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**EMPLOYMENT RELATIONS
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The Fourth Work-Life Balance
Employee Survey

**SARAH TIPPING, JENNY
CHANFREAU, JANE PERRY AND
CLARE TAIT**

NATCEN

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Please contact us at labourmarket.analysis@bis.gsi.gov.uk if you would like to receive regular email updates on our research, new publications and forthcoming events. Enquiries should be addressed to this e-mail address or to:

Labour Market Analysis Team
Department for Business, Innovation and Skills
Level 3, Abbey 2
1 Victoria Street,
London SW1H 0ET

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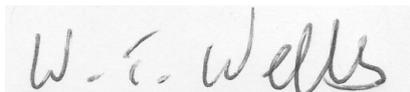
Foreword

This publication was produced in June 2012 and at this time the Department for Business, Innovation and Skills (BIS) leads work to build a dynamic and competitive UK economy by creating the conditions for business success, promoting innovation, enterprise and science and giving everyone the skills and opportunities to succeed. To achieve this, we will foster world-class universities and promote an open global economy.

Within the Department, the Labour Market Analysis team provides the evidence and information that underpins policy making and delivery in the Labour Market Directorate. This involves an extensive programme of analysis, research and evaluation on areas including domestic and European employment legislation; labour market flexibility and diversity; employment and industrial relations; and monitoring developments in Acas and other organisations in the employment relations area.

The project on which this report is based is funded under the Labour Market Analysis' research programme, and co-sponsored by the Government Equalities Office (GEO). The report provides the findings of the Fourth Work-life Balance (WLB4) Employee Survey, which was carried out in early 2011. It benchmarks key policy changes since the 2006 survey (WLB3), including the Work and Families Act 2006, that is the extension of the 'right to request' flexible working to parents of children under the age of 17 (2009) and to co-resident carers (2007).

We hope you find it of interest. Electronic copies of this and all other reports in our Employment Relations Research Series (ERRS) can be downloaded from the BIS website (we have discontinued publishing printed copies).

A handwritten signature in black ink that reads "W. E. Wells". The signature is written in a cursive style and is contained within a light grey rectangular box.

Bill Wells

Deputy Director, Labour Market Analysis
Department for Business, Innovation and Skills

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Contents

Foreword	iii
Glossary of abbreviations and acronyms	xiv
Glossary of terms	xv
Executive summary	1
Aims and objectives	1
Background	2
Headline findings	2
About this project	8
About the authors	9
1. Introduction	10
1.1 Background to the study	10
1.2 Aims and objectives	11
1.3 Methodology	12
1.4 Report content	16
1.5 Interpreting the results	16
2. Hours or work and annual leave	18
2.1 Introduction	18
2.2 Hours of work	18
2.3 Overtime	23
2.4 On call working	30
2.5 Satisfaction with hours of work	34
2.6 Annual leave	35

2.7 Summary	41
3. Work-life balance practices and policies	43
3.1 Introduction.....	43
3.2 Awareness.....	43
3.3 Perceived availability in the workplace.....	46
3.4 Take-up	58
3.5 Requests and outcomes.....	67
3.6 Who employers seem to prioritise	75
3.7 Summary	76
4. Attitudes to work-life balance	78
4.1 Importance of availability of flexible working arrangements	78
4.2 Consequences of working flexibly	84
4.3 Satisfaction with current working arrangements.....	90
4.4 Attitudes to work-life balance practices	92
4.5 Summary	97
5. Parents and carers	99
5.1 Characteristics of parents and carers.....	99
5.2 Working time disrupted by child(ren)'s illness	101
5.3 Antenatal appointments – fathers' leave arrangements	104
5.4 Parental leave	105
5.5 Time off for dependants	106
5.5 Childcare	107
5.6 Summary	110

6. The flexible worker	112
6.1 Introduction.....	112
6.2 Characteristics of flexible workers.....	112
6.3 Work-life balance of flexible workers.....	117
6.4 Employment relations of flexible workers	121
6.5 Attitudes by flexible worker status	122
6.6 Flexible working of employees without the legal right to request flexible working.....	124
6.7 Summary	127
References	129
Annex A: Methodology	130
Background	130
The sample.....	130
Cognitive testing of new questions.....	131
Pilot	132
Response rates	133
Weighting	135
Comparisons with previous surveys.....	136
How the analysis was conducted and tested	137
Annex B: Description of the sample	139
Annex C: Supplementary tables.....	144
Annex D: Multivariate output	398
Annex E: Correlations of take-up	402
Employment Relations Research Series.....	408
Tables and Figures	

Table 1.1 True response rates by sample type	15
Figure 2.1: Usual hours worked	19
Figure 2.2: Usual hours worked by flexible worker status	22
Figure 2.3: Flexible working practices related to long hours.....	23
Figure 2.4: Trends in the proportion of employees working paid/unpaid overtime ...	24
Figure 2.5 Reasons for working overtime, for those who worked overtime	26
Figure 2.6 Trends in the main reasons given for working overtime.	27
Figure 2.7 Reasons for working overtime, whether paid or unpaid.	28
Figure 2.8 Frequency of on call working.....	32
Figure 2.9 Average hours per calendar month spent on call	33
Figure 2.10 Satisfaction with working hours	34
Figure 2.11 Annual paid holiday entitlement (excluding bank holidays) for full and part-time employees	36
Figure 2.12: Reasons given for not taking full leave entitlement	39
Figure 3.1: Perceived availability of flexible working arrangements in employees' workplace	47
Figure 3.2: Number of flexible working arrangements perceived to be available in the workplace	57
Figure 3.3: Take-up of flexible working arrangements in the last 12 months.....	59
Figure 3.4: Requested changes to working arrangements	68
Figure 3.5: Outcome of requests to change working arrangements.....	70
Figure 3.6: Proportion of requests declined by type of change requested.....	71
Figure 3.7: Proportion of responses received by each form of communication	72
Figure 3.8: Who dealt with the employee's request for changes to their work arrangements	73
Figure 3.9: Reasons given by employees for not requesting changes to their work arrangements	74
Figure 3.10: Employee groups felt to be given priority in flexible working requests .	76
Figure 4.1 Importance of flexible working when initially deciding to take job by industry.....	80

Figure 4.2 Importance of flexible working - initially and now	82
Figure 4.3 Positive consequences of employee working flexibly	85
Figure 4.4 Negative consequences of employee working flexibly	86
Figure 4.5 Positive consequences of colleagues' working flexibly	87
Figure 4.6 Negative consequences of colleagues' working flexibly	88
Figure 4.7 Satisfaction with working arrangements	91
Figure 4.8: Attitudes to work-life balance practices	92
Figure 5.1 Arrangements made to cover disruption	102
Figure 5.2 Number of antenatal appointments attended	105
Figure 5.3 Forms of childcare support available.....	108
Figure 6.1: Flexible working practices by full- and part-time status	113
Figure 6.2: Levels of satisfaction with working hours: parents and joint parents/carers	118
Figure 6.3: Levels of satisfaction with working hours: mothers and fathers.....	119
Figure 6.4: Levels of satisfaction with current working arrangements: mothers and fathers	120
Figure 6.5: Relations between managers and employees by flexible working	121
Figure 6.6: Agree that employers have a responsibility to help people with work-life balance.....	122
Figure 6.7: Agree that employees who work flexibly create more work for others..	123
Figure 6.8: Agree that employees who work flexibly are less likely to get promoted	124
Figure 6.9: Take up of flexible working practices by entitled and non-entitled groups	125
Table A1.1 Fieldwork outcomes by sample type	133
Table A1.2 True response rates by sample type	134
Table A1.3 Weights produced for WLB4	136
Table B1.1 Comparison of WLB4 and the LFS	139
Table B1.2 Comparison of WLB4 and the LFS: Parents of 0-5 year olds.....	140

Table B1.3 Comparison of WLB4 and the LFS: Parents of 6-17 year olds.....	141
Table B1.4 Comparison of WLB4 and APMS: Carers	143
Table C2.10 Reasons for not taking leave	195
Table C3.9 Perceived flexible working practices available in the workplace - Work reduced hours for a limited period.....	225
Table C3.10 Perceived flexible working practices available in the workplace - Work flexitime	229
Table C3.11 Perceived flexible working practices available in the workplace - Job- share	233
Table C3.12 Perceived flexible working practices available in the workplace – Compressed working week	237
Table C3.13 Perceived flexible working practices available in the workplace – Work only during school-term.....	241
Table C3.14 Perceived flexible working practices available in the workplace – Work from home on a regular basis	245
Table C3.15 Perceived flexible working practices available in the workplace – Work annualised hours.....	249
Table C3.16 Number of flexible working arrangements perceived to be available in the workplace – none, 1 or more.....	253
Table C3.17 Number of flexible working arrangements perceived to be available in the workplace – 0 to 2, 3 or more	257
Table C3.18 Take-up of flexitime working	261
Table C3.19 Take-up of flexitime working among parents	264
Table C3.20 Take-up of flexitime working among carers	265
Table C3.21 Take-up of regularly working from home.....	266
Table C3.22 Take-up of regularly working from home among parents.....	269
Table C3.23 Take-up of regularly working from home among carers.....	270
Table C3.24 Take-up of part-time working in last 12 months	271
Table C3.25 Take-up of part-time working among parents	274
Table C3.26 Take-up of part-time working among carers	275
Table C3.27 Take-up of annualised hours working	276

Table C3.28 Take-up of annualised hours working among parents	279
Table C3.29 Take-up of annualised hours working among carers	280
Table C3.30 Take-up of school term-time working	281
Table C3.32 Take-up of school term-time working among carers	285
Table C3.33 Take-up of compressed hours working	286
Table C3.34 Take-up of compressed hours working among parents	289
Table C3.35 Take-up of compressed hours working among carers	290
Table C3.36 Take-up of temporarily reduced hours working	291
Table C3.37 Take-up of temporarily reduced hours working among parents	294
Table C3.38 Take-up of temporarily reduced hours working among carers	295
Table C3.39 Take-up of job-share working	296
Table C3.40 Take-up of job-share working among parents.....	299
Table C3.41 Take-up of job-share working among carers.....	300
Table C3.42 Made a request to change regular working arrangements in the past 2 years	301
Table C3.43 Outcome of request to change working arrangements in last two years	305
Table C3.44 Communication of outcome of request	309
Table C3.45 Reason for not making request to work change working arrangements	313
Table C4.1 Importance of availability of flexible working arrangements when initially deciding to work for employer	318
Table C4.2 Importance of availability of flexible working arrangements when initially deciding to work for employer - parents	322
Table C4.3 Importance of availability of flexible working arrangements when initially deciding to work for employer - carers	323
Table C4.4 Importance of availability of flexible working now	324
Table C4.5 Importance of availability of flexible working now - parents	328
Table C4.6 Importance of availability of flexible working arrangements now - carers	329

Table C4.7 Satisfaction with current working arrangements	330
Table C4.8 Attitudes towards work-life balance: It is not the employer's responsibility to help people balance their work and life	334
Table C4.9 Parents' attitudes towards work-life balance: It is not the employer's responsibility to help people balance their work and life.....	338
Table C4.10 Attitudes to work-life balance: Having more choice in working arrangements improves workplace morale.....	339
Table C4.11 Parents' attitudes towards work-life balance: Having more choice in working arrangements improves workplace morale	343
Table C4.12 Attitudes to work-life balance: People who work flexibly create more work for others.	344
Table C4.13 Parents' attitudes towards work-life balance: People who work flexibly create more work for others.	348
Table C4.14 Attitudes to work-life balance: People who work flexibly are less likely to get promoted.	349
Table C4.15 Parents' attitudes towards work-life balance: People who work flexibly are less likely to get promoted.....	354
Table C5.1 Characteristics of parents by age of child	355
Table C5.2 Characteristics of carers by type of responsibility	359
Table C5.3 Whether working time disrupted by child's illness in past 3 months.....	362
Table C5.4 Arrangements when working time disrupted due to child's illness in past 3 months	366
Table C5.5 Whether father took time off for antenatal appointments	371
Table C5.6 How many antenatal appointments were attended and how time off was taken (fathers)	372
Table C5.7 Parental leave in past 12 months.....	373
Table C5.8 Time off to care for dependants in past 12 months.....	376
Table C5.9 Type of childcare support provided by employer	380
Table C6.1 Flexible working by full-time employees	387
Table C6.2 Flexible working by part-time employees	391
Table C6.3 Flexible working by full-time employees who do not have the legal right to flexible working.....	395

Table D1.1 Results of logistic regression - characteristics associated with full-time flexible working.....	398
Table D1.2 Results of logistic regression - characteristics associated with part-time flexible working.....	400
Table D1.3 Results of logistic regression - characteristics associated with flexible working of full-time employees without the legal right to flexible working	401
Table E1.1 Correlation of take up of flexible working arrangements	402
Table E1.2 Correlation of take up of flexible working arrangements by parents.....	404
Table E1.3 Correlation of take up of flexible working arrangements by carers.....	406

Glossary of abbreviations and acronyms

AML	Additional Maternity Leave
BIS	Department for Business, Innovations and Skills
CATI	Computer-assisted telephone interviewing
ERWS	Employment Rights at Work Survey
LFS	Labour Force Survey
MPRS	Maternity and Paternity Rights Survey
NatCen	National Centre for Social Research
RDD	Random Digit Dialling
SIC	Standard Industrial Classification
SMP	Statutory Maternity Pay
SOC	Standard Occupation Classification
SPP	Statutory Paternity Pay
TOIL	Time off in lieu
TPS	Telephone Preference Service
TU	Trade Union
WLB	Work-life balance
WLB1	First Work-Life Balance Study
WLB2	Second Work-Life Balance Study
WLB3	Third Work-Life Balance Employee Survey
WLB4	Fourth Work-Life Balance Employee Survey

Glossary of terms

Annualised hours	Where the number of hours an employee has to work is calculated over a full year, e.g. instead of 40 hours a week, employees are contracted to work 1,900 hours per year (after allowing for leave and other entitlements).
Compressed hours	Where an employee works full-time hours over a fewer number of days in their working week. For example, working a 40 hour week over four days, or working a nine-day fortnight (also called compressed working week (CWW)). This is not the same as shift-working.
Flexitime	Where an employee can vary their start and finish times but have an agreement to work a set number of hours per week or per month. This may be informally or formally agreed.
Job-share	This is a type of part-time working where a full-time job is divided, usually between two people. The employees sharing the job work at different times, although there may be a changeover period. Sharers each have their own contract of employment and share the pay and benefits of a full-time job on a pro rata basis.
Non-flexible worker	One of the categories of 'flexible worker status', this is an employee who does not work (or has not done in the past 12 months) any of the eight flexible working arrangements.
Part-time work	Defined for this survey as working less than 30 hours a week.
Part-time worker	One of the categories of 'flexible worker status', this is an employee who works (or has done so in the past 12 months) on a part-time basis.
Reduced hours for a limited period	Where an employee has an agreement to cut their hours for a set period of time (e.g. a month, six months) and then return to their original working hours.
Term-time working	Where an employee works only during school term times.
Working from home	Situation where an employee regularly works all, or some of, their time at home.

Executive summary

The Fourth Work-Life Balance Employee Survey was conducted in early 2011. It found that the majority of employees were satisfied with their hours and current working arrangements. Levels of awareness of the right to request flexible working were high; 75 per cent of all employees, 73 per cent of employees with non-childcare caring responsibilities and 79 per cent of parents were aware of the right, rising to 82 per cent for parents of young children.

Flexitime, working from home and part-time working were the forms of flexible working most commonly taken up by employees. The views of employees regarding flexible working were generally positive. The vast majority of employees agreed that having more choice in working arrangements improves morale (90 per cent), although over one third (35 per cent) thought that people who work flexibly create more work for others. The availability of flexible working was important for just over two in five employees (41 per cent) when they made their decision to work for their current employer. Those with flexible working arrangements were more likely to work long hours, suggesting that such practices facilitate greater labour market involvement.

Around three out of every ten parent employees reported some disruption to their working time due to child illness in the last three months. This was most commonly dealt with by taking leave (47 per cent), followed by working flexibly (30 per cent). Even among those without a flexible working arrangement, 17 per cent were able to respond to their child's illness by working flexibly.

Aims and objectives

The main aims of the Fourth Work-Life Balance Employee Survey were:

- To ascertain the demand for work-life balance practices and employee perceptions of the availability of such practices in their workplace.
- To assess take-up of work-life balance practices including reasons for non-take-up (e.g. impact on job security and promotion).
- To ascertain employees' views on both the benefits and detrimental effects of flexible working.
- To ascertain employees' views on the impact of work-life balance practices, including the impact on employee commitment, and the employment relations climate.
- To examine entitlements and take-up of paid annual leave and other forms of emergency and parental leave.
- To explore weekly working hours in terms of number of hours worked, paid and unpaid overtime and number of days off.

Background

The Department for Education and Employment carried out the first Work-Life Balance Survey (WLB1) in 2000. It was used to assess how far employers operated work-life balance practices and whether employees felt that existing practices met their needs. The first survey was followed up in 2003 by a second survey of employees (WLB2) and by a third in early 2006. The fourth Work-Life Balance Survey (WLB4) was carried out in early 2011. It benchmarks key policy changes since the 2006 survey including the Work and Families Act 2006, that is the extension of the 'right to request' flexible working to parents of children under the age of 17 (2009) and to co-resident carers (2007).

Headline findings

Working hours

Employees were asked to report the usual number of hours they worked per week in their main paid job, excluding meal times, overtime and any on call working. On average, employees worked 34 hours in a usual working week. Seventy-four per cent of employees usually worked 30 hours or more per week, with six per cent working over 48 hours. Twenty-six per cent of employees worked less than 30 hours per week.

There were a number of notable differences in the number of hours worked between particular groups of employees. Unsurprisingly, working less than 30 hours per week was more common among women (40 per cent), but also among those aged under 25 (39 per cent) and those aged 60 or over (40 per cent), those without managerial responsibilities (33 per cent) and those in routine/manual/intermediate occupations (36 - 37 per cent). Working more than 48 hours per week was more common among men (ten per cent), those with higher qualifications (15 per cent among those with a postgraduate degree), those with higher incomes (24 per cent of those with an income of £40k or higher), those working in the private sector (seven per cent) and those in male dominated workplaces (ten per cent).

Those with flexible working practices were more likely to work longer hours than those without (ten per cent compared with six per cent among full-time employees), suggesting that such practices facilitate greater labour market participation. Working longer hours was particularly notable among full-time employees who regularly worked from home (18 per cent working more than 48 hours), and part-time employees who worked flexitime and those who had had temporarily reduced hours (19 per cent and 34 per cent respectively working 35 to 40 hours).

Overtime

Forty-eight per cent of all employees reported that they had worked overtime in a usual week, 44 per cent stated whether this was paid, unpaid or both. Of these employees, half (49 per cent) were not paid for working overtime. Working unpaid overtime was predominantly driven by workload demands. It was more common among those with higher qualifications (81 per cent of those with a postgraduate degree and 60 per cent among those with a degree), higher levels of personal

income (82 per cent of those with incomes of £40k or more), those in managerial positions (63 per cent), full-time employees (54 per cent), and public sector workers (62 per cent).

Paid overtime was driven by workload demands and the desire to make more money. Working paid overtime only was more common among part-time employees (49 per cent), private sector workers (42 per cent), those working in manufacturing (55 per cent) and in distribution, retail, hotels, and restaurants (56 per cent).

On call working

Seventeen per cent of employees said they were required to work on call in their current job. On call working was more common among men (21 per cent), those with high personal earnings (24 per cent of those with income of £40k or more), full-time employees (19 per cent), those with managerial responsibilities (24 per cent) and those with flexible working (22 per cent among those working full-time).

Employees who spent longer on call, typically spent a smaller proportion of that on call time actually working. On call employees who were solely based in the workplace spent fewer hours on call in total than those with less workplace contact when on call.

Annual leave

The mean number of paid holidays (excluding bank holidays) varied by the number of hours worked; full-time employees reported an average of 27 days' paid leave and part-time employees reported an average of 21 days of annual leave.

Among full-time employees, those who are older, employees in managerial and professional occupations, those who had been with their employer longer, those with flexible working and employees on a permanent contract tended to have greater leave entitlement. Differences were also evident by industry. Among part-time employees, however, higher personal income and trade union membership were linked with greater entitlements.

Not all employees used their full leave entitlement, with only 76 per cent doing so. Men (73 per cent), those on a higher income (59 per cent), those working full-time with a flexible working arrangement (69 per cent) and those with higher qualifications (68 per cent) were among those less likely to use full entitlement. The largest single reason given by employees for not using full leave entitlement was 'work pressures' (34 per cent). The majority of employees (70 per cent) who had not taken their full leave entitlement were compensated by their employer (most often by carrying the entitlement forward).

Right to request and availability of flexible working

The majority of employees (75 per cent) were aware of the right to request flexible working, with awareness, unsurprisingly, being more common among parents (79 per cent). Awareness was also higher among those in managerial/professional occupations (85 per cent) with particularly low awareness among those in routine or manual occupations (64 per cent).

Availability of flexible working

Part-time working was the most commonly available form of flexible working (reported by 80 per cent of employees), followed by temporarily reduced hours (56 per cent) and flexitime (48 per cent).

The availability of many forms of flexible working was most commonly reported by women, those with higher qualifications, those in managerial/professional occupations, public sector employees, trade union members or those whose pay and conditions were agreed between the employer and a union.

There were notable differences by industry. Employees in public administration, education and health and those within banking, insurance, professional and support services most commonly reported the availability of flexible working. The reverse was true for those in manufacturing and construction.

The availability of flexible working was more likely to be reported among those employees in workplaces where there was a relatively equal gender split or the employees were mostly women.

Take up of flexible working

Flexitime, working from home and part-time working were the forms of flexible working most commonly taken up by employees (taken up by 49 per cent, 44 percent and 40 per cent of those where it was available to them, respectively).

The take up of many forms of flexible working was more common among women, parents, those with higher qualifications, those in the public sector and trade union members. However, the patterns of take up for part-time working, reduced working hours and job share were somewhat different in some respects, such as being more likely among those in routine or manual occupations and employees who are not trade union members.

Less than a quarter of employees (22 per cent) had requested a change to their working arrangement in the last two years, most commonly a change to when they work, including number of days (35 per cent) or a reduction in hours (23 per cent). Women, parents and carers were most likely to have made a request (with 28, 27 and 30 per cent doing so, respectively). In the majority of cases, the request was accepted (79 per cent) and the outcome communicated face to face (76 per cent).

Those who had not requested a change to their working arrangement typically had not done so for personal reasons, such as being happy with their current arrangement (84 per cent). However, there was a proportion (15 per cent) who had not done so due to reasons related to the business/employer, which may be real or perceived.

Importance of flexible working

The majority of employees were satisfied with their current working arrangements (85 per cent, with 37 per cent very satisfied). High levels of satisfaction were more

common amongst those working part-time (45 per cent very satisfied) and those with other flexible working arrangements (46 per cent of part-time, flexible employees and 40 per cent of full-time, flexible employees were very satisfied).

The availability of flexible working was important or very important for 41 per cent of employees when they made their decision to work for their current employer. When asked about the importance to them now (at the time of the interview), 57 per cent of employees reported that the availability of flexible working was very or quite important to them now.

Flexible working was, both when taking the job and at the time of the survey interview, more important to women, employees who were parents and those with caring responsibilities. Among these groups, 32-33 per cent thought that the availability of flexible working was very important when they made their decision to work for their employer and 40-42 per cent thought it was very important at the time of the interview. It was also most important to those actually working part-time or having some other flexible working arrangement at the time of the interview.

The gender differences in the importance of flexible working were significant across all employees, among parent employees and among those with caring responsibilities.

There were also significant differences by industry. The availability of flexible working was least important to those in the manufacturing and construction industries.

Consequences of flexible working

The main advantages of flexible working for those who had done so were an increase in the amount of free time (cited by 24 per cent), increased time spent with family (18 per cent), improved work-life balance (17 per cent) and greater convenience (14 per cent). Nearly half (48 per cent) of those working flexibly did not feel that there were any negative consequences of doing so. Lower pay was the most frequently cited negative consequence (18 per cent).

Those employees who mentioned one or more flexible working arrangements being available in their workplace were then asked if any of their colleagues worked in these ways and if so, asked to comment on the positive and negative consequences for them of their colleagues working flexibly. Over half of employees with colleagues working flexibly did not think that this had positive or negative consequences for them personally (55 per cent and 57 per cent, respectively). However, a better working atmosphere (14 per cent) and staff flexibility (seven per cent) were most frequently cited as positive consequences. A lack of interaction between staff (nine per cent), colleagues being unavailable (nine per cent) and increased workload (eight per cent) were the most commonly cited negative consequences.

These views were echoed in the attitudes of all employees towards work-life balance practices. The vast majority of employees agreed that having more choice in working arrangements improves morale (90 per cent). However, around one third of all employees (35 per cent) thought that people who work flexibly create more work for others.

