD APPEAR IMMEDIATELY AFTER (b) FOR EACH.

- c)** Did you take this time off in one block, or was it split up?

	In one block	Split up	Don't know
Time owed or time 'in lieu' (e.g. for overtime)	1	2	3
Time off that was agreed informally with your manager	1	2	3
Sick days	1	2	3
Other (SPECIFY)	1	2	3

ASK ALL

- Q19.** And did you change your working pattern or hours of work in any other way in order to spend time with your new baby?

IF NECESSARY, ADD: This could have been a temporary arrangement. DO NOT READ OUT. CODE ALL THAT APPLY

Reduced working hours	1	
Worked from home	2	
Did shift work	3	
Used flexitime	4	
Took time off on an occasional basis	5	
Condensed same number of hours into fewer days	6	
Other (SPECIFY)	7	
No, None of these	8	
Don't know	9	

FOR EACH CHANGE IN WORKING PATTERN (CODES 1 – 7)

- Q20.** You said you [INSERT CHANGE IN WORKING PATTERN FROM Q19]. Was this a permanent or temporary change?

Permanent	1	
Temporary	2	
Don't know	3	

ASK IF TEMPORARY AT Q20

Q21. How long did the change last?

Less than 1 month	1	
1 month, but less than 3 months	2	
3 months, but less than 6 months	3	
6 months, but less than a year	4	
A year or longer	5	
Don't know	6	

ASK IF TAKEN ANY PATERNITY LEAVE (Q15 CODE 1)

Q22. Please think again specifically about your paternity leave, that is time off for new fathers provided by employers in addition to your annual leave entitlement.

You say you took *[insert answer from Q16a]* days / weeks. Could you have taken more time off work as paternity leave, or was *[insert answer from Q16a]* days / weeks the maximum amount allowed for new fathers where you worked?

[NB IF 'DON'T KNOW' AT Q16a: "Could you have taken more time off work as paternity leave, or did you take the maximum amount allowed for new fathers where you worked?"]

Could have taken more time off as paternity leave	1	
It was maximum amount allowed	2	
Don't know	3	

Q23. How much of your *[insert answer from Q16a]* days' / weeks' paternity leave, if any, did you take at full pay?

INTERVIEWER: CODE 1 IF ALL AT FULL PAY

All at full pay	1	
None	2	
1 week	3	
2 weeks	4	
Other (SPECIFY)	5	
Don't know	6	

ASK ALL WHO HAVE TAKEN PATERNITY LEAVE AT Q15 CODE 1, EXCEPT IF ALL AT FULL PAY (CODE 1 AT Q23)

Q24. And for the paternity leave that was not at full pay, was this paid...? READ OUT

At a flat rate per week that was the same for all fathers where you work(ed)	1	
Or as a proportion or percentage of your salary?	2	
Unpaid (DO NOT READ OUT)	3	
Other (SPECIFY) (DO NOT READ OUT)	4	
Don't know (DO NOT READ OUT)	5	

ASK IF FLAT RATE / PERCENTAGE (CODES 1-2 AT Q24)

Q25. What was the [flat rate per week / percentage]? IF UNSURE, PROBE FOR BEST ESTIMATE

£ _____ per week	1	
_____ % of salary	2	
Don't know	3	
Refused	4	

ASK ALL WHO HAVE TAKEN PATERNITY LEAVE AT Q15

- Q26.** And do you know whether this was the government's set rate of paternity pay, was it your employer's own official policy, or was it an informal arrangement with your employer?

Government's set rate of paternity pay	1	
Employer's own official policy	2	
Informal arrangement with employer	3	
Don't know	4	

ASK IF TAKEN ANY TIME OFF WORK AT Q13

- Q27.** What were the main reasons why you chose to take time off work following the birth of your [child/children]? PROBE: What else?
DO NOT PROMPT. CODE ALL THAT APPLY

Important to be with partner / support partner	1	
Important to spend time with new baby	2	
Need to adjust to having a new baby at home	3	
Need to look after an older child / children	4	
Partner wanted me to take time off	5	
Illness of partner or baby	6	
It's the done thing / expected to	7	
Because I could	8	
Government offered time off / paternity leave	9	
Employer offered leave on full pay	10	
My employer / manager encouraged or promoted it	11	
Pay was sufficient to make it worthwhile	12	
Others take it	13	
Other (SPECIFY)	14	
Don't know	15	

ASK IF TAKEN ANY TIME OFF WORK AT Q13

- Q28.** Overall, how satisfied or dissatisfied were you with the length of time that you took off within the first 8 weeks of your [child / children]'s birth? Were you...
READ OUT.