Around one quarter of employees (26 per cent) thought that it was not the employers' responsibility to help people balance their work and life. This was more common among those employees with no qualifications (36 per cent), in routine and manual occupations (33 per cent) and those with low household incomes (31 per cent among those with an income of less than £15k). These groups were also less likely to view the availability of flexible working as important and more likely to agree that people working flexibly create more work for others.

Around one third of employees (32 per cent) believed that people working flexibly were less likely to get promoted. This view was most commonly held by those not working flexibly (38 per cent), men (37 per cent), those in routine and manual occupations (36 per cent), those in managerial and profession occupations (33 per cent) and those in the private sector (35 per cent).

Parental leave

By law parents are entitled to take unpaid leave of up to 13 weeks to look after their child within the first 5 years after the birth. Only 11 per cent of parents with children under six had taken parental leave. This may reflect a lack of need to use this entitlement or their ability/preference to use other paid options to accommodate parenting responsibilities.

By law an employee can take unpaid leave at short notice during working hours when a dependant falls ill or is injured or because of unexpected disruption or incident during their care. Almost one in five employees had taken time off for a dependant in the last 12 months. This was most common among parents and those with caring responsibilities. Those employees who had been with their employer less than 12 months were less likely to take this.

Around three out of every ten parent employees (29 per cent) reported some disruption to their working time due to child illness in the last three months. This was more common among the parents of younger children (34 per cent) and lone parents (35 per cent) or dual-earner parent couples (30 per cent). It was least common among those parents in routine or manual occupations (22 per cent). The issue was most commonly dealt with by parents taking some form of leave (with or without arranging alternative childcare). Those without a flexible working arrangement (40 per cent), trade union members (42 per cent) and those in the public sector (34 per cent) were most likely to take leave.

Thirty per cent of parents with an ill child responded by working flexibly (including home working) and this was more common among men (35 per cent), those in managerial/professional occupations (35 per cent) and private sector employees (36 per cent). Even among those without a flexible working arrangement, 17 per cent were able to respond to their child's illness by working flexibly.

Around half of employees with children aged under six (54 per cent) said that the father had taken time off to attend antenatal appointments. This was more common in households with higher income (65 per cent of those employees on household with income in excess of £45,000) and dual earner families (60 per cent). Most commonly the fathers took additional paid leave (39 per cent), annual leave (29 per cent) or time off in lieu (24 per cent) to attend these.

Childcare

Over half of parent employees (57 per cent) worked for employers who provided no support with childcare, with one third (33 per cent) receiving financial support and one tenth (ten per cent) workplace childcare. Some form of support was more commonly reported among employees with higher qualifications (55 per cent of those with degrees and 57 per cent of those with postgraduate degrees), with managerial responsibilities (49 per cent), in higher occupational groups (55 per cent of those in managerial/professional occupations) and with higher income (56 per cent of those with a household income of £45,000 or above). The provision of some form of support was also associated with working in the public sector (59 per cent), being a trade union member (50 per cent), having longer service (46-48 per cent among those with five years service or more) and working in larger workplaces (63-66 per cent among those working for employers with 250 or more employees). It was less common among those working in certain industries: manufacturing, construction, distribution, retail hotel and restaurant industries (23-30 per cent).

Flexible workers

Part-time employees were more likely than their full-time counterparts to take up all other forms of flexible working where available. The most common form of flexible working for both groups was flexitime.

Working flexibly was more common among full-time employees who were older (aged between 40 and 49), were parents or carers, had higher qualifications, higher incomes and had managerial responsibilities. Working flexibly was also more likely among trade union members, those full-time employees with contracts of employment, those working in professional occupations, in large workplaces and in the public sector. Once other factors were accounted for using multivariate analysis, flexible working for full-time employees is positively associated with being older, well educated, in a professional occupation, working in a mixed gender or female-dominated workplace and in industries outside manufacturing and distribution, retail, hotels and restaurants.

Among part-time employees, working flexibly in other ways was more likely among higher earners, those with managerial responsibilities, trade union members, those in managerial and professional occupations and in the public sector. Unlike full-time employees, part-time employees were more likely to work flexibly if they were in male-dominated workplaces. Multivariate analysis showed that, among part-time flexible workers, working in male-dominated workplaces and the public sector were positively associated with working flexibly once other factors were controlled for, as was higher personal income.

For parent employees (who were not carers) and those who were both parents and carers, satisfaction with working hours varied significantly according to their flexible working status. Levels of satisfaction were higher amongst part-time working parents and lower for those working full-time (including full-time flexible workers). This was true for both mothers and fathers and those employees with joint parent/caring responsibilities. Satisfaction with current working arrangements varied according to the type of flexible working undertaken by the employee. Part-time flexible workers had highest levels of satisfaction of all the groups. This was true when looking at all

employees and for the following sub-groups: mothers, fathers and parents who did not have additional caring responsibilities.

Employees with flexible working were more likely than employees without flexible working to report good working relations between employees and managers within their workplace. Full-time flexible workers were more likely (64 per cent) than part-time flexible workers (50 per cent) and non-flexible workers (54 per cent) to agree or strongly agree with the statement 'It's the employer's responsibility to help people balance their work with other aspects of their life'.

Employees who are neither parents nor carers do not currently have the legal right to request flexible working. Unsurprisingly, rates of flexible working among this group were lower than those for parents or carers.

Full-time employees without the legal right to request flexible working were more likely to work flexibly if they were older (46 per cent of those aged 40 to 49), had higher qualifications (62 per cent of employees with a postgraduate degree), were higher earners (60 per cent of those who earned £40,000 or more), were trade union members (44 per cent) and in managerial or professional occupations (48 per cent). They were also more likely to work flexibly if they worked in the public sector (52 per cent), in mixed gender workplaces (44 per cent) and had a contract of employment (37 per cent). Controlling for other factors, the findings of the multivariate analysis confirmed that, among full-time employees without a legal right to request flexible working, being well educated, in better paid employment, working in a female dominated or mixed gender workplace and working in the public sector were significant predictors for flexible working.

About this project

This research was carried out as part of the Department for Business, Innovation and Skills (BIS) Employment Relations Research Series. The report presents findings from the Fourth Work-Life Balance Employee Survey (WLB4), conducted in early 2011 amongst individuals aged 16 and over living in Great Britain and working as employees. Individuals who were self-employed or proprietors were not eligible for the survey. The survey included a boost of employees that were parents and employees with non-child caring responsibilities. The research was carried out by the National Centre for Social Research (NatCen) using Computer-Assisted Telephone Interviewing (CATI). A total of 2,767 telephone interviews were conducted in February and March of 2011.

The data from this survey will be archived with the UK Data Archive www.data-archive.ac.uk/. An accompanying technical report containing details of the sample design, survey protocols and questionnaire, will be published alongside the data.

Some comparisons are made in this report between findings from WLB4 and previous Work-Life Balance Surveys. These findings should be treated with caution due to changes over years in methodology and question wording.

About the authors

Sarah Tipping and **Clare Tait** are Research Directors at NatCen. Sarah works as a Survey Statistician and specialises in sample design and weighting methods. Clare works in the Income and Work Team, specialising in survey research around employment and all aspects of income. **Jenny Chanfreau** is a Senior Researcher (Analyst) in the Income & Work team at NatCen and works on quantitative analysis projects. **Jane Perry** is a freelance research associate working with NatCen on a number of analytical projects.

1. Introduction

1.1 Background to the study

In 2000, the Government launched the *Work-Life Balance Campaign* aimed at employers to promote the benefits of flexible working for all employees. This campaign aimed to promote flexible working for all types of employee, and was not specifically aimed at individual groups such as parents or carers.

The Employment Act (2002) introduced the right for employees with a child aged five or under (18 or under for disabled children) to request flexible working, with their employer having the duty to consider this request. This 'right to request' was extended in the Work and Families Act (2006) to include employees caring for sick or disabled adult household members (effective from 2007) and parents of children under the age of 17 (effective from 2009).

The following sets out the current provisions relating to work-life balance:

Maternity rights. Employed mothers are entitled to 52 weeks of statutory maternity leave (26 weeks' ordinary maternity leave and 26 weeks of additional maternity leave which starts after ordinary maternity leave). Since April 2007, pregnant employees who meet qualifying conditions based on their length of service and average earnings are entitled to receive from their employers up to 39 weeks Statutory Maternity Pay (SMP), which is paid at 90 per cent of a mother's full pay for the first six weeks and a flat rate (currently £135.45) for the remaining 33 weeks. Maternity allowance is also available to low-paid mothers and self-employed mothers, providing they meet certain criteria, and is paid at the flat rate for a period of 39 weeks.

Paternity rights. Employed fathers who have been with their employer a minimum period are entitled to up to two consecutive weeks of paternity leave and Statutory Paternity Pay (SPP) to care for their baby or to support the mother in the eight weeks after the birth. Statutory Paternity Pay is paid at the same flat rate paid to mothers. This applies to both biological and adoptee fathers. Since April 2011, after the survey was conducted, Additional Paternity Leave and Pay (APL&P) has been introduced allowing fathers up to 26 weeks' leave if their partner is returning to work, of which up to 13 weeks can be paid.

Adoptive rights. An eligible employee who is adopting a child is entitled to 52 weeks of adoption leave, comprising 26 weeks ordinary adoption leave and a further 26 weeks' additional adoption leave. During the ordinary adoption leave, employees who meet qualifying conditions based on their length of service and average earnings are entitled to receive from their employers up to 39 weeks Statutory Adoption Pay (SAP), which is paid at the same flat rate as maternity pay.

Parental leave entitlements. Employed parents with a child aged under five have the right to unpaid parental leave if they have at least one year of continuous service with their employer. This allows them to take up to 13 weeks of leave before their child's fifth birthday or the fifth anniversary of the adoption placement with the

employee (or their 18th birthday if that occurs first). Employed parents with a disabled child aged under 18 have the right to take up to 18 weeks of leave before the child's 18th birthday.

Parents and carers' right to request flexible working. Employees have the right to ask for a flexible working pattern if they have worked for their employer for 26 weeks and have parental responsibility for a child aged under 17 (or under 18 if the child has a disability), or have adult caring responsibilities for a close relative or someone within the household. There have been two key changes since the last Work-life Balance Survey of Employees: the extension of the right to request flexible working to include employees with adult caring responsibilities from April 2007, and the inclusion of employees with children aged six to 16 in April 2009 (previously eligibility was restricted to those with children aged under six).

Time off for dependants in an emergency. Employees have the right to a reasonable amount of unpaid time off work to deal with emergencies involving a 'dependant'. This includes spouses, partners, children, parents, or anyone living in the household as a member of the family. A dependant may also be anyone who reasonably relies on the employee for help in an emergency. The right does not include an entitlement to pay.

The first Work-Life Balance Survey (WLB1) was conducted in 2000 and used to provide baseline measure of the availability of work-life balance practices and whether employees felt that existing practices met their needs. The second and third surveys conducted in 2003 and early 2006 examined changes during this period.

As noted above, there have been a number of significant changes in provision since then. However, there has been little information available to assess their impact, in particular the right for co-resident carers to request flexible working, as noted in the report *Work and Families Act 2006 Evaluation Report* (2010).

The Fourth Work-Life Balance survey (WLB4) was carried out in early 2011. As such it plays an important role in developing our understanding of how the changes introduced by the Work and Families Act are influencing employees' working arrangements, whether they take up these opportunities and their general awareness of what is available to them in the workplace. In light of the more recent announcement of plans to further encourage flexible working arrangements (including the extension of the right to request flexible working to all employees), this survey provides baseline figures about the current use of flexible working arrangements in Britain, against which the impact of any policy changes can be assessed.

1.2 Aims and objectives

The main aims of WLB4 were:

- To ascertain the demand for work-life balance practices and employee perceptions of the availability of such practices in their workplace.
- To assess take-up of work-life balance practices including reasons for non-take-up (e.g. impact on job security and promotion).

- To ascertain employees' views on both the benefits and detrimental effects of flexible working.
- To ascertain employees' views on the impact of work-life balance practices, including the impact on employee commitment, and the employment relations climate.
- To examine entitlements and take-up of paid annual leave and other forms of emergency and parental leave.
- To explore weekly working hours in terms of number of hours worked, paid and unpaid overtime and number of days off.

1.3 Methodology

This section gives an overview of the methodology used to conduct WLB4. Further details are given in Annexes A and B and in a technical report to accompany the survey, which will be published on the UK Data Archive¹ alongside the dataset.

Sample design

The sample for WLB4 comprised a core sample plus two boost samples. The core sample was designed to be representative of all employees (that is, individuals who were not self-employed or proprietors) aged 16 years or over and living in Britain. The two boost samples each covered an employee sub-group of specific interest, namely: working parents of children aged 0-17 years and employees with non-child caring responsibilities.

The survey was conducted using Computer-Assisted Telephone Interviewing (CATI) and administered by interviewers from NatCen's Telephone Unit. A sample of telephone numbers was generated using Random Digit Dialling (RDD). This is an efficient method of producing a random sample of telephone numbers and ensures non-listed numbers and households that have signed up to the Telephone Preference Service are included. Phone numbers covered all regions across Britain.

The sample was split into core and boost telephone numbers prior to being issued to interviewers. For numbers flagged as core sample, interviewers were instructed to screen for households with employees aged 16 or over. For numbers flagged as boost sample, interviewers were instructed to screen for employees who were aged 16 or over and were either a carer or a parent.

Questionnaire development

The WLB4 questionnaire was based on that used for WLB3. The questionnaire was modified and a number of new questions were added to allow the specific aims of the 2011 survey to be addressed. The questionnaire was split into the following sections:

¹ www.data-archive.ac.uk/.

- Section A: Background information
- Section B: Hours of work
- Section C: Work-Life Balance Practices and Policies
- Section D: Holidays and Time off work
- Section E: Carers
- Section F: Childcare
- Section G: About your employer
- Section H: About your job
- Section I: About you

Section A covered the questionnaire introduction and background information such as parent and carer status. This information was needed to route the employee to relevant questions later in the interview.

Section B covered the usual hours worked by employees, whether they worked paid or unpaid overtime, and if so, the amount they worked and the reasons for working overtime. It also covered details about any on call working and whether they were satisfied with their working hours. This section also collected information on the length of time the employees had worked for their employer, whether they had a written contract and whether their job was permanent or temporary.

Section C covered work-life balance practices and policies. This section asked employees whether they were aware of the right to request flexible working, whether they were satisfied with their current working arrangements, and whether they had made any requests to change their normal working arrangement. If so, employees were asked how they made the request, who dealt with it, whether it was agreed to and whether they had appealed the decision. Section C then went on to ask what working arrangements were available at the employees' place of work, whether they worked any of these arrangements and the positive and negative consequences of doing so. The working arrangements of colleagues were also asked about, along with the consequences for the employees of these. Employees were asked why they used particular working arrangements, or why they did not make use of them, whether they would like any of these arrangements and whether their job could be done by someone working any of these arrangements. The final questions in this section covered employee attitudes. Employees were asked whether they felt their employers treated everyone the same when responding to requests to work flexibly, whether they did enough to promote work-life balance for their employees, and how important the availability of flexible working was to employees.

Section D covered holidays, time off in an emergency and parental leave. Employees were asked whether they had taken time off at short notice to deal with an emergency involving a dependant, how much time they had taken and the reasons for taking different types of leave (for example, as paid or unpaid leave).

They were also asked about parental leave and leave for antenatal appointments. Finally, they were asked about their paid holiday entitlement and the holiday they had taken in their last leave year.

Section E asked employees about their caring responsibilities. This section included questions on whether the employee cared for an adult and if that adult lived with them. Section F concerned childcare. Employees were asked whether their employer provided any form of childcare.

Section G asked about the employer: whether relations between employees and their managers was good, the gender mix of their workplace and whether they agreed to statements such as the extent of employer responsibilities for their employees' work-life balance and the impact of flexible working on the workplace.

Finally, Sections H and I collected more information about the employee's job and personal characteristics.

The full questionnaire is included in the technical report for this survey.

New questions were tested using cognitive methods. The Questionnaire Development and Testing Hub (QDT Hub) at NatCen reviewed and cognitively tested 30 questions between September and October 2010 to test how the questions worked with the survey population. These questions collected information on:

- identifying employees with significant parental responsibilities;
- the extent employees feel they have control over the hours they work;
- employees' working arrangements when they make requests to change their working patterns;
- the outcome of requests to change the way employees work and how employees are informed of initial and appeal decisions;
- perceptions of equality of opportunity at the workplace to request flexible working;
- the range of flexible working practices available at the workplace and the impact of colleagues working in this way on the employee;
- the need and take up of dependant leave;
- the need and take up of parental leave;
- how working fathers arrange leave to attend antenatal appointments; and
- how working parents manage child care arrangements for their children.

The findings from the cognitive testing fed into the development of the final WLB4 questionnaire.

The new questionnaire was piloted to provide information on the interview length, consider the flow of the questionnaire, identify areas for improvement in question wording or interviewer instructions and highlight any routing issues. The piloting was carried out after the cognitive testing to allow new questions to be incorporated. Thirty CATI interviews were conducted by interviewers from NatCen's Telephone Unit as part of the pilot.

Fieldwork

Fieldwork was carried out in the February and March of 2011. Table 1.1 shows the true response rates for the core and boost samples. The true response rate is calculated as the number of achieved interviews divided by the total number of eligible households. This includes households with known eligibility, plus the estimated number of eligible households at numbers where interviewers could not establish eligibility. For example, 46 per cent of households in the core sample with known eligibility were eligible, hence 46 per cent (4,332) of the 9,479 households in the core sample with unknown eligibility were assumed to be eligible. Therefore the total number of eligible households in the core sample was estimated to be 8,441 (4,332 + 4,109) and the true response rate for the core sample was 22 per cent (1,873 divided by 8,441).

Table 1.1 True response rates by sample type

Estimated true response rate	Total (core + boost)	Core Cases	Boost Cases
Issued cases	65000	31823	33177
Invalid and non-residential numbers	27114	13353	13761
Total with known eligibility	18393	8991	9402
Number of ineligible	11195	4882	6313
Number of eligible	7198	4109	3089
<i>% eligible</i>	39%	46%	33%
Total with unknown eligibility	19493	9479	10014
Number of unknown eligible likely to be eligible	7628	4332	3290
Estimated total number eligible (those with known eligibility plus estimated number with unknown eligibility)	14826	8441	6379
Number of productive interviews	2765	1873	892
<i>Estimated true response rate</i>	19%	22%	14%

¹ Two partials were included in the final dataset: The final dataset contains 2767 cases - 1874 core and 893 boost.

Source: WLB4 2011

Interviewers conducted 2,767 interviews in total. This broke down as 1,874 core sample interviews plus 893 additional boost interviews. The boost interviews were combined with similar employees from the core sample during analysis. The combined samples gave 829 carers and 1,373 parents of children aged 0-17.

Weights

The survey required weights to adjust for differential selection probabilities of individuals within households and non-response to the survey. A set of weights were generated for analysis of the core and boost samples. The aim is to reduce non-

response bias resulting from differential non-response to the interview by age, sex, Standard Industry Classification (SIC) and sector. The weights were generated using calibration methods. More details are given in Annex B.

1.4 Report content

Chapter 2 explores hours of work and annual leave. It looks at the usual hours worked by employees, levels of employee satisfaction with their hours, overtime and on call working, and annual leave entitlement and take-up.

Chapter 3 provides an analysis of employee awareness of the right to flexible working. The perceived availability and take-up of flexible working practices is examined. It then looks in more detail at employee requests to flexible working and their outcomes.

Chapter 4 examines employees' attitudes to flexible working. It explores how important flexibility was when employees initially took up their jobs and how important it is to them now. It looks at the consequences of flexible working arrangements on employees and their colleagues. Employees' satisfaction with their current working arrangements is explored. The chapter closes by examining wider attitudes to flexible working.

Chapter 5 focuses on parents and carers. It explores the use of parental leave, time-off for children's illnesses and father's time off for antenatal appointments. It examines time-off taken for dependants in emergencies and closes with an examination of childcare support available to parents through their employers.

Chapter 6 examines the flexible worker in more detail. It identifies the defining characteristics of flexible workers and looks at levels of satisfaction of flexible workers with their employment relations and work attitudes. It concludes with an investigation into the take up of flexible working arrangements by full-time employees who do not have a legal right to flexible working.

1.5 Interpreting the results

The tables in the report contain the total number of unweighted cases in the whole sample, or in the particular group being analysed, and the base for different columns (e.g. employees working different hours). The base for the tables include all eligible respondents (i.e. all respondents or all respondents who were asked a particular question), minus missing cases. Therefore, while the base description might be the same across several tables (e.g. all part-time employees), the base sizes might differ slightly due to the exclusion of missing cases. Due to rounding, percentages may not add up to exactly 100 per cent. In some instances key breaks have been collapsed due to small sample sizes. Where this occurs, it is flagged in the table footnotes in the appendix.

Unless stated otherwise, when differences are reported in the text, these differences are statistically significant, at 95 per cent confidence interval or above. These

differences are shaded in the tables. The following symbols have been used in tables:

- [] to indicate a percentage based on fewer than 50 unweighted cases
- * percentages based on fewer than 25 unweighted cases are not shown
(blank) to indicate that no respondents gave that answer
- 0 to indicate a percentage value of less than 0.5 per cent.

2. Hours of work and annual leave

2.1 Introduction

Working Time Regulations state that an adult employee cannot be forced to work more than 48 hours per week; for those aged 15-17 and over compulsory school age, working hours are limited to 40 hours per week. In addition employees have a statutory entitlement to 28 days of paid leave per year (which may include public holidays).

This chapter investigates hours of work and annual leave. It starts by discussing the 'usual hours of work' reported by employees and levels of employee satisfaction with their hours. Overtime and amount of time spent on call are then examined, before looking at annual leave entitlement and take up.

All reported differences are statistically significant unless otherwise stated.

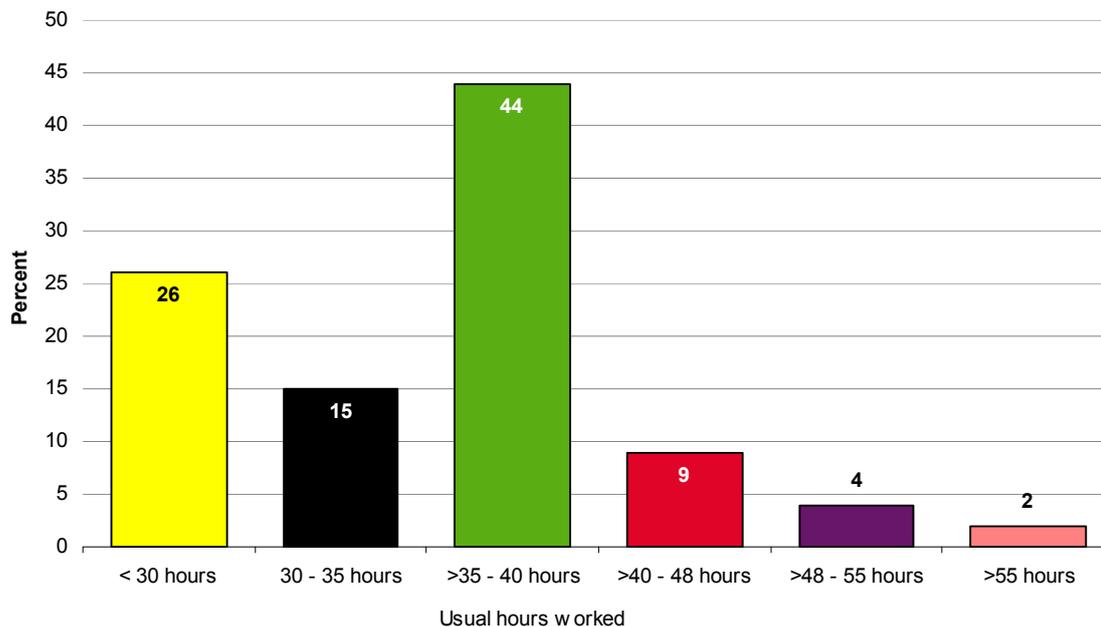
2.2 Hours of work

Employees were asked to report the 'usual number of hours' they worked per week in their main paid job excluding meal times, overtime and any on call working. On average, employees worked 34 hours in a usual working week. Just under half (44 per cent) worked more than 35 and up to 40 hours and around a quarter (26 per cent) worked up to 30 hours. Nine per cent of employees worked 40 to 48 hours in a usual working week, six per cent worked more than 48 hours, with two per cent working more than 55 hours. Figure 2.1 shows a breakdown of usual hours worked².

² The distribution was compared with figures from quarter 1 of the Labour Force Survey, which covers the same reporting period as WLB4. While there are some differences in the actual figures, the overall patterns are very similar, with the majority of employees working more than 35 and up to 40 hours per week (LFS = 33 per cent, WLB4 = 44 per cent), followed by employees working fewer than 30 hours per week (LFS = 29 per cent, WLB4 = 26 per cent). Only a small proportion in either group worked more than 55 hours per week (LFS = four per cent, WLB4 = two per cent). It should be noted that there were some differences in question wording between the two surveys (LFS included on call working in their totals).

Figure 2.1: Usual hours worked

Base: All employees



Unweighted base: 1,867
Source: WLB4 2011

Employees working fewer than 30 hours per week were split evenly between those working 20 to 29 hours and those working fewer than 20 hours; hence 13 per cent of all employees worked fewer than 20 hours per week.

There were significant differences in the usual number of hours worked by employee's sex, age, level of highest qualification, income (both personal and household), flexible worker status, managerial responsibilities, socio-economic group, industry, sector and gender make up of the workplace (Table C2.1 in Annex C). These differences are described in more detail below.

- Men were more likely to work long hours. One in ten (ten per cent) male employees worked more than 48 hours per week, compared with two per cent of female employees. Women were more likely to work part-time, with 40 per cent women working fewer than 30 hours per week, compared with 13 per cent of men.
- Younger (under 25 years) and older (60 years or over) employees were more likely to work part-time, with 39 per cent of younger employees and 40 per cent of older employees doing so. Employees aged 50 to 59 years were most likely to work longer hours; 11 per cent of employees in this age group worked more than 48 hours in a usual week, compared with one per cent of employees aged under 25.

- Long hours were associated with higher qualification levels. Fifteen per cent of employees with a postgraduate degree worked more than 48 hours in a usual week, compared with three per cent for employees with no qualifications, GCSEs only or A levels.
- Higher incomes were also associated with longer hours. Twenty-four per cent of employees with a personal income of £40,000 or more worked more than 48 hours in a usual week, compared with less than one per cent of employees earning below £10,000.
- Employees with managerial responsibilities were less likely to work part-time. Fifteen per cent worked fewer than 30 hours per week, compared with a third (33 per cent) of employees without managerial responsibilities.
- Professional and managerial employees were less likely to work part-time. Fourteen per cent of these employees worked fewer than 30 hours per week, compared with 37 per cent of employees from intermediate and 36 per cent of routine and manual occupations.
- Employees in the private sector were more likely to work longer hours. Seven per cent of private sector employees worked more than 48 hours in a usual working week, compared with four per cent of public sector employees.
- Employees in manufacturing were much more likely to work full-time, with 83 per cent of employees in this industry working between 35 and up to 48 hours in a usual week. Employees in distribution, retail, hotels and restaurants were most likely to work part-time, with nearly half (46 per cent) working less than 30 hours.
- Employees in male dominated workplaces were most likely to work full-time or do long hours (ten per cent work more than 48 hours per week, 12 per cent work fewer than 30 hours per week), followed by employees in workplaces where the gender split is roughly equal (six per cent worked more than 48 hours per week, 27 per cent worked fewer than 30 hours per week) and employees in female dominated workplaces (three per cent worked more than 48 hours per week, 38 per cent worked fewer than 30 hours per week).

In summary, working longer hours (more than 48 hours per week) was more common among men, those with higher qualifications, those with higher incomes, those working in the private sector and those in male dominated workplaces. Working fewer than 30 hours per week was more common among women, those aged under 25 and those aged 60 or over, those without managerial responsibilities and those in routine, manual and intermediate occupations.

There were also differences by flexible worker status. These are discussed more fully below.

The association between 'usual hours' and flexible worker status was investigated separately for full and part-time workers. Employees were considered to be flexible workers if they did at least one of the following:

- Worked **part-time** (fewer than 30 contracted hours per week) in the past year³
- **Worked only during school term-time**
- **Job-shared**, where a full-time job is divided between 2 or more people and they work at different times
- Worked **flexitime**, where the employee has no set start or finish time but an agreement to work a set number of hours per week or per month
- Worked **reduced hours for a limited period**, where the employee has an agreement to cut their hours for a set period of time such as a month or six months
- **Worked from home on a regular basis**, where the employee works all or some part of the time from home as part of their working hours
- **Worked a compressed working week**, where the employee works their contracted hours over a fewer number of days
- **Worked annualised hours**, where the number of hours the employee has to work is calculated over a full year rather than a week or month

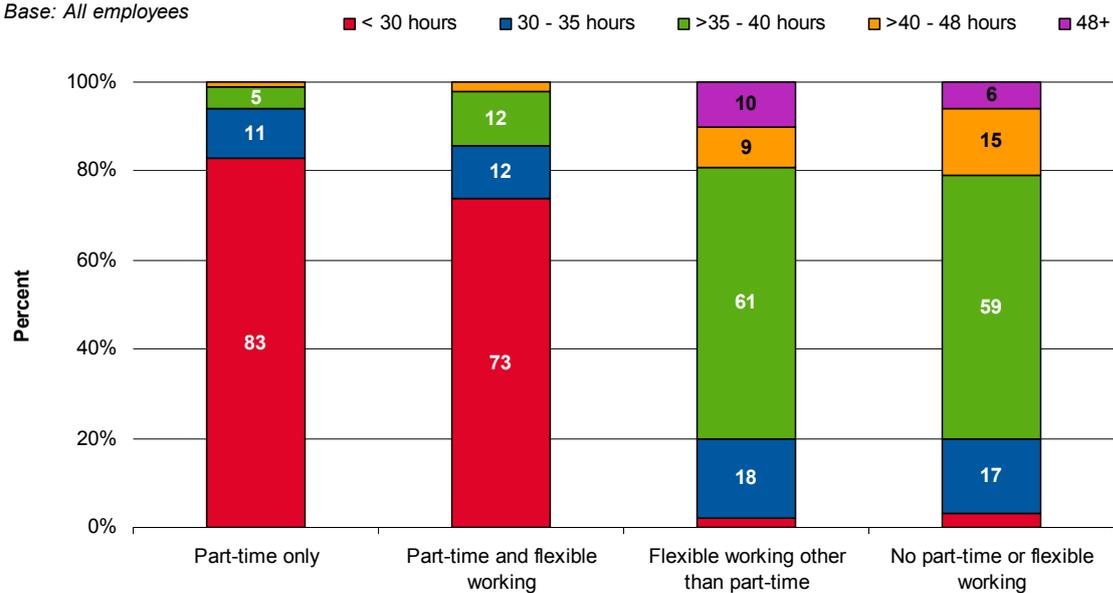
Employees working full-time but with flexible working practices (i.e. employees who had listed any of the above flexible working practices other than part-time hours) were more likely to work 48 hours or more in a usual working per week. Ten per cent of this group did so, compared with six per cent of those without flexible working.

Part-time workers with other, additional, flexible working practices were more likely to work longer hours than part-time workers without additional flexible working practices. Flexible workers with contracted part-time hours were more likely to work more than 35 and up to 40 hours in a usual week; 12 per cent worked these hours, compared with five per cent of contracted part-time workers without flexible working. This is shown in Figure 2.2.

³ There is no specific definition of part-time hours. This definition was used to retain measurement consistency.

Figure 2.2: Usual hours worked by flexible worker status

Base: All employees



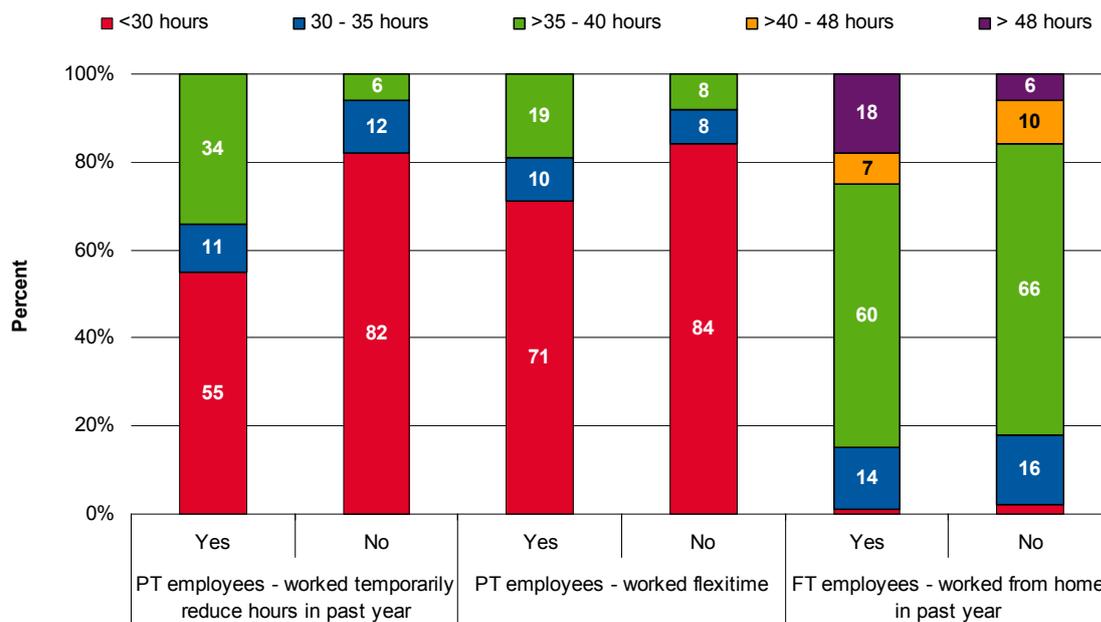
Unweighted base: 1,656

Source: WLB4 2011

In order to identify what was driving these differences, the types of flexible working practices taken up by full- and part-time employees were investigated in more detail. This is shown in Figure 2.3. It was found that:

- Full-time employees who worked regularly from home were significantly more likely to work long hours (48 hours or more) in a usual week; 18 per cent, compared with six per cent of those who did not.
- Flexitime, annualised hours, compressed hours, temporarily reduced hours, working school term only and job shares were not significantly related to the number of hours worked in a usual week for full-time employees.
- Part-time employees who had worked temporarily reduced hours or flexitime in the last year worked longer hours than part-time employees without flexible working arrangements. Thirty-four per cent of part-time employees, who had temporarily reduced their working hours in the past year, worked 35 to 40 hours in a usual week, compared with six per cent of part-time employees who had not temporarily reduced their working hours. Similarly, 19 per cent of part-time employees who also worked flexitime over the past year worked 35 to 40 hours in a usual week, compared with eight per cent of part-time employees without flexitime.
- Annualised hours, compressed hours, working from home, working school term only and job-shares were not significantly related to the number of hours worked in a usual week for part-time employees.

Figure 2.3: Flexible working practices related to long hours



Unweighted bases: Part-time employees where flexitime is available = 292
 Part-time employees where temp reduced hours is available = 344
 Full-time employees where working from home is available = 367
 Source: WLB4 2011

The characteristics of flexible workers are investigated more fully in Chapter 6.

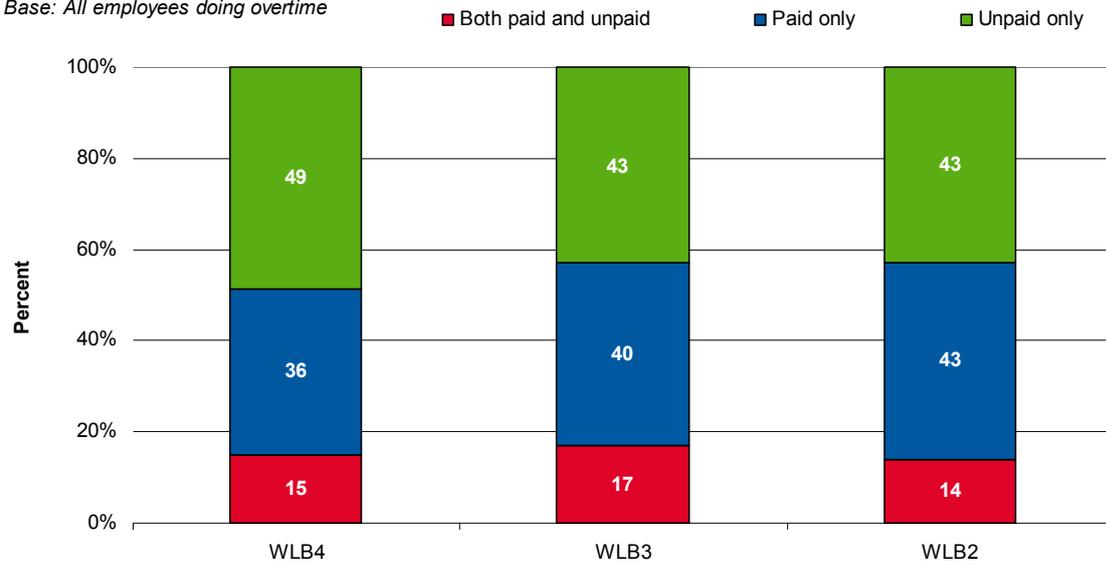
2.3 Overtime

Employees were asked for the number of hours paid and unpaid overtime they worked in a usual week. Forty-four per cent of employees provided the information about their overtime in a usual week⁴. Of these employees, half (49 per cent) were not paid for working overtime, just over a third (36 per cent) had been paid for all the overtime worked and the remaining 15 per cent did a mixture of both paid and unpaid overtime. A comparison with WLB3 and WLB4 suggests an increase in the proportion of unpaid overtime amongst employees working overtime, although differences in the methodology used to select respondents in previous survey years mean this cannot be tested for statistical significance. These figures, along with those from WLB3 and WLB2 are shown in figure 2.4.

⁴ Employees were asked whether or not they worked overtime and how many hours they worked (paid and unpaid) in a usual week; 48 per cent of employees stated that they had worked overtime in their main job, 44 per cent of employees stated whether this was paid, unpaid or both.

Figure 2.4: Trends in the proportion of employees working paid/unpaid overtime

Base: All employees doing overtime



Unweighted base: WLB4 = 737, WLB3 = 1364, WLB2 = 1068

Source: WLB4 2011; IES/ICM 2006, Stevens et al 2004

Type of overtime worked

Differences exist in the type of overtime worked (worked paid overtime only, unpaid overtime only or a mixture of paid and unpaid) by employee characteristics (Table C2.2):

- Compared with other age groups, employees aged between 40 and 49 years were more likely to work unpaid overtime only; 59 per cent of employees in this age group were in this category, compared with 56 per cent of employees aged 50 to 59 years, 48 per cent of employees aged 25 to 39 years and 50 per cent of employees aged 60 or over. Twenty-six per cent of employees aged between 50 and 59 worked paid overtime only, compared with 28 per cent of employees aged 40 to 49 years, 37 per cent of employees aged 25 to 39 years and 35 per cent of employees aged 60 or over.
- Eighty-one per cent of employees with a postgraduate degree and 60 per cent with a degree worked unpaid overtime only, compared with 29 per cent of employees whose highest qualifications were GCSEs or A levels.
- Eighty-two per cent of employees with a personal annual income of £40,000 or more worked unpaid overtime only, compared with 22 per cent of employees with a personal annual income under £10,000.
- Sixty-three per cent of managers worked unpaid overtime only, compared with 36 per cent of non-managers.

- Sixty-nine per cent of managerial and professional employees worked unpaid overtime only, followed by 42 per cent of those in intermediate and 18 per cent in routine and manual occupations.
- Full-time employees were more likely to work unpaid overtime, with 54 per cent doing so, compared with 32 per cent of part-time employees. Part-time employees were more likely to do paid overtime only. Half (49 per cent) of the part-time employees that worked overtime were paid for all the overtime they did, compared with a third (32 per cent) of full-time employees.
- Full-time flexible workers were more likely to do unpaid overtime only, 71 per cent, compared to 24 per cent of employees who worked part-time with no other flexible working arrangements.
- Sixty-two per cent of public sector employees worked unpaid overtime only and 21 per cent worked paid overtime only. The comparative figures for private sector workers were 44 per cent for unpaid overtime only and 42 per cent for paid overtime only.
- Employees in manufacturing and distribution, retail, hotels and restaurants were most likely to work paid overtime only with just over a half of each group falling in this category (55 per cent for manufacturing and 56 per cent for distribution, etc). Twenty-five per cent of employees in banking, insurance, professional and support services and 25 per cent of employees in public administration, education and health did paid overtime only.
- Half (50 per cent) of employees working fewer than 30 hours in a usual week worked paid overtime only, compared with around a third (33-34 per cent) of employees working more than 30 and up to 48 hours .

In summary, higher paid workers, older workers, managerial workers, those working full-time and those working in the public sector do more unpaid overtime.

Hours of overtime worked

Employees were asked to give the number of hours they spent doing paid and unpaid overtime in a usual week. On average, employees who worked any paid overtime worked an additional 6.2 hours⁵ in a usual week. Employees who worked any unpaid overtime did 6.6 extra hours. Both these figures are a reduction on the previous WLB3 which reported 6.38 and 7.03 hours respectively, although differences in the methodology used to select respondents in previous survey years mean this cannot be tested for statistical significance

Employees who only did unpaid overtime generally worked a greater number of hours in total in a usual week; on average they worked 45 hours in total (once usual hours and overtime were combined), compared with 40 hours for employees doing

⁵ Excludes any respondents who said they did overtime but reported zero hours.

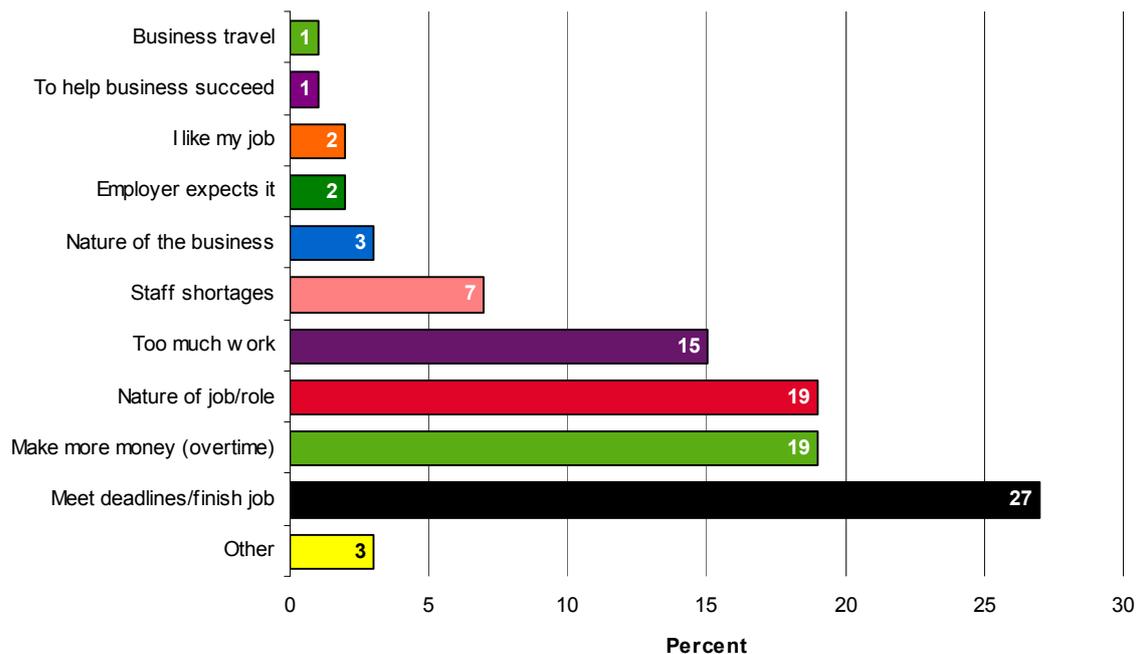
paid overtime only and 42 hours for employees doing a combination of paid and unpaid overtime.

Respondents were asked to cite their main reason for working overtime. The reasons given are shown in Figure 2.5.

Figure 2.5 Reasons for working overtime, for those who worked overtime

Base: All employees working overtime

Reasons for working overtime



Unweighted base: 927

Source: WLB4 2011

The reasons given were split into three categories: workload demands, organisational culture and personal choice as follows:

Workload demands

- To meet deadlines/finish job/fulfil client/customer requirement
- I have too much work to finish in my normal working hours
- Nature of job/role
- Staff shortages, absences, sickness
- Meetings/training/events/specific task(s)
- Business travel
- To help the business succeed

Organisational culture

- Nature of the business/company culture
- My employer expects it/encourages it
- My colleagues all work more hours

Personal choice

- To make more money (overtime)

- I like my job
- Other**
- Unspecified reasons,
 - Insufficient information to code

The majority (71 per cent) of employees cited reasons related to workload demands as the main motive for working overtime. This group comprised employees who worked overtime to meet deadlines or finish things off (27 per cent), employees who said it was the nature of their role (19 per cent), employees who had too much work to do (15 per cent), employees who worked overtime due to staff shortages (seven per cent) and employees who worked overtime in order to complete specific tasks, including business travel (one per cent).

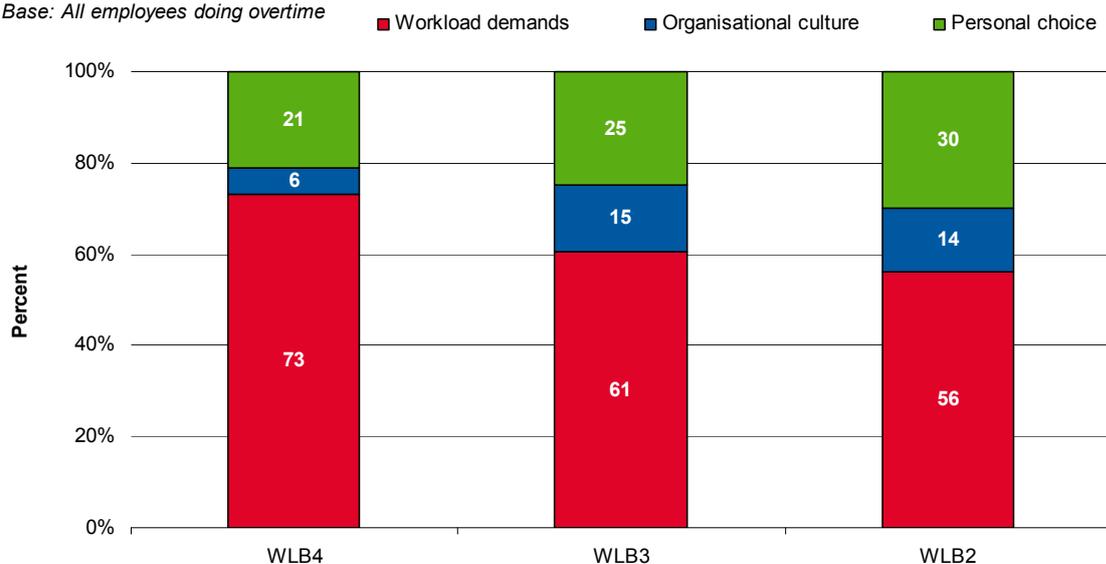
Five per cent of employees cited reasons that came into the category of work culture as the main motive for their overtime. This included employees who worked overtime because it was the nature of the business or company they worked for (three per cent), employees who said their employer expected/encouraged it (two per cent) and employees who worked overtime because their colleagues did it (less than one per cent).

Twenty-one per cent of employees cited personal reasons. Employees who worked overtime to make additional money (19 per cent) made up the bulk of this group alongside a smaller number of employees who said liking their job was their main reason for working overtime (two per cent). The remaining three per cent cited 'other' unspecified reasons. These employees are dropped from the remaining analysis to make it comparable to WLB2 and WLB3.

A comparison with previous WLB surveys suggests an increase in employees citing workload demands as their main reason for working overtime. This is shown in Figure 2.6.

Figure 2.6 Trends in the main reasons given for working overtime.