Very satisfied	1	
Fairly satisfied	2	
Neither satisfied nor dissatisfied	3	
Fairly dissatisfied	4	
Very dissatisfied	5	
Don't know (DO NOT READ OUT)	6	

ASK IF SATISFIED (CODES 1-2)

- Q29.** (a) Why do you say that? DO NOT PROMPT. CODE ALL THAT APPLY.

Amount of time taken was sufficient / long enough	1	
Allowed me to spend time with my new baby	2	
Allowed me to be there for my partner/ support my partner	3	
I was pleased to return to work after taking leave	4	
Partner didn't need me to take any longer	5	
Pay was sufficient	6	
Employer topped up my pay	7	
Other (SPECIFY)	8	
Don't know	9	

ASK IF DISSATISFIED (CODES 4-5)

(b) Why do you say that? DO NOT PROMPT. CODE ALL THAT APPLY.

Didn't have enough time / needed longer	1	
Wanted to spend more time with baby	2	
Wanted to spend more time with partner	3	
Partner needed more support / still needs my support	4	
Couldn't afford to take more time	5	
Pay was insufficient	6	
Had to use up Annual Leave	7	
Other (SPECIFY)	8	
Don't know	9	

ASK IF TOOK TIME OFF WORK AT Q13

Q30. Do you feel that your partner would have preferred for you to take more or less time off work, or was she happy for you to return to work when you did?

Prefer I took more time off	1	
Prefer I took less time off	2	
Happy for me to return to work when I did	3	
DK (DO NOT READ OUT)	4	

ASK IF DID NOT TAKE TIME OFF WORK AT Q13

Q31. Why didn't you take any time off work following the birth of your [child / children]? PROBE FULLY AND CODE ALL THAT APPLY

Couldn't afford it financially	1	
Didn't want to spend time at home	2	
Not needed / no reason to	3	
Employer refused to allow it	4	
Thought employer would refuse	5	
Didn't feel I could ask employer for time off / Not fair on employer	6	
Too busy at work / presence at work is too important	7	
It's my partner's job	8	
Partner did not want me to	9	
Took time off when my wife was pregnant	10	
Felt uncomfortable looking after children	11	
Other (SPECIFY)	12	
Don't know	13	

Q32. Would you have liked to have taken time off work following the birth of your [child / children]?

Yes	1	
No	2	
Don't know	3	

Q33. Do you think your partner would have liked you to have taken time off work following the birth of your [child / children]?

Yes	1	
No	2	
Don't know	3	

ASK ALL

- Q34.** Thinking about the place where you worked when your [child / children] aged between 3 months and 15 months [was / were] born. How supportive do you feel the organisation that you worked for was towards fathers taking time off to spend with a new baby or to support their partner? Was it... READ OUT

Very supportive	1	
Fairly supportive	2	
Not very supportive	3	
Not at all supportive	4	
Don't know (DO NOT READ OUT)	5	

- Q35.** And how supportive was your immediate boss or line manager towards fathers taking time off to spend with a new baby or to support their partner? Were they... READ OUT

Very supportive	1	
Fairly supportive	2	
Not very supportive	3	
Not at all supportive	4	
Don't know (DO NOT READ OUT)	5	

SECTION 3 – POLICY CHANGES**ASK ALL. READ OUT**

All fathers are now entitled to time off work as paternity leave, as long as they have responsibility for the child's upbringing, they are the biological father of the child or the mother's partner, and they have been in their job for a certain length of time.

- Q36.** When did you personally find out about your right to take time off work as paternity leave? Was it... READ OUT

Before the baby was born	1	
After the baby was born	2	
Or did you not find out until now?	3	
Don't know (DO NOT READ OUT)	4	

ASK ALL WHO FOUND OUT ABOUT RIGHT TO PATERNITY LEAVE (CODES 1-2 AT Q36)

- Q37.** And how did you find out that you were entitled to take time off work as paternity leave? DO NOT PROMPT. CODE ALL THAT APPLY.