Base: All employees doing overtime

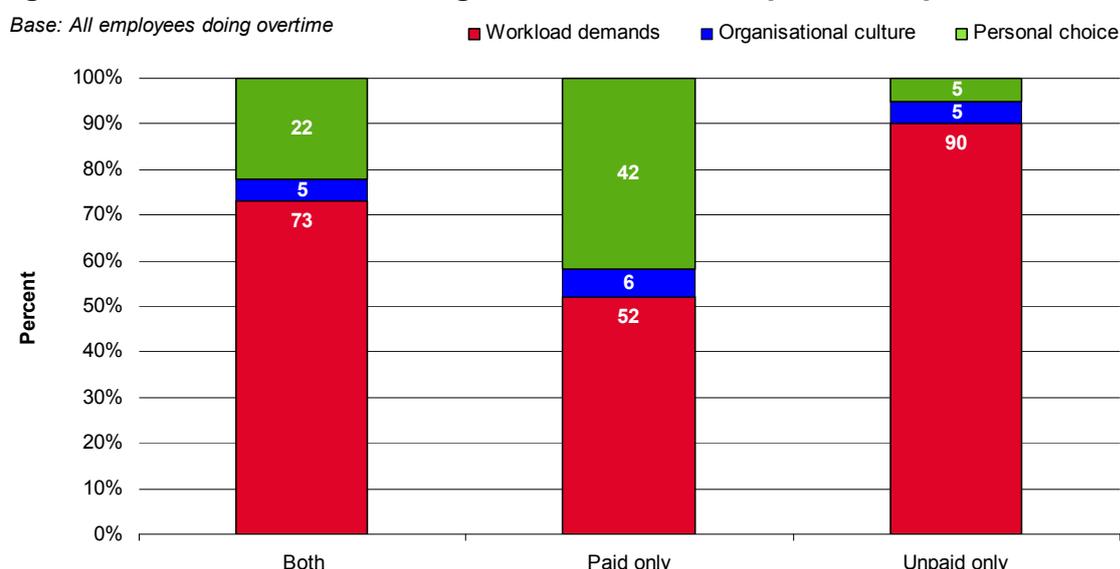


Unweighted base: WLB4 = 851, WLB3 = 1364, WLB2 = 1068
 Source: WLB4 2011; IES/ICM 2006, Stevens et al 2004

During the same period there has been a corresponding decrease in employees citing reasons relating to organisational culture, specifically, a drop in employees saying their employer expects/encourages them to work overtime (down from 11 per cent in WLB2, to eight per cent in WLB3, to two per cent in WLB4). Differences in the methodology used across surveys mean this cannot be tested for statistical significance.

There were some large differences in the reasons given for working overtime by the type of overtime worked. Ninety per cent of employees doing unpaid overtime only cited workload demands, compared with a 52 per cent of employees doing paid overtime only. Forty-two per cent of employees working paid overtime only were doing so out of personal choice (including to make more money), compared with five per cent for employees working unpaid overtime only. This is shown in Figure 2.7.

Figure 2.7 Reasons for working overtime, whether paid or unpaid.



Unweighted base: 811
Source: WLB4 2011

Employees working ‘any paid overtime’, as opposed to those who worked ‘only paid overtime’, (Table C2.3) were more likely to give workload demands as their main reason for doing so if they were⁶:

- Female: 65 per cent of female employees cited this, compared with 53 per cent of male employees.

⁶ Some response categories have been combined due to the smaller sample size (n=371). Employees not working any paid overtime are excluded, resulting in very small numbers in some of the original categories.

- Older: employees aged over 50 years were most likely to cite workload reasons (70 per cent), followed by employees aged 40 to 49 (65 per cent) and employees aged 16 to 39 (50 per cent).
- Had a higher personal income: 73 per cent of employees with an annual income of £25,000 or more cited workload reasons, compared with 44 per cent of employees with an annual income that is less than £10,000.
- Had managerial responsibilities: 80 per cent of employees with management responsibilities cited workload demands, compared with 48 per cent of non-managers
- Spent longer with their current employer: 71 per cent of employees who had been with their employer ten years or more cited workload reasons while only 49 per cent of those with who had been there less than 12 months said this.
- In a managerial or professional occupation: 81 per cent of this group reported workload reasons, compared with 44 per cent among those in routine and manual occupations.
- Worked in the public sector: 81 per cent of public sector employees cited workload reasons compared with 52 per cent among employees in the private sector.
- Worked in public administration, education and health: 77 per cent of employees in this industrial category reported workload reasons, compared with 46 per cent of those in manufacturing, and 41 per cent of employees in transport, storage and communication.

Overall, employees working any unpaid overtime were more likely than those working any paid overtime to cite workload demands as their main reason for working that particular form of overtime. However, within each of the two types of overtime, there were similarities in the characteristics of employees who were more likely to give workload demands as a reason.

As with paid overtime, employees were more likely to give workload demands as a reason for working 'any unpaid overtime' if they were older, worked in a managerial role and worked in the public sector. Other differences were also observed (Table C2.4). These differences are summarised below⁷:

- Eighty-one per cent of employees aged between 16 and 39 gave workload demands as the main reason, compared with 90 per cent of employees aged 50 or over and 88 per cent of employees aged 40 to 49 years.
- Ninety per cent of employees with managerial responsibilities cited workload demands, compared with 81 per cent of non-managers.

⁷ Some response categories have been combined due to the smaller sample size (n=565). Employees not working any unpaid overtime are excluded, resulting in very small numbers in some of the original categories.

- Ninety-one per cent of employees in the public sector cited workload reasons for their unpaid overtime, compared with 83 per cent among those in the private sector.
- Employees working in the north of England were less likely to cite workload reasons for unpaid overtime (75 per cent), compared with 87 per cent in the Midlands and 90 per cent or more elsewhere. Employees in Northern England were far more likely to state personal choice compared with other regions. Twenty-two per cent of employees in the North stated personal reasons, whilst the proportion for other reasons ranged between three and six per cent.
- Employees with a higher personal income were more likely to cite workload reasons. Ninety-three per cent of employees earning £40,000 or more per year gave this reason, compared with 78 per cent of employees earning under £15,000.
- Employees in public administration, education and health (92 per cent) and employees in banking, insurance, professional and support services (86 per cent) were more likely to cite workload demands, compared with employees in distribution, retail, hotels and restaurants (75 per cent) and manufacturing (71 per cent).

2.4 On call working

Employees were asked if they were required to do on call working. On call working is defined as when employees have to make themselves available to be called to do work if it is needed. For example, security or maintenance workers may have periods when they are not required on site for routine work but are obliged to attend if there is an emergency, similarly, fire fighters or doctors may be required to go into work in the event of emergencies. In all, 17 per cent of employees said they were required to work on call in their current job⁸. Particular groups of employees were more likely to work on call than others (Table C2.5). In summary:

- Twenty-one per cent of male employees worked on call, compared with 13 per cent of female employees.
- Employees with higher personal earnings were more likely to be on call. Twenty-four per cent of employees with an annual income of £40,000 worked on call compared with nine per cent of employees earning under £10,000 per year.
- Nineteen per cent of full-time employees worked on call, compared with 11 per cent of part-time employees.

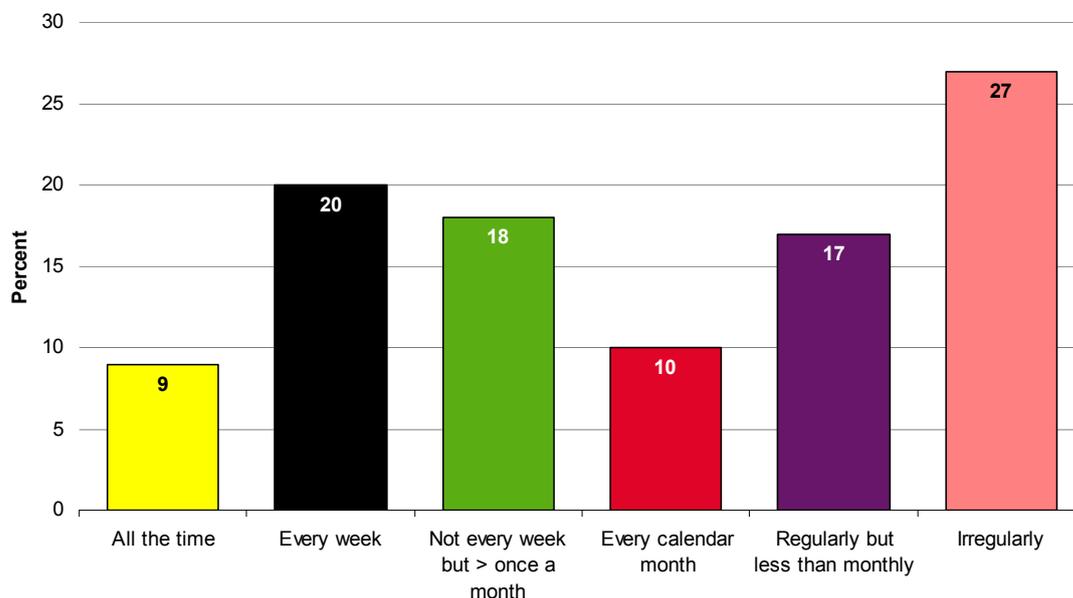
⁸ The Employment Rights at Work Survey 2005 found that 16 per cent of employees were required to do on call working.

- Twenty-four per cent of employees who had managerial responsibilities worked on call, compared with 12 per cent of non-managers.
- There were large variations in on call working by employees' length of service with their current employer. The rate was low for newer employees, nine per cent of employees who had been with their current employer less than six months worked on call. It then rose sharply to 27 per cent for employees who had been with their employer six to 11 months, before falling to 13 per cent for employees who had been with their current employer one to four years. The rate then went up again to 22 per cent for employees who had been with their employer for over ten years.
- Full-time flexible workers were most likely to work on call (22 per cent), whilst part-time workers with no other flexible working arrangements were least likely (six per cent).
- Eighteen per cent of employees with an employment contract worked on call, compared with 11 per cent of employees without a contract.
- Managerial and professional employees were most likely to work on call (19 per cent), followed by those in routine and manual occupations (16 per cent) and employees in intermediate occupations (ten per cent).
- Twenty-nine per cent of employees in Wales worked on call. The proportion in the remaining regions ranged between 14 and 18 per cent.

Employees working on call were asked to give the frequency of their on call working. Nine per cent of these employees were on call on a daily basis, with a further 20 per cent on call at least once a week and 18 per cent on call not every week but more than once a week. Around a half (54 per cent) of employees who were obliged to be on call did so once a month or at less frequent intervals (ten per cent were on call monthly, 17 per cent regularly but less than monthly and 27 per cent regularly) . Figure 2.8 shows the frequency of on call working.

Figure 2.8 Frequency of on call working

Base: All employees on call



Unweighted base: 293

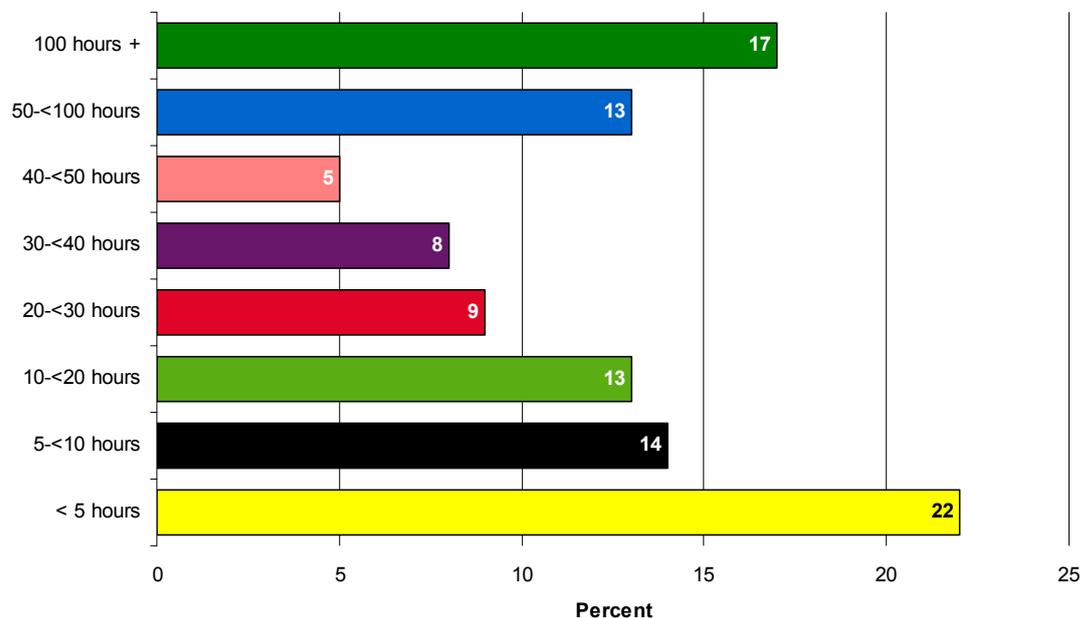
Source: WLB4 2011

Employees who worked on call were asked how many hours they usually spent on call. Those who worked on call on a weekly basis were asked to record the number of hours they spent on call per week; employees who worked on call once a month were asked for the number of hours per month. Employees were also asked how many of those hours were spent in the workplace and how many hours were spent actually working. The following relates to on call working for employees who regularly work on call in addition to their usual hours. Employees for whom on call working was a usual daily working practice have been excluded from the following figures. Irregular (less than once every six months) and seasonal on call workers have also been excluded.

Employees who undertook on call working spent an average of 60 hours per calendar month on call. However, there is a lot of variation within this; 22 per cent of employees spent less than five hours on call per calendar month and 17 per cent spent more than one hundred. This is shown in Figure 2.9.

Figure 2.9 Average hours per calendar month spent on call

Base: All employees who work on call regularly but not daily



Unweighted base: 154
Source: WLB4 2011

Employees spent 24 hours on average per calendar month on call ‘in the workplace’. Thirty-nine per cent of employees on call spent less than five hours per calendar month in the workplace; in an average calendar month these employees spent five hours on call. Three per cent of employees on call said they spent more than 100 hours on average per calendar month on call in the workplace. These individuals tended to be in managerial positions and had SIC codes belonging to ‘other services’.

Sixty-eight per cent of employees on call spent all of their time on call within the workplace. Thirty-two per cent spent only a proportion of their time on call in the workplace. On average, this group of employees spent around a quarter (24 per cent) of their time spent on call actually in the workplace. It was rare for employees on call to never visit the workplace, less than one per cent of employees on call spent no time at all in the workplace.

On call employees who were solely based in the workplace spent fewer hours on call in total. These employees spent 22 hours on average per calendar month on call in the workplace, whereas employees who split their time between the workplace and another location spent a total of 68 hours on average per calendar month on call, twelve of which were spent in the workplace.

Employees were asked how many hours on call were spent actually working. Employees who were on call regularly but not daily spent a mean of 18 hours per

calendar month actually working. Again, this average hides a fair degree of variation. Forty-six per cent worked fewer than five hours on average per calendar month whilst on call and two per cent worked more than one hundred hours on average per calendar month whilst on call.

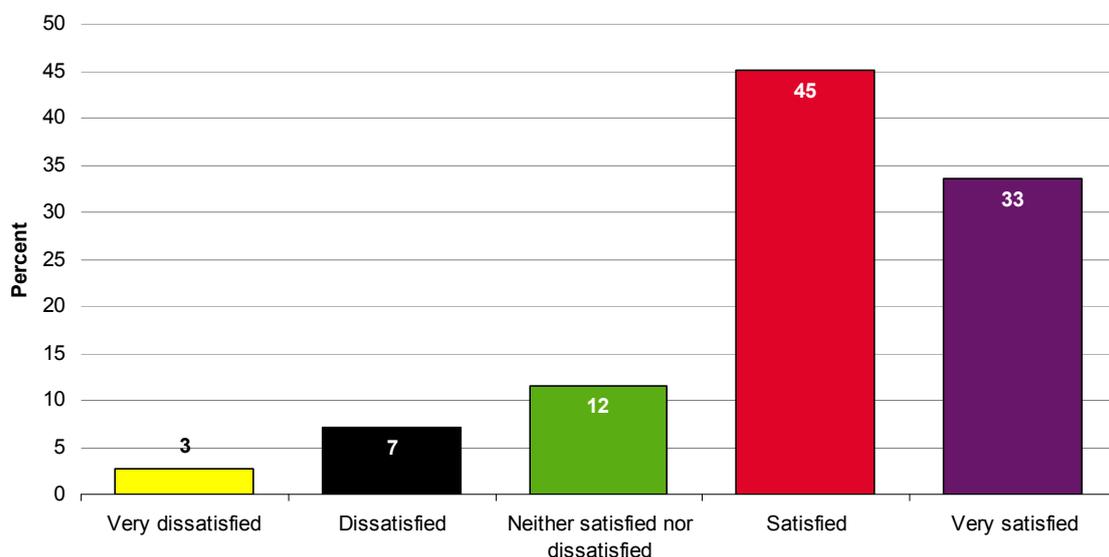
Nearly half (48 per cent) of employees spent all their time on call actually doing work, working 18 hours on average per calendar month. For the remaining 52 per cent of employees, only a proportion of their time on call was spent actually working. For example, an employee might be called upon in emergency situations but be obliged to be on standby the rest of the time. If an emergency does not arise, that time spent on call would be spent not working. These employees spent more hours on call in total (50 hours on average per calendar month) but fewer hours actually working (ten hours on average per calendar month) than employees who worked for their entire on call period (who worked 18 hours on average per calendar month).

2.5 Satisfaction with hours of work

Employees were asked how satisfied they were with the hours they worked. The majority of employees (78 per cent) said they were either satisfied or very satisfied with their working hours. A third of employees (33 per cent) said they were very satisfied. Less than one in ten (seven per cent) of employees were dissatisfied and three per cent said they were very dissatisfied. This is shown in Figure 2.10.

Figure 2.10 Satisfaction with working hours

Base: All employees



Unweighted base: 1,867
Source: WLB4 2011

The level of satisfaction with working hours varied between employees with different characteristics, as shown in Table C2.6:

- Thirty-four per cent of employees from a white ethnic background were very satisfied with their working hours, compared with 29 per cent of those from a non-white ethnic background.
- Thirty-five per cent of employees with no qualifications and 36 per cent of employees with GCSEs only were very satisfied with their working hours, compared with 27 per cent of employees with a postgraduate degree.
- Sixteen per cent of employees with a disability said they were dissatisfied or very dissatisfied, compared with nine per cent of employees without a disability. Although around a third of both groups of employees were very satisfied with their working hours.
- Employees on a permanent contract were more likely to be very satisfied (34 per cent), compared with 26 per cent of employees on fixed-term, temporary-seasonal, agency or casual work or working under other forms of temporary contracts.
- Employees in intermediate occupations were most likely to be very satisfied (38 per cent), compared with employees in routine or manual occupations (33 per cent) and employees in professional or managerial occupations (32 per cent).
- Generally, satisfaction increases as hours decrease. Forty-two per cent of employees who worked fewer than 30 hours per week were very satisfied with their hours, compared with 33 per cent of employees working 30 to 35 hours, 36 per cent of employees working more than 35 and up to 40 hours, 12 per cent of employees working more than 40 and up to 48 hours and six per cent of employees working more than 48 hours.

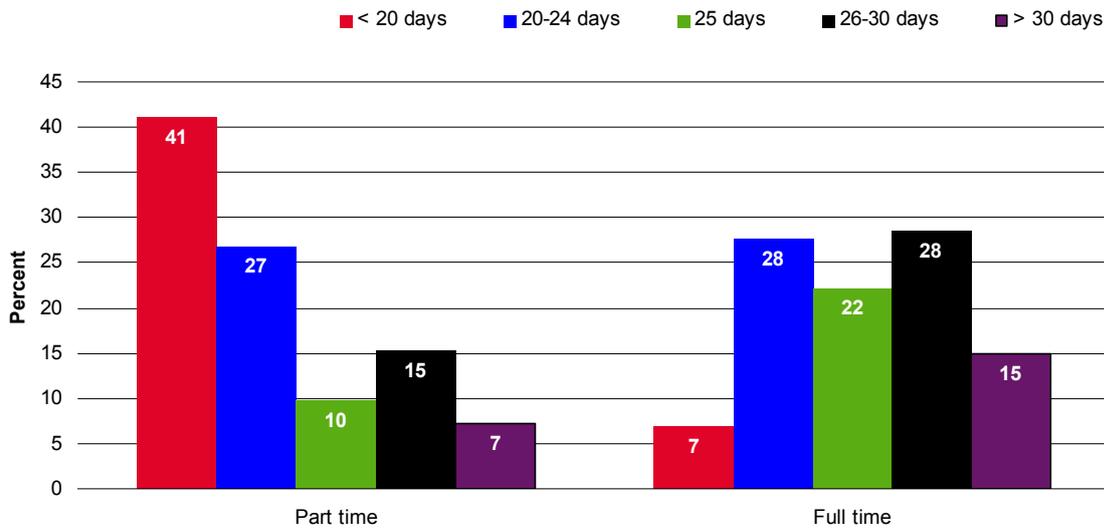
Flexible working was not found to be significantly related to satisfaction.

2.6 Annual leave

Employees were asked to report the number of days paid leave to which they were entitled per year. All employees should get 28 days leave, including bank holidays. The mean number of paid holidays (excluding bank holidays) varied by the number of hours worked; full-time employees reported an average of 27 days paid leave and part-time employees reported an average of 21 days.

The number of reported annual leave days excluding bank holidays is shown in Figure 2.11. Forty-one per cent of part-time workers reported having fewer than 20 days paid leave a year and seven per cent reported more than 30 days. Seven per cent of full-time workers reported having fewer than 20 days paid leave per year and 15 per cent reported more than 30 days.

Figure 2.11 Annual paid holiday entitlement (excluding bank holidays) for full and part-time employees⁹



Unweighted base: Full-time employees = 1244; Part-time employees = 431
Source: WLB4 2011

As there were significant differences in the amount of leave entitlement for full and part-time workers, the characteristics of employees by leave entitlement has been reported separately for these two groups.

Annual leave entitlement for full-time employees

The amount of leave entitlement for 'full-time employees' varied across a number of characteristics (Table C2.7).

- Older full-time employees had a greater leave entitlement. Ten per cent of 16-24 year olds had fewer than 20 days leave, compared with two per cent of full-time employees aged over 60. Full-time employees aged 50-59 years had the greatest entitlement.
- Full-time employees with lower incomes (both household and personal income) were more likely than other income groups to have fewer than 20 days' leave entitlement. Thirty-one per cent of full-time employees with an annual personal income under £10,000 had fewer than 20 days. The corresponding figures for other income groups ranged between four and 11 per cent.

⁹ Respondents were asked for their leave entitlement excluding bank holidays, respondents unable to give this figure were asked for entitlement including bank holidays. The vast majority of respondents (1,641) were able to exclude bank holidays, 47 respondents included bank holidays. This information was used to create a single variable by subtracting the eight bank holidays from the figure given by the latter group of respondents.

- Thirteen per cent of full-time employees with a disability had fewer than 20 days' annual leave, compared with six per cent for those without a disability.
- Three per cent of full-time employees with managerial responsibilities had fewer than 20 days' annual leave entitlement, compared with nine per cent of non-managers.
- Fourteen per cent of full-time employees in routine and manual occupations had fewer than 20 days' annual leave, compared with two per cent of intermediate occupations and four per cent of professional and managerial employees.
- There was an expected relationship between leave entitlement and length of employment. Full-time employees who had spent a greater length of time with their current employer had had time to build up a greater leave entitlement. Twenty-five per cent of employees who had been with their current employer over ten years reported having more than 30 days annual leave, compared with two per cent of employees who had been there less than six months.
- Full-time flexible workers were more likely to have a greater leave entitlement. Just over one in five (22 per cent) had more than 30 days annual leave, compared with 12 per cent of full-time employees without flexible working.
- There are large differences by industry; 14 per cent of full-time employees in manufacturing and 13 per cent of full-time employees working in distribution, retail, hotels and restaurants had fewer than 20 days' leave. The corresponding proportions for other industries ranged between three and five per cent. Thirty-three per cent of full-time public administration, education and health employees had more than 30 days' leave, the majority of these cases are employed in the education sector and thus entitled to longer periods of leave. The figure for other industries ranged between six and ten per cent.
- Thirty-nine per cent of full-time employees in the public sector have more than 30 days' leave entitlement per year, compared with six per cent in the private sector.
- Sixteen per cent of full-time employees without a contract had fewer than 20 days entitlement, compared with six per cent of full-time employees with a contract.

Annual leave entitlement for part-time employees

For 'part-time employees', annual leave entitlement varied by personal income and trade union membership only, as shown in Table C2.8¹⁰:

¹⁰ Some response categories have been combined due to the smaller sample size (n=431). Only part-time employees are included, resulting in very small numbers in some of the original categories.

- Part-time employees who were a member of a trade union had a greater number of days leave entitlement. Twenty-seven per cent had fewer than 20 days' leave and 19 per cent had more than 30 days' annual leave. The corresponding figures for non-union members were 45 per cent with fewer than 20 days and four per cent with more than 30 days.
- Part-time employees with an annual personal income of £15,000 or higher had a greater leave entitlement; 14 per cent had more than 30 days and 30 per cent had fewer than 20 days leave, compared with four per cent with more than 30 days and 51 per cent with fewer than 20 days for part-time employees earning less than £10,000 per year. Household income was not significantly related to leave entitlement.

Annual leave take up

The majority of employees (76 per cent) took their full leave entitlement. The figures from WLB3 (74 per cent) and WLB2 (71 per cent) suggest an increase in the proportion of employees taking their full leave, although differences in the methodology used in previous years mean this trend cannot be tested for significance.

The difference in the take up of leave entitlement by full and part-time working status (79 per cent for part-time versus 75 per cent full-time) was not significant, therefore the two have been grouped for the remainder of this section. Differences in the level of leave take up between other characteristics are summarised below (Table C2.9).