Employer / Manager	1	
Colleagues	2	
Staff handbook / contract	3	
Wife / partner	4	
Friends / Family	5	
Newspapers	6	
Internet / website	7	
Television	8	
Health visitor / doctor / nurse	9	
Other (SPECIFY)	10	
Don't know / Can't remember	11	

ASK ALL

- Q38.** Do you know how much pay fathers are entitled to per week, as part of the Government's statutory paternity leave policy? IF YES, ASK: How much?

Yes, £ _____ per week (WRITE IN)	1	
Yes, ___ % of full pay (WRITE IN)	2	
Yes, full pay	3	
No, don't know	4	

READ OUT:

The government's policy on paternity leave guarantees two weeks off work for new fathers within the first eight weeks after the birth of their child. The two weeks have to be taken together, otherwise the second week is lost. The rate of paternity pay guaranteed by the government will be £106 per week from April 2005.

- Q39.** Do you think the level of paternity pay of £106 per week is... READ OUT

About the right amount	1	
Too much	2	
Too little	3	
DK (DO NOT READ OUT)	4	

- Q40.** The rate of £106 per week for fathers on paternity leave is the same as the government pays to mothers on maternity leave after their first 6 weeks off work. Do you think that fathers should be paid the same rate, a lower rate or a higher rate than mothers?

Same rate	1	
Lower rate	2	
Higher rate	3	
DK (DO NOT READ OUT)	4	

- Q41.** And thinking about the length of paternity leave currently provided by the government's policy, do you think two weeks is ... READ OUT. CODE ONE ONLY

About the right length	1	
Too long	2	
Too short	3	
DK (DO NOT READ OUT)	4	

ASK IF TOO SHORT AT Q41

- Q42.** How much paternity leave do you think the government should provide for new fathers? WRITE IN

_____ Week(s)		
_____ Month(s)		
Don't know	1	

ASK ALL

- Q43.** Do you think that paternity leave should have to be taken in one block, or should it be split up so that you can take the two weeks at different times?
IF SPLIT UP, ASK: Should it be split up into two weekly blocks, or into days?

In one block	1	
Split into WEEKLY blocks	2	
Split into DAYS	3	
Other (SPECIFY)	4	
Don't know	5	

Q44. And when do you think fathers should be able to take this leave? Should it be... READ OUT

Within the first 2 months after birth	1	
Within the first 3 months	2	
Or within the first 6 months?	3	
Should not be a restriction (DO NOT READ OUT)	4	
Don't know (DO NOT READ OUT)	5	

Q45. (a) Regardless of whether you actually took paternity leave or not, could you say which of the following would be the LOWEST weekly rate at which you personally would have taken paternity leave? Would you have taken any leave...
READ OUT AND CODE FIRST THAT APPLIES. SINGLE CODE ONLY.

At £106 per week	1	
At £120 per week	2	
At £150 per week	3	
At £200 per week	4	
Other (SPECIFY) (DO NOT READ OUT)	5	
None of these (DO NOT READ OUT)	6	
Don't know (DO NOT READ OUT)	7	

ASK IF NONE/DON'T KNOW AT Q45(a)

(b) What do you think would be the lowest weekly rate at which you would have taken paternity leave? WRITE IN AMOUNT PER WEEK, IN POUNDS

£ _____ per week		
Would not take paternity leave	1	
Would only take leave at full pay	2	
Don't know	3	

ASK ALL

Q46. I'd like to ask about your partner's work situation at the time when she became pregnant. Prior to your partner's pregnancy was she ...?
READ OUT AND CODE FIRST THAT APPLIES

Working full-time (that is, 30 or more hours per week)	1	
Working part-time (between 16 - 29 hours per week)	2	
Working part-time (less than 16 hours per week)	3	
Looking after the family or home	4	
In full-time education	5	
Unemployed and actively seeking work	6	
Not working because of sickness or disability	7	
Other (DO NOT READ OUT)	8	
Don't know / Can't remember (DO NOT READ OUT)	9	

ASK IF PARTNER WORKING (CODES 1-3 AT Q46)

Q47. Is she currently on leave from this job?

IF YES: Is this maternity leave or another type of leave?
IF NO: Has she returned to work or left her job altogether?

Yes – on maternity leave	1	
Yes – other leave (SPECIFY)	2	
No – returned to work	3	
No – left her job	4	

ASK IF CODE 1 OR 3 AT Q47

Q48. ASK IF ON MATERNITY LEAVE (CODE 1): In total, how much time do you think your partner will take off work as maternity leave?

ASK IF RETURNED TO WORK (CODE 3): In total, how much time did your partner take off work as maternity leave?

_____ Months _____ Weeks		
Not returning to work	1	
Not yet decided	2	
Don't know	3	

ASK ALL. READ OUT:

Thinking about maternity leave. The government gives mothers 6 months' maternity leave, with the first 6 weeks being paid at 90 per cent of her salary, and the remainder at a flat rate per week. Mothers can also take a further 6 months' unpaid maternity leave if they have been in their job for a certain length of time.

Q49. The government is thinking of making some changes to this policy. Can you tell me to what extent you support or oppose each of these changes?

READ OUT

PROBE IF NECESSARY: Is that strongly support/oppose or slightly support/oppose?

- Extending the amount of paid leave that mothers get at £106 per week from 6 months to a year.
- Increasing the level of maternity pay from £106 per week to a higher flat rate of £150 per week.

Strongly support	1	
Slightly support	2	
Neither support nor oppose	3	
Slightly oppose	4	
Strongly oppose	5	
DK (DO NOT READ OUT)	6	

I am now going to read out some policy options concerned with leave for mothers and fathers with young babies.

Q50. The first option is "transferable maternity leave". This would mean that the mother could give up part of her maternity leave to the father, so that he was at home with the baby while she went out to work. Would you support or oppose this policy? PROBE: Is that strongly support/oppose or slightly support/oppose?

Strongly support	1	
Slightly support	2	
Neither support nor oppose	3	
Slightly oppose	4	
Strongly oppose	5	
Don't know	6	

Q51. And would you personally make use of transferable leave if you were entitled to it? ADD IF NECESSARY: Using transferable maternity leave would mean that you were at home with the baby while your partner went out to work.

Yes	1	
No	2	
Don't know	3	

ASK IF YES AT Q51

Q52. Why would you use it?
DO NOT PROMPT. CODE ALL THAT APPLY

Partner earns more than I do	1	
Important to share care between parents	2	
Partner earns a sufficient salary so that I could afford to take the time off	3	
Want to spend more time with baby	4	
Want time off work	5	
Employer encourages it	6	
Partner wants to return to work/ help partner return to work	7	
Other (SPECIFY)	8	
Don't know	9	

ASK IF NO AT Q51

Q53. Why would you not use it?
DO NOT PROMPT. CODE ALL THAT APPLY

Can't afford to	1	
Partner doesn't earn as much	2	
Partner wouldn't want me to/ prefers to care for child herself	3	
Would not want to stay at home with baby	4	
Prefer to go out to work	5	
Partner is better at childcare	6	
More important for a baby to be with its mother	7	
May damage my career	8	
Employer would be unwilling to allow it	9	
Want my partner to use her full leave entitlement	10	
Other (SPECIFY)	11	
DK	12	

ASK IF 'YES' AT Q51

Q54. (a) Suppose this policy of "transferable maternity leave" was available for up to 12 months in total and could be divided up between both parents however they wished to do so. How much leave do you think you yourself would take if it was offered at the following rates per week?

	Week(s)	Month(s)	None	Don't know
At £106 per week				
At £120 per week				
At £150 per week				
At £200 per week				

ASK IF NONE/DON'T KNOW TO ALL AT Q54(a)

(b) At what rate per week would you consider taking "transferable maternity leave"?

£_____ per week		
Would not take leave	1	
Don't know	2	

ASK IF GIVE A FIGURE AT Q54(b)

(c) And how much leave do you think you would take at this rate?

_____ Week(s)		
_____ Month(s)		
Don't know	1	

ASK ALL

- Q55.** (a) Another option is for the government to allocate one month of the mother's maternity leave, so that it could ONLY be taken by the father. If he did not take the leave, then it would be lost to the couple. What is the lowest weekly rate at which you would personally make use of this leave? READ OUT AND CODE FIRST THAT APPLIES.