- Women were more likely than men to take their full annual leave entitlement; 80 per cent compared with 73 per cent.
- Eighty-three per cent of employees with lower qualification levels (GCSE only or no qualifications) and 82 per cent of employees with vocational qualification took their full leave entitlement, compared with 68 per cent of employees with a postgraduate degree.
- Employees in routine and manual occupations were more likely to take their full leave, with 81 per cent doing so, followed by 79 per cent of those in intermediate occupations and 71 per cent of those in professional and managerial occupations.
- Employees with a personal annual income between £10,000 and £14,999 were most likely to take their full entitlement (86 per cent), followed by employees earning between £15,000 and £24,999 (82 per cent) and employees earning less than £10,000 (79 per cent). Higher earners with an annual personal income above £40,000 were least likely to take their full entitlement, with only 59 per cent doing so.
- Sixty-nine per cent of employees working full-time with flexible working practices took their full leave entitlement, compared with 78 per cent of full-time employees without flexible working. The impact of flexible working on part-time employees was less; 79 per cent of part-time workers with flexible

working took their full leave, compared with 76 per cent of employees working part-time only.

- Seventy-two per cent of employees with managerial responsibilities compared with 79 per cent of employees without managerial responsibilities took their full leave entitlement.
- Employees in very small businesses with fewer than ten employees that were part of a larger organisation or in businesses with more than 250 employees that were part of a larger organisation were least likely to take their leave with 71 per cent and 68 per cent doing so respectively, compared with around 80 per cent (or higher) among those working for different sized employers.

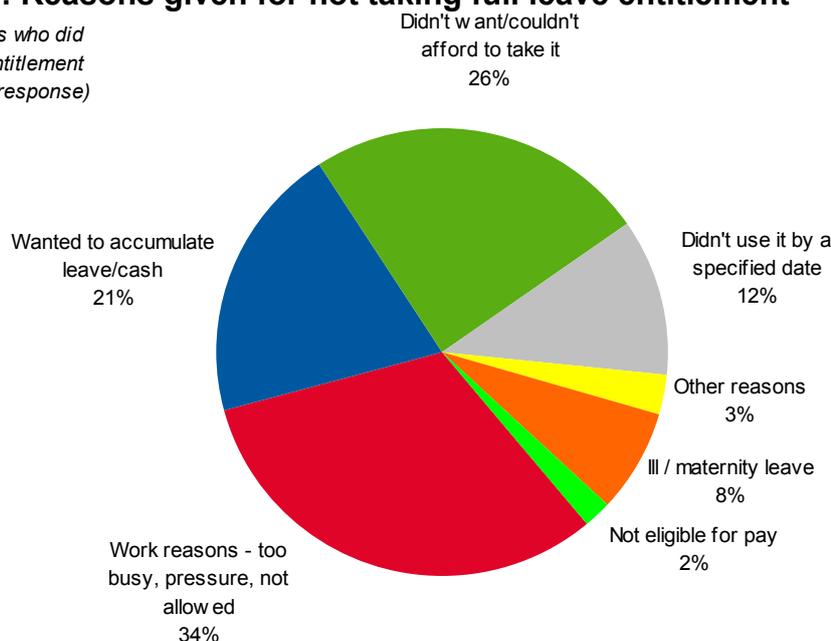
Employee reasons for not taking their entitlement

Employees were asked to cite their reasons for not using up their full leave entitlement. Employees were able to give more than one reason. The largest single reason (34 per cent) was work pressures, where the employee was unable to take leave because they were too busy, under too much pressure or told they were not allowed. A further 12 per cent did not take leave because their leave entitlement for the year had expired as they had not used it by a specified date. Twenty-one per cent of employees did not take their leave entitlement because they knew they would be compensated either with extra money or by carrying the leave over to the next year. Twenty-six per cent of employees said they did not take leave because they did not want to do anything specific with it or because they felt they could not afford a holiday. Two per cent of employees reported that they did not take leave because they were not eligible for paid leave.

Figure 2.12 shows the reasons given for not taking full leave entitlement.

Figure 2.12: Reasons given for not taking full leave entitlement

Base: Employees who did not take leave entitlement (multiple coded response)



Unweighted base: 413
Source: WLB4 2011

These multiple response categories were grouped into a single response variable with four response categories for further analysis. There were no significant differences in the characteristics of the employees within these different groups as seen in Table C2.10.

Employee compensation for not taking their leave entitlement

Employees were asked whether or not they were compensated for not taking their full leave entitlement. The majority of employees (70 per cent) who had not taken their full leave entitlement were compensated by their employer. This is lower than WLB3 (75 per cent) but higher than WLB2 (59 per cent).

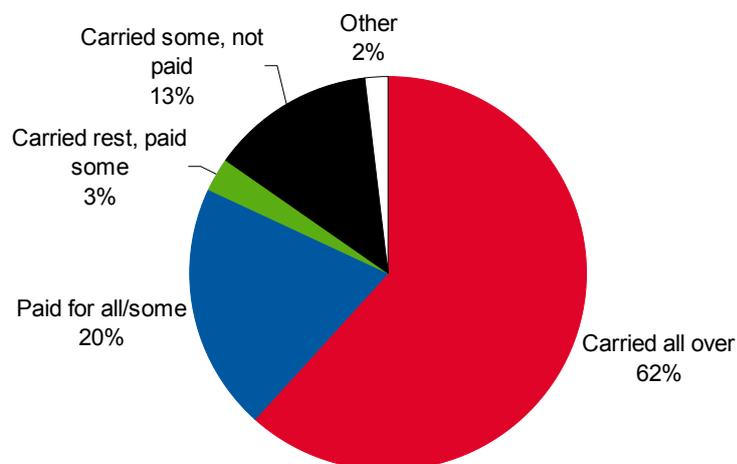
Employees were more likely to be compensated if they were a parent or a flexible worker (Table C2.11):

- Seventy-seven per cent of parents were compensated for leave not taken, compared with 66 per cent of employees who were not parents.
- Seventy-eight per cent of employees working full-time with flexible working practices were compensated, compared with 68 per cent of employees working full-time without flexible working arrangements and 60 per cent of all employees working part-time (either with or without flexible working).

No other characteristics were significantly related.

Methods of compensation for untaken leave varied. Figure 2.13 shows the most common forms of compensation. Sixty-two per cent of compensated employees were allowed to carry their leave over and 20 per cent were paid for all or some of their unused leave. Thirteen per cent carried some over but were not paid for the uncarried leave, whereas three per cent were paid for some unused leave and carried the rest over. Compensation was not significantly related to the size of leave entitlement.

Figure 2.13: How leave compensation was given



Base: Compensated employees

Unweighted base: 282

2.7 Summary

- Seventy-four per cent of employees usually worked 30 hours or more per week, with six per cent working over 48 hours. Satisfaction with working hours typically declined as hours worked increased. There were a number of notable differences in the number of hours worked between particular groups of employees.
- Unsurprisingly, working less than 30 hours per week was more common among women, but also among those aged under 25 and those aged 60 or over, those without managerial responsibilities and those in routine, manual and intermediate occupations.
- Working more than 48 hours per week was more common among men, those with higher qualifications, those with higher incomes, those working in the private sector and those in male dominated workplaces.
- Those with flexible working practices were more likely to work longer hours than those without, suggesting that such practices facilitate greater labour market participation. Working longer hours was particularly notable among full time employees who regularly worked from home, and part-time employees who worked flexitime and who had had temporarily reduced hours.
- Working unpaid overtime was predominantly driven by workload demands. It was more common among those with higher qualifications and higher levels of personal income, those in managerial positions, full-time employees and those from public sector.
- Paid overtime was driven by workload demands and the desire to make more money. Working paid overtime was more common among part-time employees, those from private sector, employees working in manufacturing and in distribution, retail, hotels and restaurants.
- On call working was more common among men, those with high personal earnings, full-time employees, those with managerial responsibilities and those with flexible working.
- Employees spending longer on call, typically spend a smaller proportion of that time actually working. On call employees who were solely based in the workplace spent fewer hours on call in total than those with less workplace contact when on call.
- Among full-time workers, older employees, those in non-routine/non-manual occupations, those who had been with their employer longer, those with flexible working and those on a permanent contract tended to have greater leave entitlement. Differences were also evident by industry. Among part-time workers, being a parent and member of a trade union were linked with greater leave entitlements.

- Not all employees used their full annual leave entitlement. Men, those on higher income, those working full-time with a flexible working arrangement and employees with higher qualifications were among those less likely to use their leave entitlement. This was most commonly due to work pressures and, in most cases, was compensated (most often by carrying the entitlement forward).

3. Work-life balance practices and policies

3.1 Introduction

Current legislation grants some employees the right to request a flexible working pattern. Employees have the right to make a request if they have worked for their employer for 26 weeks and have parental responsibility for a child aged under 17 (under 18 if the child has a disability), or have adult caring responsibilities. There have been two key changes since the last Work-Life Balance survey: the extension of the right to request flexible working to include employees with adult caring responsibilities from April 2007, and the inclusion of employees with children aged six to 16 in April 2009 (previously eligibility has been restricted to those with children aged under six).

Such requests must be fully considered by employers and can only be rejected if there is a legitimate business reason for doing so.

At present, other employees may also ask their employer for a flexible working arrangement but their employer is not bound to consider this request.

This chapter starts with an exploration of employees' awareness of the right to request flexible working. It then goes on to look at the availability of flexible working practices in the workplace as perceived by the employees, employees' take-up of these flexible working arrangements and finally, the incidence of requests to work flexibly and the outcomes of these requests.

All reported differences are statistically significant unless otherwise stated. All tables referenced can be found in Annex C, unless otherwise stated.

3.2 Awareness

In the 2011 Work-Life Balance survey, employees were asked three questions about their awareness of the right to request flexible working:

'By law, employers have a duty to seriously consider requests for flexible working arrangements for employees with caring responsibilities for children or adults.

Were you aware of the right to request flexible working?'

If aware of right to request, employees were then asked:

‘Were you aware of the right to flexible working for employees caring for children?’

Were you aware of the right to flexible working for employees caring for adults?’

This differs from the WLB3 survey which asked one question about the right to request for parents of children under the age of six or disabled children under the age of 18.

Overall, three-quarters (75 per cent) of employees were aware of the general right to request flexible working. Of these, the majority (92 per cent) were aware of parents’ right to request and nearly three-quarters (74 per cent) were aware of carers’ right to request (Tables C3.1, C3.2 and C3.3).

As Table C3.1 shows, general awareness of the right to request was highest among:

- Women (79 per cent, compared with 72 per cent among men)
- Those aged 60 and over (81 per cent falling to 58 per cent among those aged 16-24)
- Parents (79 per cent, compared with 73 per cent among non-parents¹¹)
- Those with A levels or higher qualification (around 80 per cent, compared with 67 per cent among those the GCSEs or no qualifications)
- Those living in the Midlands (83 per cent, compared with 71-78 per cent of those in other regions)
- Women working full-time (82 per cent, compared with 74 per cent of women working part-time, 73 per cent of men working full-time and 67 per cent of men working part-time)
- Those with managerial or supervisory responsibilities (83 per cent, compared with 71 per cent of those without such responsibilities)
- Those who had been with their current employer five years or more (80 per cent, compared with 70 per cent among those with one to four years’ service)
- Those who were working flexibly, other than part-time (87 per cent), and those working part-time and flexibly (79 per cent), with lowest awareness among those working part-time only (69 per cent) and those not working part-time or flexibly (73 per cent)
- Those who were a member of a trade union or staff association (81 per cent, compared with 73 per cent among non-trade union members)

¹¹ The 2008 Fair Treatment at Work Survey also found that levels of awareness were similar for parents and non-parents.

- Those in managerial or professional occupations (85 per cent, compared with only 64 per cent of those in routine and manual occupations)
- Those working in the public sector (83 per cent, compared with 72 per cent of private sector employees)
- Those working in a public administration, education or health industry (83 per cent, compared with 67-79 per cent in other industries)
- Those whose workplace was a single site business of 250 employees or more (89 per cent compared with 68-81 per cent among employees working for different sized employers).

Awareness of the right to request was particularly low among those aged 16 to 24 (58 per cent) and those in a routine or manual occupations (64 per cent).

Parents' awareness of right to request

Tables C3.4 and C3.5 show levels of awareness of the right to request among parents¹² in more detail, taking into account factors, such as family and employment status. Overall, 79 per cent of parents were aware of the general right to request flexible working and 94 per cent of parents were aware of parents' specific right to request flexible working. Awareness of the general right to request flexible working was highest for female employees with dependant children (84 per cent), compared with male employees with dependant children (73 per cent) and for parents whose youngest child was aged under six years (82 per cent), compared with parents whose youngest child was six years or over (76 per cent). This may reflect a lower level of awareness of recent changes i.e. the extension of the provision to include parents of older children. When looking at gender and partnership status, mothers who were part of a couple were most likely to be aware of this general right to request (87 per cent), compared with lone mothers (74 per cent) and lone and couple fathers (73 per cent for both, although base size for lone fathers is very small (n=33)). Amongst parents who were aware of the general right to request, there were no significant differences in the awareness of parent specific rights, either by family or employment status.

Carers' awareness of right to request

Tables C3.6 and C3.7 show levels of awareness of the right to request flexible working amongst employees with caring responsibilities¹³. Seventy-three per cent of carers were aware of the general right to request and 77 per cent of carers who knew of the general right to request were aware that carers had specific rights. Older carers were more likely to know about the right to request, both in general and for carers. Eighty-one per cent of employees aged 60 or over were aware of the general right to request and 92 per cent of these knew carers had a specific right, compared with 71 per cent of employees aged between 25 and 39 being aware of the general

¹² The combined core and parent boost samples contained 1,373 parents in total.

¹³ The combined core and carer boost samples contained 829 carers in total.

provision, and of these, a similar proportion knowing about the specific right for carers. Table C3.1 showed that older employees tend to have better awareness of the right to request. It is also the case that carers tend to be older (the mean age of employees with caring responsibilities was 44 years, compared with 38 years for non-carers).

Comparisons over time

The findings from WLB4 suggest that there has been an increase in the awareness of the right to request flexible working arrangements amongst employees. Fifty-six per cent reported being aware of this right in WLB3, compared with 75 per cent in WLB4. However, in both surveys, similar characteristics were associated with awareness. In both WLB3 and WLB4, women, public sector employees and those with managerial or supervisory responsibilities were more likely to be aware of this right. Income was also shown to be factor associated with awareness in WLB3 but this has not been observed in WLB4.

However, these comparisons should be treated with caution, partly due to the difference in the question wording but also the change in survey design.

3.3 Perceived availability in the workplace

Employees were asked a series of questions about their *perceived* availability of eight different flexible working arrangements in their workplace. The introductory question and flexible working arrangements questions were as follows:

‘Are any of the following working arrangements available at your workplace...?’

...Work part-time, this means working less than 30 hours a week¹⁴?

...Work only during school term-time?

...Job-share, this is where a full-time job is divided between two or more people and they work at different times?

...Work flexitime, this is where an employee has no set start or finish time but an agreement to work a set number of hours per week or per month?

...Work reduced hours for a limited period, this is where an employee has an agreement to cut their hours for a set period of time such as a month or six months?

...Work from home on a regular basis, this means an employee works all or some part of the time from home as part of their working hours?

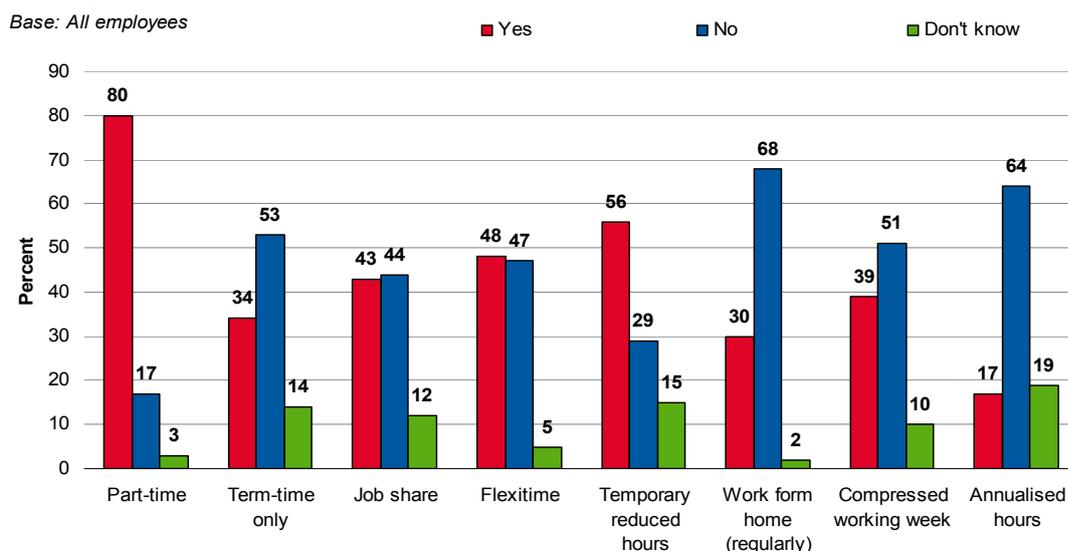
¹⁴ There are no specific hours that define part-time work but this definition was used to retain measurement consistency.

...Work a compressed working week, this means working your contracted hours over a fewer number of days?

...Work annualised hours, this is where the number of hours an employee has to work is calculated over a full year rather than a week or month?

The perceived availability of each of these flexible working arrangements is shown in Figure 3.1.

Figure 3.1: Perceived availability of flexible working arrangements in employees' workplace



Unweighted base=1,874

Source: WLB4 2011

The rest of this section looks at the employees' perceived availability of these flexible working arrangements and the associated characteristics.

Part-time working

As shown in Figure 3.1, the most commonly perceived flexible working arrangement available in the workplace was part-time working (80 per cent). Seventeen per cent of employees said that this was not available and three per cent said that they did not know.

All of the employees who worked flexibly in some way perceived that part-time work was available, compared with 77 per cent of employees who were not working any of the flexible working patterns listed (Table C3.8).

The perception of the availability of part-time work varied by employee and employer characteristics, in particular:

- Women were more likely to report part-time working being available than men (91 per cent, compared with 69 per cent). Men were more likely to say they did not know whether part-time working was available (five per cent, compared with one per cent of women).

- Employees with no qualifications were less likely to report part-time working being available (66 per cent), compared with those with a qualification (79-85 per cent).
- Employees with caring responsibilities were more likely to report part-time working being available (84 per cent) than employees without (78 per cent).
- Employees with a disability were more likely to perceive part-time working to be available (85 per cent), compared with those without (79 per cent).
- Those in routine and manual occupations were less likely to report part-time working being available (75 per cent), compared with those in managerial and professional (83 per cent) or intermediate occupations (86 per cent).
- Public sector employees were more likely to report part-time working being available (91 per cent), compared with private sector employees (76 per cent), this is likely to be related to the higher proportion of female workers in the public sector.
- Employees in distribution, retail, hotels and restaurants (88 per cent), public administration, education and health (89 per cent) and banking, insurance, professional and support services (85 per cent) were more likely to report part-time working being available, compared with employees in construction (53 per cent) or manufacturing (55 per cent). Employees in these latter two industries and employees in transport, storage and communication were also more likely to say they did not know whether part-time working was available (between seven and nine per cent), compared with employees in the two former categories (one per cent). As above, this is related to differences in the gender compositions of the sectors.
- Employees in workplaces where the staff were mostly women or about half women and half men were also more likely to report part-time working being available (91 and 88 per cent, respectively), compared with those employees in workplaces where the staff were mostly men (57 per cent).

Working reduced hours for a limited period

Over half of all employees (56 per cent) perceived that working reduced hours for a limited period was available in their workplace (Figure 3.1). Twenty-nine per cent of employees reported that it was not available and 15 per cent did not know.

The majority of employees who were already flexible workers, either full-time (75 per cent) or part-time (65 per cent), reported this type of flexible working was available in their workplace (Table C3.9), compared with 40 per cent of part-time workers with no other flexible arrangements and 45 per cent of full-time workers without any flexible working arrangement.

Other significant differences in the perceived availability of working reduced hours were as follows:

- Women were more likely to report the availability of working reduced hours (59 per cent), compared with men (53 per cent).
- Employees aged between 40 and 49 and employees aged between 50 and 59 were more likely than employees in other age groups to state that working reduced hours was available in their workplace (63 per cent and 59 per cent, respectively). The proportions for other age groups ranged between 51 and 53 per cent. Employees aged between 40 and 59 were also less likely to say that they did not know whether reduced hours was available (11 per cent), compared with other age groups (17-19 per cent).
- Employees from a white ethnic background were more likely to state that reduced hours working was available (57 per cent, compared with 45 per cent among non-white employees). However, non-white employees were more likely to say that they did not know whether this flexible working practice was available (22 per cent, compared with 14 per cent among white employees).
- Employees with an annual household income of £45,000 or more were more likely to say reduced hours working was available (67 per cent), compared with those in lower income groups (48-60 per cent), with the lowest availability reported by those with an annual household income under £15,000.
- Managers or supervisors were more likely to claim this practice being available (64 per cent), compared with employees without these responsibilities (52 per cent).
- Employees who had been with their workplace less than six months were less likely to mention temporary reduced hours (42 per cent, compared with 51-62 per cent for employees who had been with their employer longer).
- Employees working on a permanent contract (54 per cent) were more likely than those working on a seasonal, casual, fixed-term or temporary contract (44 per cent).
- The reported availability of temporary reduced hours was more common among members of a trade union or staff association (62 per cent), compared with those who were not members (54 per cent); and more common among employees in workplaces where pay and conditions are affected by agreements between the employer and trade union/staff association (66 per cent), compared with employees in workplaces where this was not the case (55 per cent).
- Employees in managerial and professional occupations were more likely to report the availability of reduced hours working (65 per cent), compared with those in routine or manual occupations (48 per cent) or intermediate occupations (53 per cent).
- Higher levels of perceived availability were also evident among public sector employees (62 per cent), compared with those working in the private sector (54 per cent).

- Employees working in transport, storage and communication industry (66 per cent) and those working in the banking, insurance, professional and support services (63 per cent) were more likely to report reduced hours working compared with those working in distribution, retail, hotels and restaurants (51 per cent), manufacturing (50 per cent) or construction (42 per cent) industries.
- Employees working at larger workplaces of 250 or more employees that are part of a larger organisation (65 per cent) or single site businesses of 250 or more employees (60 per cent) were most likely to report the availability of reduced hours working compared with those working at smaller workplaces of either one to nine employees (49 per cent) or ten to 49 employees (50 per cent) that are part of a larger organisation.

Flexitime

Working flexitime was perceived to be available by just under half of employees (48 per cent). A similar proportion (47 per cent) reported that this type of working arrangement was not available and five per cent were not sure whether it was available in their workplace.

When looking at employee and employer characteristics a number were found to be significantly associated with the perceived availability of flexitime (Table C3.10):

- Non-white employees were more likely than white employees to say that flexitime was available (60 per cent, compared with 46 per cent).
- Employees without qualifications were the least likely to report flexitime being available (38 per cent), compared with employees with a degree or postgraduate degree (55 per cent).
- Employees with an annual household income of more than £45,000 were more likely to report the availability of flexitime (55 per cent), compared with employees with lower incomes (42-48 per cent).
- There was some association between region and the availability of flexitime, with employees in the Midlands (51 per cent) or the South (51 per cent) most likely to report this type of flexible working and lowest perceived availability in Scotland (36 per cent).
- Employees with managerial responsibilities were more likely to report the perceived availability of flexitime (52 per cent), compared with employees without (46 per cent).
- Employees working part-time and flexibly (64 per cent) or those working flexibly other than part-time (71 per cent) were more likely to perceive flexitime as being available, compared with those working part-time only (30 per cent) and those not working part-time or flexibly (30 per cent).
- Non-trade union members (50 per cent) were more likely to report flexitime being available compared with those employees who were members of a trade union (43 per cent). However, employees in workplaces where the pay

and conditions were agreed between trade unions and employers were more likely to report flexitime (53 per cent) than employees in workplaces without such arrangements (46 per cent).

- Those in managerial and professional occupations (56 per cent) were most likely to perceive flexitime as being available in their workplace, compared with those in intermediate occupations (42 per cent) and routine and manual occupations (40 per cent).
- Public sector employees were more likely than private sector employees to say flexitime was available in their workplace (53 per cent and 46 per cent respectively).
- Those working in the banking, insurance, professional and support services (58 per cent) were most likely to report flexitime as a working arrangement available to them, whilst those in working in manufacturing were least likely to report this (36 per cent).
- Those employed in single site workplaces of 250 or more staff were most likely to offer flexitime (60 per cent), with the lowest incidence being reported in single site workplaces of 50-249 staff (36 per cent).
- Flexitime was most commonly perceived to be available by those employees working in workplaces where the gender ratio of the staff was roughly equal (55 per cent) compared with mostly female staff (43 per cent) or mostly male staff (44 per cent).