At £106 per week (£459 per month)	1	
At £120 per week (£520 per month)	2	
At £150 per week (£650 per month)	3	
At £200 per week (£867 per month)	4	
Other (SPECIFY £___ per week) (DO NOT READ OUT)	5	
None (DO NOT READ OUT)	6	
Don't know (DO NOT READ OUT)	7	

ASK IF NONE/DON'T KNOW AT Q55(a)

(b) What do you think would be the lowest weekly rate at which you would consider making use of this leave? WRITE IN AMOUNT PER WEEK, IN POUNDS

£_____ per week		
Would not take leave	1	
Don't know	2	

ASK ALL

- Q56.** Are there any other working arrangements, either formal or informal, that might make life easier for you as the father of a young child? DO NOT PROMPT. CODE ALL THAT APPLY

Shorter working hours	1	
More flexibility / ability to change working pattern	2	
Paid time off if my child is ill	3	
More encouraging /sympathetic boss or line manager	4	
More encouraging / sympathetic employer	5	
Crèche / childcare at work		
Access to more information	6	
Other (SPECIFY)	7	
No, none	8	
Don't know	9	

ASK IF PARTNER WORKING BEFORE PREGNANCY (CODES 1-3 AT Q46)

- Q57.** Can I just ask, at the time when your partner became pregnant, were you earning MORE than her, LESS than her, or were you both on similar salaries?
SINGLE CODE ONLY

Earning MORE than partner	1	
Earning LESS than partner	2	
Both on similar salaries	3	
DK	4	
Refused	5	

ASK IF FATHER EARNING MORE THAN PARTNER (CODE 1 AT Q57) OR PARTNER NOT WORKING (CODES 4-7 AT Q46)

- Q58.** Do you think your decisions about the amount of leave you took following the birth of your child would have changed if you and your partner had been on similar salaries?
ASK IF YES: Would you have taken more leave or less leave?

Yes – more leave	1	
Yes – less leave	2	
No change	3	
Other (SPECIFY)	4	
DK	5	

ASK ALL, EXCEPT IF FATHER EARNING LESS THAN PARTNER (Q57 CODE 2)

- Q59.** Do you think your decisions about the amount of leave you took following the birth of your child would have changed if your partner had been earning MORE than you?
ASK IF YES: Would you have taken more leave or less leave?

Yes – more leave	1	
Yes – less leave	2	
No change	3	
Other (SPECIFY)	4	
DK	5	

SECTION 4 – ATTITUDES TO FATHERHOOD

ASK ALL

- Q60.** Now thinking more generally about paternity rights and your role as a father, please tell me to what extent you agree or disagree with each of the following statements:
ROTATE ORDER. READ OUT AND CODE ONE ONLY

- a) Before the birth of my [child/children], I had enough information about paternity leave
- b) I am as confident as my partner when caring for my [child/children]
- c) Going out to work and being the breadwinner is the most important aspect of being a father to me
- d) I would be happy to stay at home and care for my [child/children] on my own
- e) Women are naturally better than men at caring for children
- f) I would like to be more involved in the care of my [child/children] than I currently am
- g) At home, my role is more about supporting my partner than taking a ‘hands on’ child care role

Strongly agree	1	
Slightly agree	2	
Neither agree nor disagree	3	
Slightly disagree	4	
Strongly disagree	5	
DK (DO NOT READ OUT)	6	

- Q61.** Thinking about the place where you worked when your [child / children] aged between 3 months and 15 months [was / were] born, please say to what extent you agree or disagree with each of the following statements:

ROTATE ORDER. READ OUT AND CODE ONE ONLY

- a) In general, my employer was sympathetic towards employee requests for working flexibly around their family's needs
- b) Taking paternity leave at the birth of a child was encouraged where I worked
- c) I found my job less stressful than staying at home to look after my [child / children]
- d) My employer would have been supportive of fathers who wanted to take more than two weeks' paternity leave at the birth of a child

Strongly agree	1	
Slightly agree	2	
Neither agree nor disagree	3	
Slightly disagree	4	
Strongly disagree	5	
DK (DO NOT READ OUT)	6	

SECTION 5 – DEMOGRAPHICS

READ OUT

The next questions are background questions which will help us to better understand your responses. Your answers are entirely confidential.

ASK ALL

First of all, I'd like to ask you a few questions about the job that you were doing at the time when your [child / children] aged 3 to 15 months [was / were] born.