Job-share

Forty-three per cent of employees reported that job-share was a flexible working arrangement available in their workplace; a similar proportion (44 per cent) said it was not available and 12 per cent were unsure.

A number of differences in the perceived availability of job-share were evident (Table C3.11). In summary, the reported availability was higher among the following groups:

- Women (53 per cent), compared with men (34 per cent)
- Employees aged between 40 and 49 (48 per cent) and employees aged between 50 and 59 (47 per cent) were more likely than employees aged between 16 and 24 (32 per cent).
- Those whose highest qualification was a degree (51 per cent) or postgraduate degree (52 per cent), compared with those with A levels/ GCSEs (39-40 per cent) or no qualifications (34 per cent)
- Part-time employees (48 per cent), compared with full-time employees (42 per cent).
- Employees with management responsibilities (49 per cent), compared to those without these responsibilities (40 per cent).

- Those who had been working with their current employer for five to nine years (45 per cent) or over ten years (50 per cent), compared with employees who had been with their employers for a shorter period (29-41 per cent).
- Employees working flexibly other than part-time (62 per cent) and employees working flexibly and part-time (56 per cent), compared with those working part-time only (31 per cent) and employees working full-time without any flexible working arrangements (36 per cent).
- Trade union members (57 per cent), compared with non-union members (38 per cent).
- Employees in workplaces where pay and conditions agreed between the employer and the union (61 per cent), compared with those in workplaces where this was not the case (37 per cent).
- Those working in a managerial and professional occupations (52 per cent), compared with those working in routine and manual occupations (34 per cent) and those working in intermediate occupations (43 per cent)
- Public sector workers (66 per cent), compared with private sector workers (34 per cent).
- Employees working in the public administration, education and health industry (61 per cent), compared with those in other industries, with particularly low availability reported by those working in construction (31 per cent) or manufacturing (20 per cent).
- Employees working in large single site workplaces of 250 or more (55 per cent), compared with those working in workplaces with one to nine members of staff (29 per cent) that were part of a larger organisation.
- Employees in workplaces where the staff are mostly women (53 per cent) or have a roughly equal gender split (48 per cent), compared with those where the staff are mostly men (27 per cent).

Compressed working week

Nearly two-fifths (39 per cent) of employees reported that a compressed working week (CWW) was perceived to be available at their workplace. Just over half (51 per cent) said this was not available and ten per cent did not know if this working arrangement was available or not.

Table C3.12 shows the full analysis of the perceived availability of this work arrangement. The significant findings were as follows:

- Women (42 per cent) were more likely to report a CWW being available at their workplace, compared with men (36 per cent).
- Forty-five per cent of those working part-time reported a CWW being available, compared with 37 per cent of those working full-time.

- Managers or supervisors more commonly reported the availability of a CWW (44 per cent), compared with employees without these responsibilities (37 per cent).
- Employees working flexibly other than part-time (55 per cent) and employees working flexibly and part-time (53 per cent) were more likely to say that a CWW was offered, compared with those employees working part-time only (37 per cent) or those not working part-time or flexibly (25 per cent).
- A higher proportion of employees on fixed-term, seasonal, casual or temporary contracts said that a CWW was available (54 per cent), compared with employees on permanent contracts (38 per cent).
- Employees in workplaces where pay and conditions were agreed between the employer and the union were more likely to report a CWW arrangement being available (44 per cent), compared with 38 per cent of employees in workplaces where this arrangement was not used to agree pay and conditions.
- Employees in managerial and professional (44 per cent) or intermediate occupations (42 per cent) were more likely to report a CWW being available at their workplace than those in routine and manual occupations (33 per cent).
- Public sector workers were more likely to say that a CWW arrangement was available (45 per cent), compared with private sector workers (37 per cent).
- The availability of a CWW was most commonly reported by those working in the banking, insurance, professional and support services industry (46 per cent) and least likely to be reported by those working in construction (26 per cent) or manufacturing (27 per cent).
- There was some association with workplace size and availability of a CWW arrangement with those in a workplace of 250 or more staff more likely to report this (46 per cent where part of a larger organisation and 48 per cent where a single site); however it was also common in smaller single site workplaces of one to nine staff (50 per cent). It was least common in workplaces of one to nine employees (33 per cent) that were part of a larger organisation.
- Employees in workplaces where the staff gender ratio was roughly equal and those in workplaces where the majority of staff were women were more likely to report a CWW being available (44 per cent and 40 per cent respectively), compared with employees in workplaces where the majority of staff were men (31 per cent).

Term-time working

Thirty-four per cent of employees reported that term-time working was available in their workplace, whereas 53 per cent said this was not available and 14 per cent did not know.

Table C3.13 shows characteristics related with the perceived availability of term-time working by employees. The employees most likely to report this form of flexible working were:

- Women (41 per cent), compared with men (26 per cent).
- Employees whose highest qualification was a postgraduate degree (44 per cent), compared with employees with lower or no qualifications (31-35 per cent).
- Employees with caring responsibilities (35 per cent), compared with those without (33 per cent).
- Part-time workers (41 per cent), compared with full-time workers (31 per cent).
- Employees currently working flexibly and part-time (54 per cent), and those who work flexibly and full-time (43 per cent), compared with employees who work part-time without any other flexible working arrangements (26 per cent) and employees who work non-flexibly full-time (25 per cent).
- Members of a trade union or staff association (44 per cent), compared with non-members (30 per cent).
- Employees in workplaces where pay and conditions were agreed between the employer and the union (43 per cent), compared with employees in workplaces where such arrangements are not in place (29 per cent).
- Public sector workers (55 per cent), compared with private sector workers (25 per cent).
- Those working in the public administration, education and health industry (52 per cent), compared with those working in other industries; for example, construction (23 per cent), transport, storage and communication (20 per cent) and manufacturing (13 per cent).
- Those working in workplaces where the staff were mainly women (44 per cent) or have a roughly equal gender split (40 per cent), compared with employees in workplaces where the staff were mostly men (15 per cent).

Working from home

Thirty per cent of employees mentioned that working from home was perceived to be available in their workplace, 68 per cent said this was not available and two per cent were not sure or did not know whether this was available.

The availability of working from home was associated with a number of employee and employer characteristics (Table C3.14). These are summarised below:

- The availability of working from home was most likely to be reported by men (33 per cent), compared with women (27 per cent).

- Those aged 25 to 59 (32-35 per cent) were more likely to say working from home was available, compared to those aged 16 to 24 (13 per cent) or aged 60 or older (23 per cent).
- Reporting the availability of this flexible working arrangement was more common among employees whose highest qualification was a postgraduate degree (49 per cent) or degree (43 per cent) and least common among those with no qualifications (11 per cent) or GCSEs (16 per cent).
- Employees with an annual household income of £45,000 or more were more likely to say working from home was available (50 per cent), compared with those with lower incomes (12 to 31 per cent, with the lowest level among those with an annual income of under £15,000).
- Working from home was more likely to be reported by employees in the South (34 per cent) and the Midlands (30 per cent), compared with employees in the North (26 per cent), Wales (23 per cent) or Scotland (22 per cent).
- The availability of working from home was more commonly reported by full-time workers (34 per cent), compared with part-time workers (18 per cent).
- Employees with managerial or supervisory responsibilities were more likely to report working from home being available (42 per cent), compared with employees without these responsibilities (23 per cent).
- Employees who had been working at their current workplace between five and nine years (35 per cent) or ten or more years (34 per cent) were more likely to report working at home being available, compared with employees who had been with their current employer less time, for example, only 25 per cent of those with less than six months service reported this.
- Employees currently working flexibly and full-time were most likely to perceive working at home was available in their workplace (58 per cent) most commonly reported the availability of working from home, compared with employees who work flexibly and part-time (27 per cent) and employees who work part-time without any other flexible working arrangements (nine per cent) and employees who work non-flexibly full-time (20 per cent).
- The availability of working from home was more common among those working at workplaces where pay and conditions are agreed between the employer and the union (42 per cent) than workplaces where such arrangements are not made (28 per cent).
- It was also more common among those in managerial and professional occupations (49 per cent), compared with employees in intermediate occupations (28 per cent) and routine and manual occupations (nine per cent)
- Those employees in banking, insurance, professional and support services (51 per cent) were most likely to report the availability of working form home. The lowest reported availability was among those in the distribution, retail, hotels and restaurants industry (ten per cent).

- Working from home was more commonly available to employees working in single site workplaces of staff of 250 or more (50 per cent) or workplaces of the same size (44 per cent) that were part of a larger organisation. It was less common among smaller workplaces (26-33 per cent)
- Employees in workplaces where the staff make-up was about half women and half men (38 per cent) were most likely to report the availability of working from home, compared with workplaces where the staff were mostly women (23 per cent) or mostly men (28 per cent).

Annualised hours

Working annualised hours was the flexible working arrangement which was least likely to be perceived as being available by employees in their workplaces. Seventeen per cent said this was available, 64 per cent said it was not available and 19 per cent did not know whether this was available or not.

Table C3.15 shows the perceived availability of this arrangement by the characteristics of the employees and their workplace. The key findings are as follows:

- Employees working full-time and flexibly (26 per cent) and employees working part-time and flexibly (24 per cent) were more likely to report this working arrangement being available, compared with ten per cent of those not working part-time or flexibly and 13 per cent of employees working part-time only.
- Trade union members were more likely to report the availability of annualised hours (21 per cent), compared with non-members (16 per cent).
- Employees working in workplaces where the pay and conditions were agreed between the employer and the union were more likely to perceive this arrangement to be available (23 per cent), compared with employees in workplaces where such arrangements were not in place (16 per cent).
- Public sector workers (23 per cent) were more likely to report annualised hours being available, compared with those working in the private sector (15 per cent).
- Employees working in the public administration, education and health industry (22 per cent) were more likely to report the availability of annualised hours, compared with those in the manufacturing (11 per cent) or construction (12 per cent) industries.

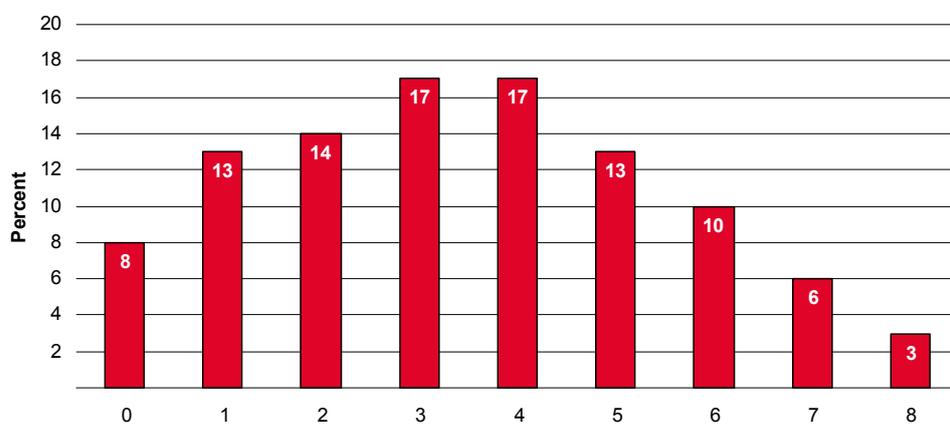
Overall availability of flexible working arrangements

Figure 3.2 shows the overall number of flexible working arrangements perceived by employees to be available in their workplace. The majority (92 per cent) of employees reported that some form of flexible working was available. Just over a third of employees (34 per cent) reported that between three and four arrangements were available, and a small minority of employees (three per cent) reported that all

eight types of arrangements were available. The mean number of flexible arrangements reported as available was 3.5.

Figure 3.2: Number of flexible working arrangements perceived to be available in the workplace

Base: All employees



Unweighted base: 1,871

Source: WLB4 2011

Table C3.16 presents the number of flexible working arrangements available by employee and employer characteristics. A number of statistically significant differences are evident:

- Women were more likely to report that at least one flexible working arrangement was available, compared with men (97 per cent and 88 per cent, respectively)
- Employees without any qualifications were least likely to report one or more flexible working arrangements available (81 per cent), compared with employees with qualifications (92-96 per cent)
- Region was also significant. Employees living in the Midlands (97 per cent) were most likely to say that one or more flexible working arrangement was available, whilst those in Wales least likely (86 per cent)
- Trade union members (95 per cent) were more likely to state that one or more flexible working arrangement was available in their workplace, compared with non-members (92 per cent). In addition, employees at workplaces where pay and conditions were agreed between the employer and the union (95 per cent) were more likely to do so than those in workplaces where pay and conditions were agreed by other means (91 per cent)
- Employees working in routine and manual occupations were the least likely to report flexible working being available (89 per cent), compared with those in

intermediate occupations (93 per cent) and employees in professional and managerial occupations (96 per cent).

- Public sector workers were more likely than private sector workers to say at least one flexible working arrangement was available (97 per cent, compared with 91 per cent).
- Employees working in the manufacturing (84 per cent) or construction (77 per cent) industries were least likely to report that flexible working arrangements were available, compared with employees in distribution, retail, hotels and restaurants (93 per cent), transport, storage and communication (92 per cent), banking, insurance, professional and support services (97 per cent) and public administration, education and health (96 per cent).
- There was some association with the size of the workplace, those in workplaces of 1 to 9, 10 to 49 (part of a larger organisation) and those in workplaces of 1 to 9, 10 to 49 (single site) being those least likely to say flexible working arrangements were available (89 per cent, 90 per cent, 90 per cent and 91 per cent respectively), compared with single site workplaces of 50 to 249 employees (97 per cent) and over 250 employees (99 per cent).
- Employees in workplaces where staff members were mostly women (97 per cent) or half men and half women (96 per cent) were more likely to say flexible working arrangements were available, compared with those in workplaces where the staff were mostly men (82 per cent).

Similar associations were found when employees reporting availability for up to two flexible working arrangements were compared to those reporting three or more flexible arrangements (Table C3.17).

Comparisons over time

Due to changes in the question wording, it is not possible to compare the findings from WLB4 with previous waves with regards to the type and number of flexible working arrangements available. In WLB3, the questions asked specifically what flexible working arrangement would be available to the employees if they personally needed it, whereas WLB4 asked a more general question about what was available at their workplace.

3.4 Take-up

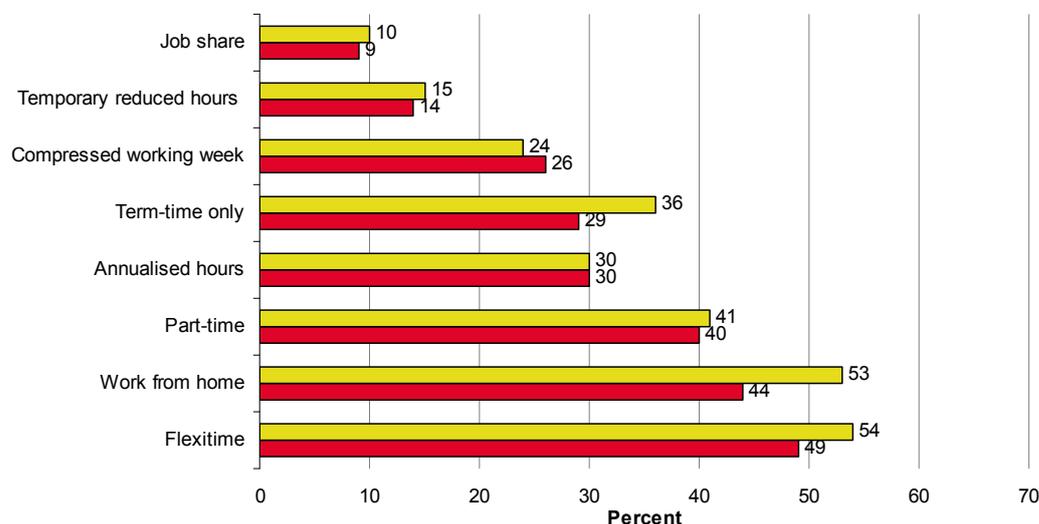
Sixty eight per cent of employees who said that one or more flexible working arrangements were available were actually working flexibly. As such, 32 per cent of employees who reported to have the availability in their workplaces had not taken it up. This was 60 per cent of employees overall. The proportion of employees taking up flexible working has increased since WLB3 where 62 per cent of employees who had a flexible working arrangement available had taken up flexible working and 56 per cent of employees overall.

For each flexible working arrangement that an employee mentioned being available in their workplace, they were then asked if they currently worked or had worked in this way in the last 12 months.

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

Base: Employees with flexible working arrangement available

■ All Employees ■ Parent employees



Unweighted base: bases vary depending on type of flexible working arrangement mentioned.

All employees (core sample), Parent employees (boost sample)

Source: WLB4 2011

Analysis of the take-up¹⁵ of flexible working arrangements was carried out for all employees who had mentioned these and then separately for parent employees and carer employees only. The following section looks at each of the arrangements in turn, once again highlighting any significant differences by employee and employer characteristics.

Flexitime take-up

As shown in Figure 3.3, flexitime was taken up by just under half of all employees for whom flexible working was available (49 per cent).

Certain employee characteristics were associated with the take-up of flexitime (Table C3.18). Take up was more common among parents (55 per cent), compared with non parents (45 per cent). It was higher for those whose highest qualification was degree level (63 per cent), compared with employees with no qualifications (35 per cent) or whose highest qualification was below degree level (41-44 per cent). Employees living in Scotland (66 per cent) were more likely to have taken-up flexible working, compared with those living in other regions with the lowest take-up in the Midlands (39 per cent). Although Scotland had low perceived availability of this working practice (36 per cent, Table C.3.10), where this form of flexible working was

¹⁵ Throughout this section the terms 'take-up' or 'taken up' refers to those employees currently working in this way or who had worked in this way in the last 12 months.

available, take-up was high. In terms of employer characteristics, flexible working was more likely to have been taken up by those working in the public sector (56 per cent), compared with those working in the private sector (45 per cent).

With regards to parents and their family and employment status (Table C3.19), the take-up of flexible working was higher among women with dependant children (59 per cent), compared with men with dependent children (48 per cent). Lone parents (65 per cent) were more likely to take up flexible working than couple parents (52 per cent) and lone mothers (67 per cent) were more likely to take up flexible working than either couple mothers (57 per cent) or couple fathers (48 per cent). Among carers, take up was 52 per cent (Table C3.20). However, there were no significant differences by carer status or by age and sex of carers.

Working from home take-up

Overall, 44 per cent of employees for whom working from home was available had taken up this arrangement (Table C3.21)¹⁶. Thirty-six per cent of employees aged between 16 and 39 worked from home, compared to 48-49 per cent of employees in older age groups. Half of parents (50 per cent) worked at home on a regular basis, compared with 39 per cent of non parents. Half of those whose highest qualification was a postgraduate degree (50 per cent) worked at home, falling to 25 per cent of those with GCSEs only. Fifty-four per cent of employees with an annual household income of £45,000 or more worked at home regularly, compared with those in lower income groups, for example 29 per cent of employees with an annual household income less than £25,000 did so (Table C3.21).

Take-up of working from home was also more common among employees with managerial or supervisory responsibilities (51 per cent), compared with those without these responsibilities (35 per cent). Those in managerial or professional occupations were also more likely have worked or be currently working from home in the last 12 months (50 per cent), compared with those in routine and manual occupations (20 per cent) or intermediate occupations (25 per cent). Sixty per cent of those working in the transport, storage and communication industry reported having taken up this type of flexible working, compared with 27 per cent of employees in manufacturing, 41 per cent of those in banking, insurance and professional and support services and 49 per cent of those in public administration, education and health.

There were no statistically significant differences in take-up among parents by family or employment status and take-up when parent employees were examined separately (Table C3.22) or among carers by carer status, age or gender (Table C3.23).

Part-time working take-up

Forty per cent of employees for whom part-time working was available reported that they had taken up this working arrangement in the last 12 months (Figure 3.3). There

¹⁶ Some response categories have been combined due to the smaller sample size (n=158). Employees not working from home are excluded, resulting in very small numbers in some of the original categories.

were several associations between the take-up of this type of flexible working and employee and employer characteristics (Table C3.24). Take-up was more common among the following:

- Women (50 per cent), compared with men (27 per cent).
- Those aged 16 to 24 (62 per cent) and those aged 60 and over (57 per cent), compared with employees aged between 25 and 59, among whom around 33-34 per cent worked part-time.
- Those without qualifications (57 per cent), decreasing with higher qualification attainment to 29 per cent of those with a postgraduate degree.
- Those with an annual household income of under £15,000 (71 per cent) and the proportions decreasing with higher income levels, with take-up being least common among those with an annual household income of £45,000 or more (23 per cent).
- Non-managerial or supervisory positions (50 per cent), compared with those with managerial or supervisory responsibilities (23 per cent).
- Those who had been working with their employer for under six months (53 per cent) and decreasing with length of service, with take-up least being likely among those who had been working for their employer for over ten years (31 per cent).
- Those on a fixed-term, seasonal, casual or temporary contract (65 per cent), compared with those on a permanent contract (38 per cent).
- Those who were not a member of a trade union or staff association (44 per cent), compared with those who were (29 per cent).
- Those in routine and manual occupations (58 per cent), compared with employees in intermediate occupations (46 per cent) and employees in managerial occupations (23 per cent).
- Those working the private sector (41 per cent), compared with those working in the public sector (35 per cent).
- Those in the distribution, retail, hotels and restaurant industry (61 per cent), compared with those in other industries, with the lowest take-up among employees in the manufacturing industry (18 per cent).
- Those working in a workplace of one to nine staff which is part of a larger organisation (53 per cent) or a single site (67 per cent), compared with those in larger workplaces, with the lowest levels of take-up among those working in sites of 250 or more employees, where around a quarter worked part-time (25 per cent in multi-site workplaces of 250 employees or more and 24 per cent in single site workplaces of the same size).

Among parents, there were significant associations between family and employment status and the take-up of part-time working (Table C3.25):

- Fifty-nine per cent of women with dependent children had taken up part-time working, compared with 16 per cent of men with dependent children.
- Fifty-four per cent of lone parents had taken up part-time working, compared with 39 per cent of couple parents.
- Take-up of part-time working was most common among mothers who were part of a couple (59 per cent) and lone parent mothers (56 per cent), compared with coupled fathers (15 per cent).
- Fifty-four per cent of lone parent earners and 43 per cent of dual earner parent couples had taken up part-time working, compared with 27 per cent of single earners who were parents and part of a couple.

There were differences in the take-up of part-time working by carers along the lines of age and gender¹⁷. Take-up was highest among those aged 16-39 (52 per cent) and those aged 60 or older (55 per cent), compared with 37-40 per cent among other age groups. In addition, 50 per cent of female carers worked part-time, compared with 36 per cent of male carers. There were no other statistically significant differences by carer status (Table C3.26).

Annualised hours take-up

Thirty per cent of employees for whom working annualised hours was available had taken up this arrangement. The only significant associations between employee or employer characteristics (Table C3.27) and the take-up of this type of working arrangement were in relation to qualifications and trade union membership. The take-up of this working arrangement declined as qualification level increased, with the lowest level of take-up among employees whose highest qualification was a postgraduate degree (21 per cent). Take-up of annualised hours was also more common among those who were a member of a trade union or staff association (38 per cent), compared with those who were not (25 per cent). The overall take-up among parents was 30 per cent, which was very close to that of non parents (29 per cent). No significant associations were found among parent employees between the take-up of annualised hours and their family or employment status (Table C3.28). There was a significant difference in take-up among carers¹⁸ by age; carers aged 40-49 (22 per cent) were less likely to work annualised hours than carers aged 50 or over (38 per cent). There were no other statistically significant differences by carer status (Table C3.29).

¹⁷ Some response categories have been combined due to the smaller sample size (n=705). Only part-time carer employees are included in this analysis, resulting in very small numbers in some of the original categories.

¹⁸ Again, the response categories have been grouped due to the small sample size (n=165)

Term-time working take-up

Overall, 29 per cent of all employees for whom term-time working was available had taken-up or were currently working term-time only (Table C3.30). There were some significant differences in the take-up of this type of flexible working. Take up was more likely among:

- Women (33 per cent), compared with men (22 per cent).
- Parents (34 per cent), compared with non-parents (25 per cent).
- Those whose highest qualification was a degree (39 per cent) or post graduate degree (37 per cent), compared with employees with other or vocational qualifications (18 per cent) or those with GCSEs of A levels (25-26 per cent).
- Employees living in Scotland (40 per cent), compared with those living elsewhere, with the lowest take-up among those in the North (21 per cent).
- Part-time workers (43 per cent), compared with full-time workers (22 per cent) and, specifically, for women working part-time (45 per cent), compared with women working full-time (25 per cent) or men working full-time (18 per cent).
- Members of a trade union or staff association (39 per cent), compared with those who were not members (23 per cent).
- Those in routine and manual occupations (32 per cent) and those on managerial and profession occupations (30 per cent), compared with those in intermediate occupations (13 per cent).
- Those working in the public sector (37 per cent), compared with those working in the private sector (21 per cent).
- Employees in public administration, education and health industry (43 per cent), particularly compared with those in the banking, insurance, professional and support services (four per cent).
- Employees in a workplace of 10-49 or 50-249 staff (36-37 per cent) and least common among employees in workplaces of 250 or more (nine per cent)¹⁹.

The gender difference remained when looking solely at parents; women with dependent children were more likely to work school terms only (42 per cent), compared with men with dependent children (24 per cent). Couple and lone mothers (42 per cent and 41 per cent, respectively) were more likely, compared with couple and lone fathers (24 per cent and 27 per cent respectively). As expected, there was a higher take-up of school term working for parents of school aged children. Twenty-

¹⁹ This variable was grouped (i.e. the categories combine single site workplaces and workplaces that were part of a larger organisation) due to the smaller sample size (n=683) that resulted in very small numbers in some of the original categories.

eight per cent of parents whose youngest child was aged under six worked school terms, compared with 41 per cent of parents whose youngest child was older than six (Table C3.31). There were no statistically significant differences in take up among carers by carer status, age or gender (Table C3.32).

Compressed working week take-up

Twenty-six per cent of all employees for whom compressed working week was available had taken up this arrangement (Table C3.33). This was more common among non-white employees (46 per cent), compared with white employees (24 per cent).

Twenty-five per cent of those in the manufacturing industry had taken up a compressed working week, compared with 21 per cent of employees working in public administration, education and health and 20 per cent of employees in banking, insurance, and professional and support services. Fifty per cent of those in a single site workplace of one to nine staff worked term-time only, compared with 20-27 per cent among those working for employers of other sizes.

Among parents, the take-up of a compressed working week arrangement was 24 per cent. There was a significant difference by age of youngest child. Twenty-nine per cent of parents whose youngest child was aged under six worked a compressed week, compared with 20 per cent of parents whose youngest child was six or older. There were no other statistically significant associations with the parents' characteristics and the take-up of this type of working arrangement (Table C3.34). There were no statistically significant differences among carers by carer status, age or gender (Table C3.35).

Reduced working hours take-up

Fourteen per cent of all employees for whom working temporarily reduced hours was available were currently working in this way or had done so in the last 12 months (Table C3.36). This type of working arrangement was more common among part-time employees (20 per cent), compared with full-time employees (13 per cent). It was also more common for employees who reported they had a longstanding illness or disability (22 per cent), compared with those who did not (13 per cent).

There was an association between reduced working hours and the length of time the employee had been with their current employer. Twenty-one per cent of those who had been with their employer for one to four years having taken up this type of working, compared with 13 per cent of those who had been with their employer five to nine years, 11 per cent of those who had been with their employer over ten years and nine per cent of those who had been with their employer less than 12 months.

Reduced working hours take-up was also most common among those who were not a member of a trade union (17 per cent), compared with ten per cent of trade union members. Employees in routine and manual occupations were more likely to work reduced hours (22 per cent), compared with employees in managerial occupations (nine per cent) or those in intermediate occupations (15 per cent). Employees working in the private sector were more likely than public sector employees to work reduced hours (16 per cent, compared with 11 per cent).

Finally, this type of working arrangement had been most frequently taken up by those employees in single site workplaces of one to nine staff (29 per cent) and least frequently taken-up by those in single site workplaces of 50 to 249 staff (nine per cent) or 250 or more (nine per cent).

Among parents, the take-up of reduced working hours was 15 per cent. There were no statistically significant associations with the parents' characteristics and the take-up of this type of working arrangement (Table C3.37). There were no statistically significant differences in take-up among carers by carer status, age or gender (Table C3.38).

Job-share take-up

The take-up of job-share was the least frequent of all the flexible working arrangements. Among all employees for whom job-share was available, the take-up was less than one in ten (nine per cent).

There were some associations between take-up of this type of working arrangement and employee and employer characteristics (Table C3.39). These were as follows:

- Job-share take up was more common among employees with an annual household income of less than £24,999 (15-16 per cent) and least common among those with annual household incomes of between £25,000 and £34,999 (six per cent) or more than £45,000 (five per cent).
- Part-time workers were more like to have taken up job-share (21 per cent), compared with full-time workers (four per cent), and this was most common for female part-time workers (22 per cent).
- Employees who were not a member of a trade union (eleven per cent) were more likely to have taken up job-share, compared with those who were a member of a trade union (six per cent).
- Employees on a permanent contract (eight per cent) were less likely to job-share than employees working on fixed-term, seasonal, casual or temporary contracts (19 per cent).
- Those in routine and manual occupations (17 per cent) were more likely to have worked or were working a job-share arrangement, compared with those in managerial and professional occupations (four per cent) and those in intermediate occupations (11 per cent).
- Employees with managerial responsibilities were less likely to job-share than those without (five per cent, compared with 11 per cent).

Take-up of job-share among parent employees was ten per cent (Table C3.40). This was more common among female employees with dependent children (14 per cent), compared with male employees with dependent children (four per cent). It was also more common among mothers who were part of a couple (14 per cent), compared with fathers who were part of a couple (four per cent). There were no statistically

significant differences in take up among carers by carer status, age or gender (Table C3.41).

Comparisons over time

Differences in the methodology used in WLB3 and WLB4 mean that it is difficult to make direct comparisons but there are some similarities in the take-up of arrangements - where these were available to employees - with flexitime being most common and job-share least common at both waves. Generally, the figures are very similar.

When the proportion of all employees' take-up are examined over time (Table 3.1), the figures suggest a notable increase in the proportion of employees working part-time (32 per cent, compared to 26 per cent in WLB3). There also seems to be an increase in the proportion of employees working regularly from home (13 per cent, compared with ten per cent in WLB3). This increase may partially be due to improvements in technology. As can be seen in Table 3.1, the overall proportion of employees working flexibly has increased steadily, from 51 per cent in WLB2 citing 'they currently worked flexibly or have done so in the last 12 months' to 60 per cent in WLB4. This appears to be driven by the notable increase in part-time workers.

Table 3.1: The proportion of all employees taking up flexible working arrangements

	WLB1	WLB2	WLB3	WLB4
	%	%	%	%
Part-time working	24	28	26	32
Flexi-time	24	26	26	23
Temporary reduced hours	N/A	13	10	8
Regular home working	20 ¹	11	10	13
Compressed working week	6	11	8	10
Annualised hours	2	6	6	5
Job-share	4	6	6	4
Term-time working	14	15	13	10
Not worked flexibly in last 12 months	-	49	44	40
Currently working flexibly, or has done so in the last 12 months	-	51	56	60
Unweighted base	7,561	2,003	2,081	1,874

¹ In WLB1 this question was asked as part of a separate section from other flexible working arrangements and was very differently worded making comparison particularly unreliable

Source: WLB4 2011, Hogarth et al., 2001; Stevens et al., 2004; and IES/ICM, 2006

Commonly combined forms of flexible working

Certain combinations of flexible working were more common than others. The correlation between different forms of flexible working was investigated further. Table E1.1 in Annex E shows the correlation of different flexible working arrangements for employees who had taken up more than one type of flexible working arrangement. The following associations were significant.

- Part-time working was positively correlated with school-term working, job-shares and temporarily reduced hours. It was however negatively correlated with flexitime and working from home, which suggests that employees were unlikely to combine either flexitime or working from home with part-time work.
- Flexitime was also negatively associated with school-term working, job-shares and working temporarily reduced hours. Working from home was also negatively correlated with job-shares (in addition to part-time working).
- Working compressed hours was positively correlated with working temporarily reduced hours. Working annualised hours was positively correlated with school-term working.

The correlation between different forms of flexible working was investigated among parent employees (Table E1.2). There were some similar patterns to those reported in Table E1.1 for all employees who have the availability to take up these working arrangements, although temporarily reduced hours were no longer significantly related to either flexitime or part-time work. Flexitime was no longer significantly correlated with job-shares. For parents, working annualised hours was positively correlated with compressed hours. There were other significant differences when carers were concerned, as given in Table E1.3. Flexitime and working at home were positively correlated, whereas compressed hours correlated negatively with both flexitime and working from home.

Part-time working was the most commonly available form of flexible working, followed by temporarily reduced hours and flexitime. Flexitime was the most commonly taken up form of flexible working, followed by working from home and part-time working. Flexitime is used by highly qualified managerial staff in the public section whereas part-time work, job-share and term-time only working are the preserve of women.

3.5 Requests and outcomes

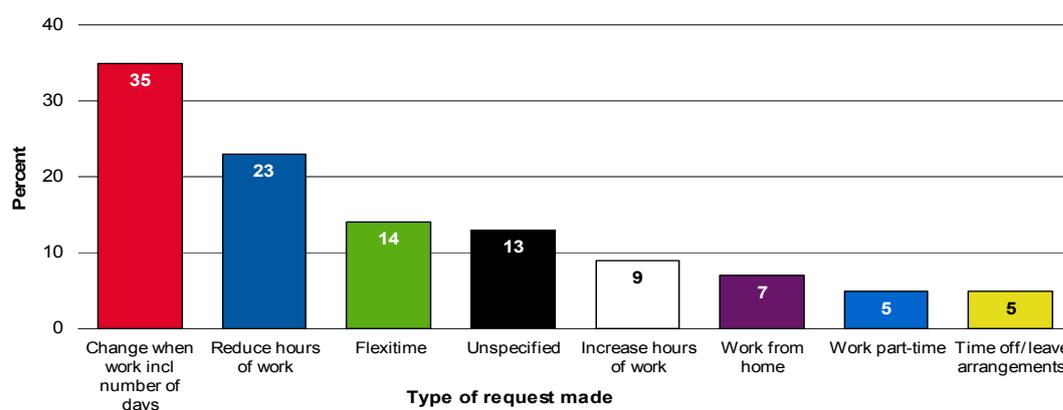
This section looks at the proportion of employees who had requested a change in their working arrangements in the last two years (or since they had started working their current employer if this was less than two years ago). Requests are only reported if they concerned a change in working arrangements for a sustained period of more than one month. The section then goes on to examine the outcome of the employees' request and how this was communicated. Finally, the reasons for employees not requesting a change in working arrangements are examined.

Requests to change working arrangements

Overall, 22 per cent of employees had made a request to change their working arrangements in the last two years. Thirty-five per cent of employees making a request had asked for a change in the days they work, including a change in the number of days, 23 per cent of the requests asked specifically for a reduction in hours and 14 per cent requested flexitime. Nine per cent of requests had asked for an increase in hours of work. A breakdown of the type of requests made is shown in Figure 3.4.

Figure 3.4: Requested changes to working arrangements

Base: All employees who made a request



Unweighted base: 435

Source: WLB4 2011

The proportion of employees making requests by individual and employment characteristics are shown in Table C3.42. Female employees (28 per cent) and parents (27 per cent) were more likely to have made a request, compared with male employees (17 per cent) and non-parents (19 per cent). The likelihood of making a request was also higher among those with caring responsibilities for an adult in their household (30 per cent), compared with non-carers (21 per cent).

Other significant associations with employees making a request to change their working arrangements were as follows:

- It was more common among employees working part-time (31 per cent), compared with those working full-time (19 per cent)
- Those currently working part-time and flexibly and employees who worked part-time only were more likely to have made a request (38 and 32 per cent, respectively), compared with those employees who were not working part-time or flexibly and those working flexibly but not part-time (14 per cent and 20 per cent, respectively).
- Making a request was also more common among public sector workers (25 per cent), compared with private sector workers (21 per cent).

- Those working in the construction (11 per cent) and manufacturing industries (15 per cent) were least likely to have made a request to change their working arrangements. It was more likely among those working in public administration, education and health (26 per cent), distribution, retail, hotels and restaurants (23 per cent), transport, storage and communication (24 per cent) and banking, insurance, professional and support services (19 per cent).
- Finally, those in a workplace where the staff were mostly men were least likely to have requested a change in working arrangements request (16 per cent), compared with those in workplaces where the staff were mostly women (26 per cent) and workplaces of a roughly equal gender mix (24 per cent).

How requests were made

Employees were asked how they had made their request and could list from five responses:

- letter or form
- email
- face-to-face meeting or discussion
- telephone
- some other way.

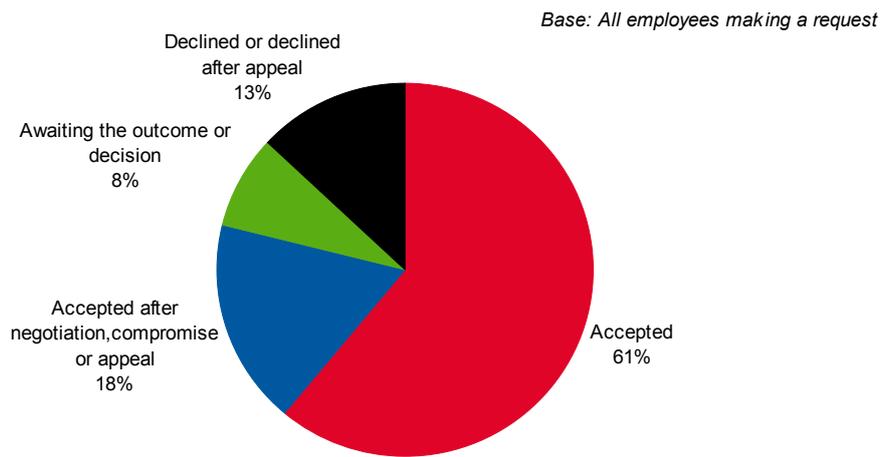
Employees could list more than one method of communication as they could have used multiple channels (both formal and informal) to put their request forward. Eighty-five per cent of employees had made a request face to face, 16 per cent had used a letter or form, nine per cent used email and four per cent made a request by phone.

The employees' responses were re-coded into formal and informal requests. Written requests (email and letter or form) were coded as 'formal' and spoken requests (face-to-face or telephone, other) were coded as informal. If an employee mentioned both an informal and formal method, their response was re-coded as formal. Seventy six per cent of the requests made had been through formal channels (letter or form, email), the remaining 24 per cent were informal requests (face to face meeting or discussion by phone).

Outcome of requests

Seventy-nine per cent of employees had their request to change their working arrangements accepted, with 61 per cent being accepted without negotiation/compromise/appeal and 18 per cent of requests being accepted after negotiation/compromise/appeal. Eight per cent were still awaiting the outcome of their request and 13 per cent had their request declined or declined after appeal. This is shown in Figure 3.5. The corresponding figures for WLB3 were; 68 per cent agreed outright, ten per cent agreed after negotiation, 17 per cent declined and five per cent still awaiting the outcome.

Figure 3.5: Outcome of requests to change working arrangements



Unweighted base=435

Source: WLB4 2011

Table C3.43 shows the outcome of the request by employee characteristics. Although the proportion of requests that were accepted was similar for both female and male employees (62 per cent and 60 per cent, respectively), men were more likely to have their requests declined (18 per cent), compared with women (10 per cent). Also, a higher proportion of women were awaiting the outcome of a decision; nine per cent, compared with five per cent of men.

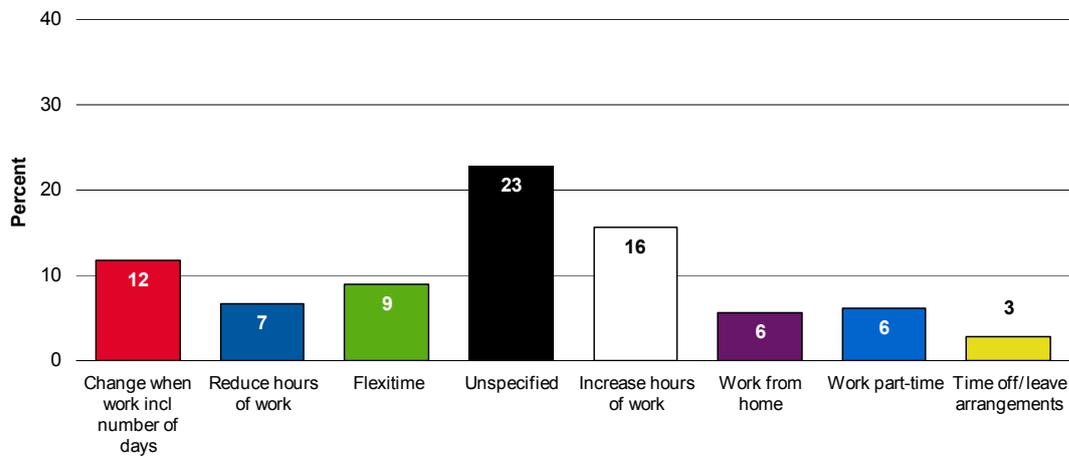
There were also differences depending on the employees' working status, with employees working part-time (68 per cent) being more likely to have their request accepted, compared with those working full-time (57 per cent). A similar pattern was seen with those working part-time and flexibly, as they were more likely to have their request accepted (78 per cent), compared with those working part-time only (53 per cent) and those not working part-time or flexibly (45 per cent). This latter sub-group were also more likely to have their request declined (22 per cent).

Figure 3.6 shows the proportion of requests that were declined for each change in working practice that had been requested. This was a multi-coded question as employees could have requested more than one change. Twelve per cent of the requests made by employees for a change in when they worked, including the number of days, were declined. Sixteen per cent of requests for an increase in working hours were declined. The proportion of requests declined for reduced hours (seven per cent), flexitime (nine per cent), working from home (six per cent), working part-time (six per cent) and alternative leave arrangements (three per cent of requests were for time off/leave arrangements) were lower than the overall proportion of declined requests (13 per cent, Figure 3.5). The proportion of unspecified requests that were declined was higher than any of the other groups (23 per cent). These requests could not be coded and it is likely that the less standard nature of these requests contributed to their higher rate of decline.

Figure 3.6: Proportion of requests declined by type of change requested

Base: All employees making a request

% of each request type that was refused



Unweighted base: 435

Source: WLB4 2011

Communication of the outcome of requests

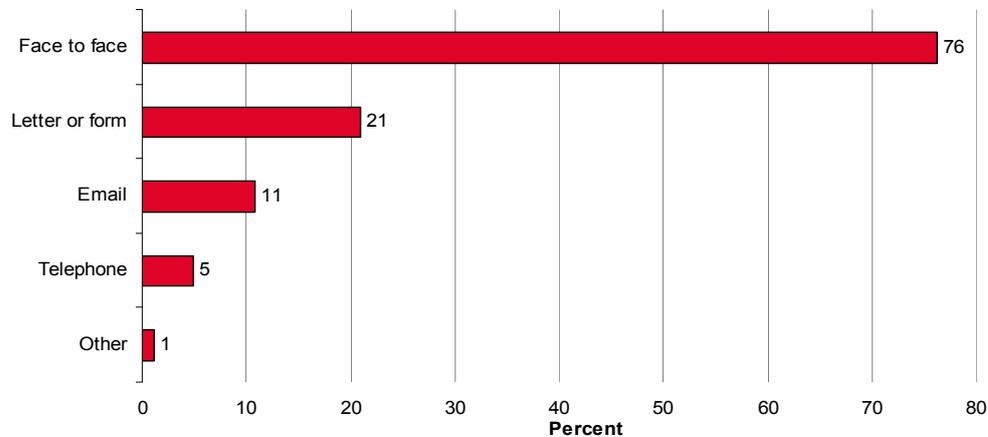
Employees who had requested a change to their working arrangements were asked how the outcome of this request was communicated to them with the possibility of five responses:

- letter or form
- email
- face-to-face meeting or discussion
- telephone
- some other way.

Figure 3.7 shows the proportion of employees receiving a response by each of the five methods of communication (note that percentages in this figure do not sum to 100. Employees were able to list more than one method since it was possible for employees to be notified of an outcome through more than one channel). The majority (76 per cent) of employees who made a request had received a response face-to-face. Fewer employees received responses by letter or form (21 per cent), email (11 per cent) or telephone (five per cent). One per cent gave an 'other' response.

Figure 3.7: Proportion of responses received by each form of communication

Base: Employees who made a flexible working request



Unweighted base=435

Source: WLB4 2011

These five responses were then re-coded into²⁰:

- formal (written): letter or form, email,
- and informal (spoken): face-to-face meeting or discussion, telephone, some other way.

Table C3.44 shows how the outcome of the request was communicated by a number of individual and employee characteristics. Seventy per cent of employees were notified of an outcome by informal methods of communication only. The remaining 30 per cent received their response either by formal written communication only or a combination of formal and informal methods.

This table shows that women were more likely to receive a formal notification of the outcome of their request, compared with men (38 per cent, compared with 18 per cent of men). Formal notification was also more commonly reported among employees who were a member of a trade union (41 per cent), compared with non-members (27 per cent). Employees working in routine and manual occupations were more likely to be told the outcome of their request informally (80 per cent), compared with employees in intermediate occupations (65 per cent) or employees in managerial and professional occupations (62 per cent). Employees working in the private sector (75 per cent) were more likely than employees in the public sector to be told informally (59 per cent).

²⁰ Written requests (email and letter or form) were coded as 'formal' and spoken requests (face-to-face or telephone, other) were coded as informal. This question allowed multi-response; employees could give as many answers as relevant. If an employee mentioned both an informal method and a formal method, their response was re-coded as formal.

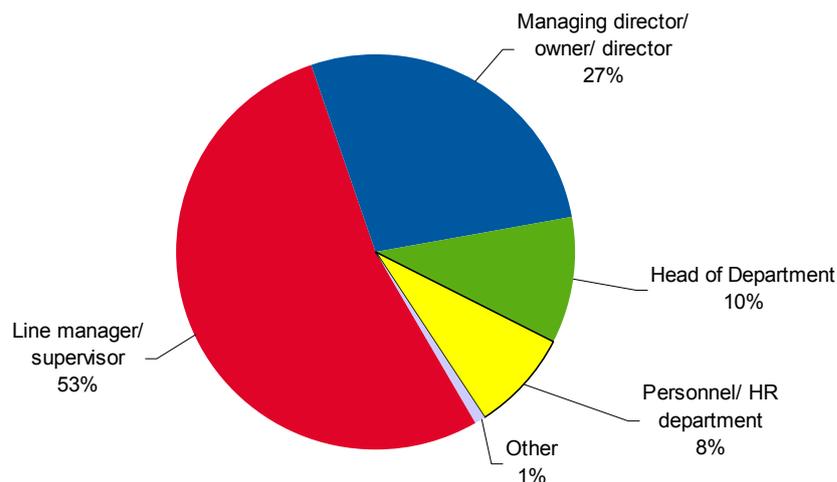
Sixty per cent of employees who made formal requests and had received an outcome were informed through formal (written) channels or by a mixture of formal and informal means of notification. The remaining 40 per cent of employees who had made a formal request received an informal (spoken) response only. Eighty per cent of employees who had made requests through informal channels received notification of their outcome through similar channels, with the remaining 20 per cent finding out through formal avenues.

Who dealt with the request to change working arrangements

Employees were asked who dealt with their request to change working arrangements. This is shown in Figure 3.8. Just over half (53 per cent) of employees said their line manager or supervisor dealt with their request. Twenty-seven per cent had their request dealt with by the managing director or company owner and ten per cent said head of department. Personnel/HR dealt with the request for eight per cent of employees and one per cent gave an 'other' response.

Figure 3.8: Who dealt with the employee's request for changes to their work arrangements

Base: Employees who made a request



Unweighted base=435

Source: WLB4 2011

There was no significant association between who had dealt with the request and the final outcome.

Reasons for not making a request to change working arrangements

All those employees who had not made a request to change their working arrangements in the last two years were asked the reason for not doing so. Employees' responses were coded into a list of 15 possible options, which were categorised into personal reasons, business/employer reasons and other reasons, as follows:

Personal reasons

- Doesn't suit domestic/household arrangements
- Content with current working arrangement
- Happy with current work-life balance
- Already working flexibly

Business/employer reasons

- Job does not allow it / Doesn't suit my job
- Too much work to do
- Concerned about the extra workload for my colleagues
- Concerned about my career
- Concerned about my job security
- Not convinced my employer would allow it
- Do not feel confident enough to ask my employer
- Not eligible to request flexible working

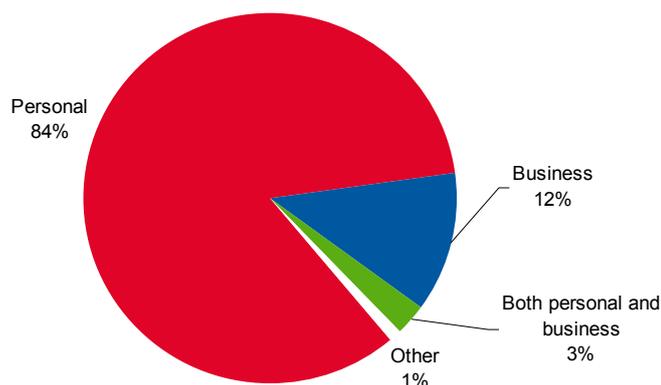
Other reasons

- Could not afford any reduction in my income
- Not aware of the new right
- Other

It was possible for employees to cite more than one reason for not requesting a change to their working arrangement. Figure 3.9 shows the 'grouped' reasons for not making a request. The majority of employees (84 per cent) said they had not made a request to change their working arrangements due to personal reasons, 12 per cent said it was for business reasons, three per cent for both personal and business reasons and one per cent for other reasons.