- Q62.** Which of the following best describes the job that you had? Was it ...
READ OUT – CODE FIRST THAT APPLIES

Permanent	1	
A fixed term contract	2	
Agency temping	3	
Casual work	4	
Other (SPECIFY)	5	
DK (DO NOT READ OUT)	6	

- Q63.** How many people work for your employer at the establishment or site where you work(ed)?
PROMPT WITH RANGES IF NECESSARY

Between 1 - 5 people	1	
Between 6 - 9 people	2	
Between 10 - 24 people	3	
Between 25 - 49 people	4	
Between 50 - 99 people	5	
Between 100 - 249 people	6	
250+ people	7	
DK (DO NOT READ OUT)	8	

- Q64.** On average, how many hours per week did you spend working in this job?
 INTERVIEWER: INCLUDE OVERTIME.
 IF UNSURE, PROBE FOR ESTIMATE AND PROMPT WITH RANGES

Less than 16 hours	1	
Between 16 – 29 hours	2	
Between 30 – 35 hours	3	
Between 36 – 40 hours	4	
Between 41 – 45 hours	5	
Between 46 – 48 hours	6	
More than 48 hours	7	
DK (DO NOT READ OUT)	8	

- Q65.** How long had you been employed by that organisation, before the birth of your [child / children]? IF UNSURE, PROBE FOR BEST ESTIMATE. ALLOW DK.

YEARS MONTHS

- Q66.** How much was your total salary, before tax, including any bonuses you received? You can give me an answer per year, per month or per week, whichever you prefer.

STRESS CONFIDENTIALITY IF NECESSARY, AND ADD: We are collecting this information to help us understand the different experiences of fathers at different levels of pay in order to assess whether this has any impact on our findings.

WRITE IN AMOUNT

AND CODE WHETHER

Per year	1	
Per month	2	
Per week	3	

IF REFUSED, PROMPT WITH RANGES:

Up to £2,999 pa / up to £249 per month / up to £57 per week	1	
£3,000 - £4,999 pa / £250 - £416 per month / £58 - £96 per week	2	
£5,000 - £9,999 pa / £417 - £833 per month / £97 - £192 per week	3	
£10,000 - £19,999 pa / £834 - £1,666 per month / £193 - £384 per week	4	
£20,000 - £29,999 pa / £1,666 - £2,499 per month / £385 - £577 per week	5	
£30,000 - £39,999 pa / 2,500 – £3,333 per month / £578 – 769 per week	6	
£40,000 - £49,999 pa / £3,334 - £4,166 per month / £770 - £961 per week	7	
£50,000 + pa / £4,167 + per month / £962 + per week	8	
REF (DO NOT READ OUT)	9	
DK (DO NOT READ OUT)	10	

- Q67.** And are you still working for the same organisation now?

Yes	1	
No, now working for a different organisation	2	
No, not currently working	3	

ASK IF NOT CURRENTLY WORKING (CODE 3 AT Q67)

- Q68.** Can I just check, what is your current main activity. Are you... READ OUT. CODE FIRST THAT APPLIES

In full-time education	1	
Unemployed and actively seeking work	2	
Looking after the family or home	3	
Not working because of sickness or disability	4	
Other (DO NOT READ OUT)	5	
Don't know (DO NOT READ OUT)	6	

ASK ALL

- Q69.** Please can you tell me what is your highest level of educational qualification or achievement?
PROMPT IF NECESSARY

INTERVIEWER: If respondent has other qualifications e.g. obtained abroad, please record whether they are from secondary or further / higher education

MA / PhD / MBA	1	
First Degree (e.g. BA, BSc)	2	
A-Levels / AS Levels	3	
GCSE / O Levels	4	
NVQ Level 4 or above, e.g. HNC, HND	5	
NVQ Level 3 e.g. City & Guilds advanced craft, RSA advanced	6	
NVQ Level 3 e.g. City & Guilds craft, GNVQ Intermediate	7	
NVQ Level 1, includes GNVQ foundation level, BTEC first certificate etc	8	
Other (SPECIFY) PROBE FOR QUALIFICATION / LEVEL	9	
No formal qualifications	10	

- Q70.** Finally, which of the following best describes you? READ OUT – CODE ONE ONLY

White British	1	
White Irish	2	
Other White Background	3	
Black Caribbean	4	
Black African	5	
Other Black Background	6	
Indian	7	
Bangladeshi	8	
Pakistani	9	
Other Asian Background	10	
Mixed Race	11	
Chinese	12	
Other ethnic group	13	
Refused (DO NOT READ OUT)	14	

- Q71.** This research programme will continue after this survey and we may need to talk to fathers again about this subject. Would you be happy to be re-contacted at a later date?

Yes	1	If necessary, take down preferred number to contact respondent on
No	2	

THANK AND CLOSE