Figure 3.9: Reasons given by employees for not requesting changes to their work arrangements

Base: Employees who did not make a request in past 2 years



Unweighted base=1,399

Source: WLB4 2011

Table C3.45 shows the reasons employees gave for not requesting to change their working arrangements by employee and employer characteristics. These significant differences are summarised below:

- Employees with a disability or long-term illness were less likely to cite personal reasons (77 per cent), compared with those employees without a disability (85 per cent) and more likely to mention business reasons (19 per cent).
- Full-time workers were more likely than part-time workers to say their reason for not requesting a change in working arrangements was due to business reasons (seven per cent, compared with 14 per cent).
- Employees who were not working part-time or flexibly or working part-time only were more likely to mention business reasons for not requesting a change in their working arrangements (15 per cent and 13 per cent respectively), compared with those with other flexible working arrangements (seven to eight per cent).
- Non-members of a trade union (85 per cent) were more likely to cite personal reasons for not requesting a change in working arrangements, compared to employees who were members of a trade union (80 per cent).

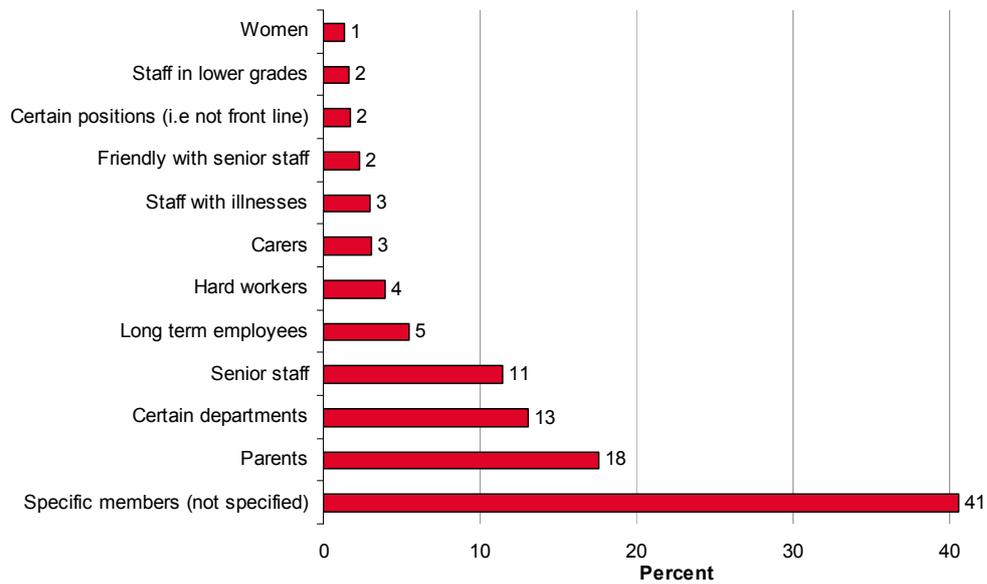
3.6 Who employers seem to prioritise

Employees were asked whether they felt their employers treated all staff requests to work flexibly the same, or whether they felt their employers prioritised some groups over others. The majority of employees (73 per cent) felt that their employers treated all requests the same, 21 per cent said they felt their employers prioritised certain groups of staff and six per cent said they did not know.

Employees were asked to identify which groups of staff they felt were treated more favourably by their employers when considering requests to work flexibly. This is shown in Figure 3.10. Employees who felt that staff were not treated with equal weight by employers when considering requests for flexible working were most likely to identify specific staff members or individuals (41 per cent) as being given priority within their workplace. Eighteen per cent of employees felt parents were prioritised and 13 per cent felt that staff members from specific departments within their workplace were more likely to be allowed to work flexible. Eleven per cent of employees felt senior managers were treated more favourably, compared with two per cent who felt staff from lower grades were.

Figure 3.10: Employee groups felt to be given priority in flexible working requests

Base: Employees who felt some staff groups were prioritised in their workplace



Unweighted base=375

Source: WLB4 2011

3.7 Summary

- The majority of employees were aware of the right to request flexible working, with awareness being unsurprisingly more common among parents. Awareness was also higher among those in managerial/ professional occupations, with particularly low awareness among those in routine or manual occupations.
- Part-time working was the most commonly available form of flexible working, followed by temporarily reduced hours and flexitime.
- The availability of many forms of flexible working was most commonly reported by women, those with higher qualifications, those in managerial/professional occupations, public sector employees, trade union members or those whose pay and conditions were agreed between the employer and a union.
- There were notable differences by industry. Employees in public administration, education and health and those within banking, insurance, professional and support services industry were often among those most commonly reporting the availability of different types of flexible working. The reverse was true for those in manufacturing and construction.
- The availability of flexible working was also often more likely to be reported among those in workplaces that were mostly female or had a relatively equal gender split.

- Flexitime, working from home and part-time working were the forms of flexible working most commonly taken up by employees.
- The take-up of many forms of flexible working was often more common among women, parents, those with higher qualifications, those in the public sector and trade union members.
- However, the patterns of take-up for part-time working, reduced working hours and job-share were somewhat different in some respects such as being more likely among those in routine or manual occupations, those not in managerial roles and non-trade union members.
- Less than a quarter of employees had requested a change to their working arrangement in the last two years, most commonly a change in when they work or a reduction in hours. Women, parents and carers were most likely to have made a request. In the majority of cases, the request was accepted and the outcome communicated face-to-face.
- Those who had not requested a change to their working arrangement typically had not done so for personal reasons (such as being happy with their current arrangement). However, there was a proportion who had not done so due to reasons related to the business/employer, which may be real or perceived.

4. Attitudes to work-life balance

This chapter examines employees' attitudes to flexible working. Section 4.1 begins by exploring how important flexibility was when employees initially took up their jobs and how important it is to them now. For employees who said they were working flexibly, Section 4.2 then goes on to consider the consequences of their working arrangements on them personally. For those whose colleagues work flexibly, the consequences of colleagues' flexible working arrangements is also explored. Section 4.3 examines employees' satisfaction with their current working arrangements and Section 4.4 closes the chapter by examining their wider attitudes to flexible working.

For each area differences between employee groups are examined. Relationships are only reported in the text if they are statistically significant (unless otherwise stated). In some instances key breaks have been collapsed due to small sample sizes, where this occurs it is flagged in the table footnotes.

4.1 Importance of availability of flexible working arrangements

Importance of flexibility to job choice²¹

Employees were asked how important the availability of flexible working was for them when they initially decided to work for their current employer. Twenty-three per cent of employees said flexibility was 'very important', 18 per cent said it was 'quite important' and 58 per cent said flexibility was 'not important' when they initially took up their current job (Table C4.1).

The proportion of employees saying that flexible working was important to them when they initially decided to take up their current job has increased since 2006. In the WBL3 survey, 19 per cent of employees said it was 'very important' and 20 per cent 'quite important'²².

²¹ When considering the relationship between different personal characteristics and importance of flexible working when initially deciding to take a job, it should be remembered that some personal characteristics (e.g. having dependent children) may have changed since the job was started. Characteristics reported here were recorded at the time of interview in 2011, not as they were when the job was started (which could have been some years before). It may therefore be more robust to consider importance of flexible working now according to personal characteristics – see next sub-section.

²² Note: due the change in survey design at WLB4, these changes cannot be tested for statistical significance.

The availability of flexible working in the decision to take up a job corresponded to the employees' current flexible working status. Seventy-two per cent of those not working part-time or flexibly said the availability of flexible working had not been important when they decided to take that job, compared with 59 per cent of those working flexibly other than part-time, 39 per cent of those working part-time and flexibly and 35 per cent of those working part-time only.

When initially deciding to take up a job, flexible working was more important to women than men. Thirty-three per cent of women said flexible working was 'very' important compared with 14 per cent of men. However, working patterns also made a difference: overall, 45 per cent of those working part-time said flexible working was 'very important', compared with 16 per cent of those working full-time. Part-time employees were predominantly women (see Section 2.2). When looking just at part-time employees, the gender gap was still evident, but had narrowed: 48 per cent of women working part-time said flexibility was 'very important' compared with 37 per cent of men working part-time. Similarly for full-timers, 24 per cent of women working full-time said flexibility was very important, compared with only 10 per cent of men working full-time.

The availability of flexible working was also more likely to be 'very important' for:

- Non-white employees (31 per cent), compared with white employees (23 per cent).
- Parents (32 per cent), compared with those without children (18 per cent).
- Those with lower annual household incomes (32 per cent of those with annual income of less than £15,000, compared with 18 per cent of those with an income of £45,000 or more).
- Employees with caring responsibilities for a relative or an adult in the household (31 per cent), compared with those with no caring responsibilities (22 per cent).
- Employees living in the Midlands (30 per cent), Wales (27 per cent) and the South of England (24 per cent), compared with the North of England (19 per cent) and Scotland (16 per cent).
- Employees who had started their current job in the last year – 27 per cent for those who had been with their current employer for less than six months and 31 per cent for the six to 11 month group, compared with 20 per cent for those who had been with their current employer for ten or more years.

There were also differences by type of job and/or employer, although these are easier to distinguish by looking at the proportions who said that flexible working was 'not important':

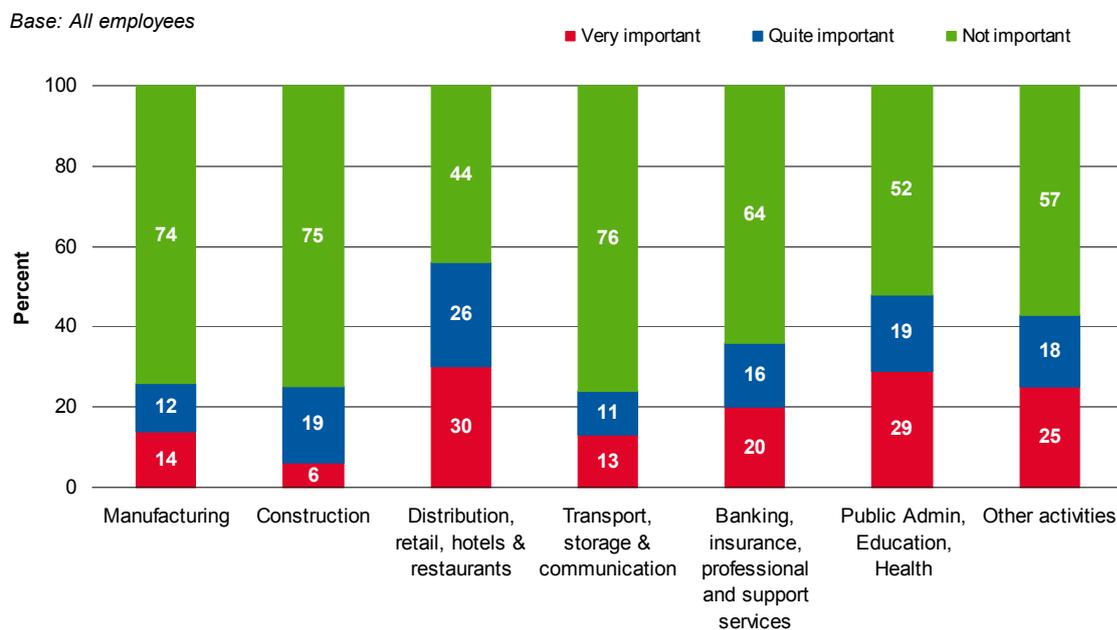
- Those who were managers or supervisors (63 per cent) were more likely to say that availability of flexible working arrangements was not important,

compared with those without management or supervisor responsibilities (55 per cent).

- Similarly, those in managerial or professional occupations (63 per cent) were more likely to say that availability of flexible working arrangements was not important, compared with those in routine and manual occupations (53 per cent).
- There was some association with size of the workplace with those in larger workplaces, for example, those employees working in at a workplace of 250 or more, which were part of a larger organisation, (67 per cent) were more likely to say flexible working arrangements were not important in their decision to take up the job compared with those in workplace of one to nine on a single site (48 per cent).

Finally, there were interesting differences according to industry type (Fig 4.1). Flexible working was most likely to be 'not important' for those in transport, storage and communications (76 per cent), construction (75 per cent) and manufacturing (74 per cent), compared with 44 per cent of those working in distribution, retail, hotels and restaurants and 52 per cent of those working in public administration, education and health. These latter two groups were most likely to say flexible working was 'very important' (30 per cent and 29 per cent, respectively), followed by banking, insurance, professional and support services (20 per cent).

Figure 4.1 Importance of flexible working when initially deciding to take job by industry



Unweighted base: 1,858
Source: WLB4 2011

Further analysis was carried out using the parents and carers boost samples to look at how important the availability of flexible working arrangements was to parents and carers in their decision to take up a job.

For parents: Table C4.2 clearly demonstrates a gender split between parents: 64 per cent of females with dependant children said flexible working had been an important factor in their initial decision to take up a job (47 per cent ‘very important’, 17 per cent ‘quite important’), compared with 32 per cent of men with dependent children (17 per cent ‘very important’, 15 per cent ‘important’).

This gender difference existed regardless of relationship status: half of the mothers who were a lone parent (50 per cent) and nearly half of mothers who were part of a couple (47 per cent) said flexible working arrangements were very important, compared with 16 per cent of fathers who were part of a couple. This is likely to be related to how family work patterns relate to childcare. Lone parent earners (who are predominantly female) and dual earner couples were most likely to say flexible working was very important (46 per cent and 34 per cent, respectively). This proportion was much lower for couple parents where there was a single earner (21 per cent) and the other partner (usually the mother) was available for childcare.

There was no statistically significant difference according to age of child.

For carers: Table C4.3 shows that the availability of flexible working when making initial job choice was more likely to be very important for carers who were:

- Part-time employees – 52 per cent of carers working part-time said ‘very important’ compared with 22 per cent for carers working full-time.
- Women – 39 per cent of female carers compared with 21 per cent of male carers.
- Parents – 38 per cent compared with 27 per cent of non parents.
- Those aged under 45. The proportion was 35 per cent for the 16-44 age group compared with 27-28 per cent for older employees (this may be related to parental status).

There were no statistically significant differences according to type of caring responsibility.

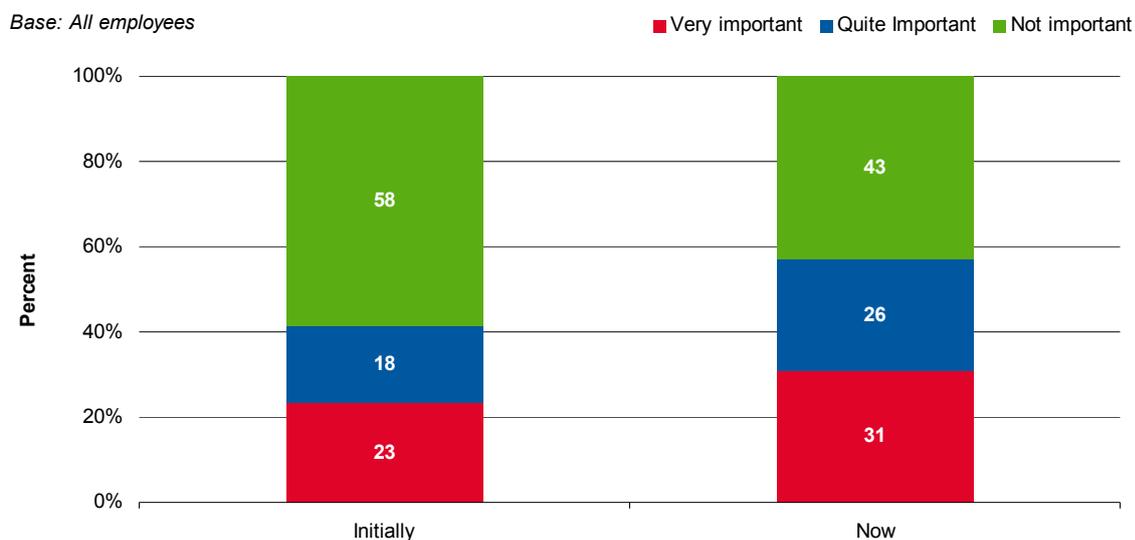
Importance of flexible working now

In addition to asking employees how important the availability of flexible working was in their initial decision to take up their job, they were also asked how important this was for them now (at the time of the interview). The results of this analysis, by the standard sub-groups, are shown in Table C4.4.

Overall, 31 per cent said the current availability of flexible working in their workplace was ‘very important’ to them now; a further 26 per cent said this was ‘quite important’ and 43 per cent said this was ‘not important’. This shows an interesting increase in the proportion reporting that flexible working was ‘very important’ or ‘quite important’ now, compared with when the job was initially taken up (Figure 4.2). This may reflect changes in circumstances (for example having a child) and/or changes in attitude to flexible working.

These figures have also seen an increase since 2006; the proportions in the WLB3 survey were 25 per cent for 'very important' and 28 per cent for 'quite important'²³.

Figure 4.2 Importance of flexible working - initially and now



Unweighted bases: Initially=1,858: Now=1,864
Source: WLB4 2011

The associations with importance of flexible working now were similar to the importance of this in employees' decision to take up the job and are summarised below.

The current availability of flexible working in the workplace was more likely to be 'very important' for:

- Women (40 per cent), compared with men (23 per cent).
- Employees in the age brackets most likely to have dependent children – ie., those aged 25 to 39 (37 per cent) and 40-49 (32 per cent) – as well as those aged over 60 (31 per cent), compared with the youngest employees aged 16 to 24 (25 per cent) and 50-59 year olds (27 per cent).
- Parents (42 per cent), compared with those without children (25 per cent).
- Those employees with higher qualifications (for example, 38 per cent for those with a degree/professional qualification, compared with 30 per cent of those with only A-Levels and 23 per cent of those with no qualifications).

²³ Note: due the change in survey design at WLB4, these changes cannot be tested for statistical significance.

- Those employees with caring responsibilities for a relative or an adult in the household (40 per cent) compared with those with no caring responsibilities (29 per cent).

Again, part-time workers were more likely than full-time workers to say flexible working was currently 'very important' (50 per cent, compared with 25 per cent). Female part-time workers were most likely to say flexible working was currently 'very important' (53 per cent), followed by male part-time workers (41 per cent). This was compared with 31 per cent for female full-time workers and 21 per cent for male full-time workers.

When looking at employer characteristics, two factors were found to be associated with the importance of flexible working; the industry type and size of workplace:

- Employees in manufacturing or construction were those most likely to say the current availability of flexible working was 'not important' (57 and 56 per cent respectively) and those in public administration, education and health most likely to say it was 'very important' (38 per cent).
- The association with size of workplace was more complex but there is an indication that flexible working may be more important to those in smaller or very large workplaces. Those in workplaces of 50-249 employees (whether a single site or part of larger organisation) were more likely than those in smaller or much larger single site workplaces to say flexible working was not important.

As above, further analysis was carried out to establish the importance of the 'current availability' of flexible working arrangements among parents and carers.

For parents (Table C4.5): again, analysis demonstrated clearly a gender split between parents: 81 per cent of females with dependent children said availability of flexible working was important now (58 per cent 'very important', 23 per cent 'quite important'), compared with 59 per cent for men with dependent children (28 per cent 'very important', 31 per cent 'important').

This gender difference existed regardless of relationship status: 54 per cent of mothers who were a lone parent and 59 per cent of mothers who were part of a couple said flexible working arrangements were 'very important', compared with 27 per cent of fathers who were part of a couple. Again, this is likely to be related to how family work patterns relate to childcare. Lone parent earners (who are predominantly female) and dual earner couples were most likely to say flexible working was 'very important' (50 per cent and 46 per cent, respectively). This proportion was lower for couple parents where there was a single earner (32 per cent) and the other partner (usually the mother) was available for childcare.

In this analysis of the importance of the availability of flexible working to parents *now*, the age of child was statistically significant: 75 per cent of parents with a child aged under six said flexible working was important (50 per cent 'very', 25 per cent 'quite'). This decreased among parents whose youngest child was aged 6-11 (71 per cent – 44 per cent 'very', 27 per cent 'quite') and was lowest for those with older children, aged 12 or over (60 per cent, 30 per cent 'very', 30 per cent 'quite').

For carers (Table C4.6): The availability of flexible working now was more likely to be ‘very important’ for carers who were:

- Part-time employees – 54 per cent of carers working part-time said ‘very important’, compared with 34 per cent of carers working full-time.
- Women – 44 per cent of female carers, compared with 34 per cent of male carers.
- Parents – 45 per cent, compared with 37 per cent of non-parents.

Although there appeared to be differences according to type of caring responsibility and age, these were not large enough to be statistically significant.

4.2 Consequences of working flexibly

Consequences of individual working flexibly

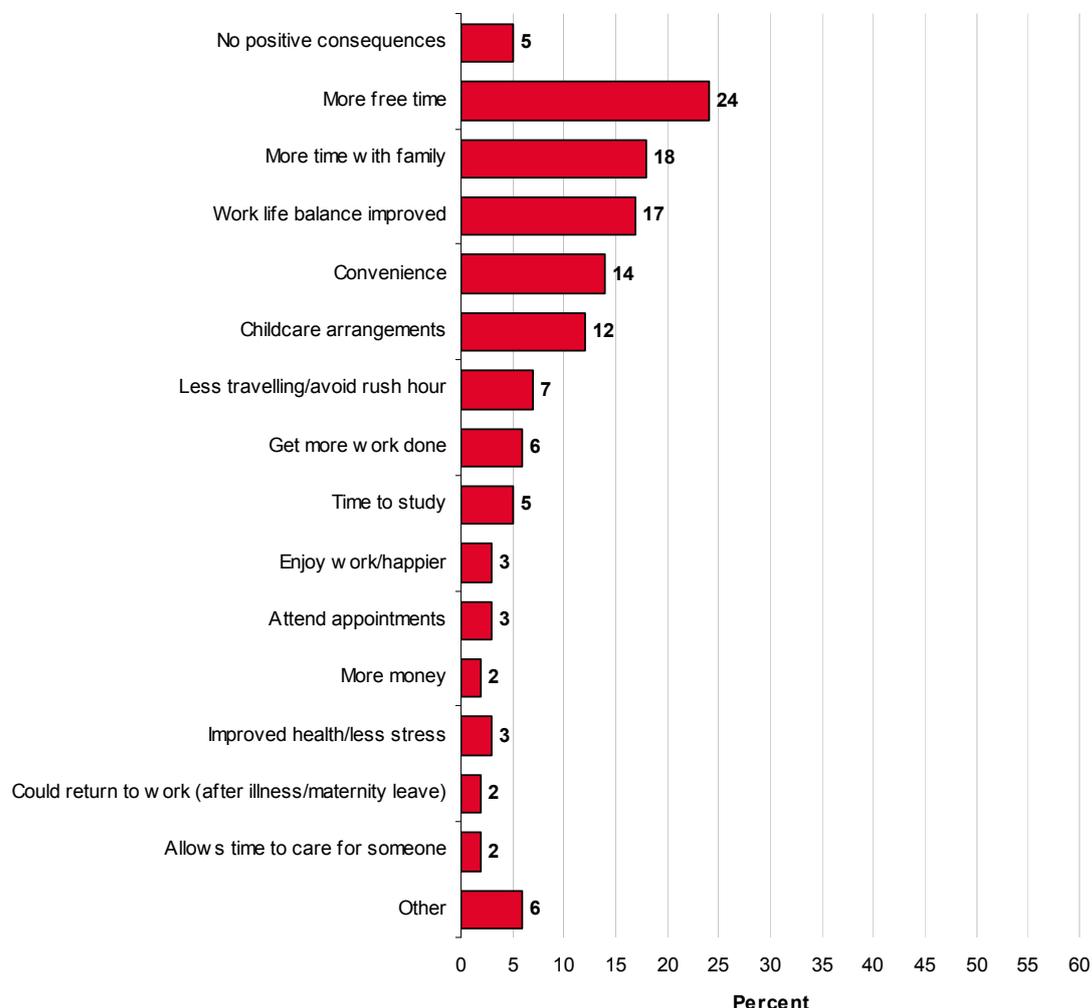
All those employees who mentioned that they currently worked or had worked flexibly in the last 12 months²⁴ were asked to consider what the positive and negative consequences were of them working in this way. These were open questions: respondents were invited to express their spontaneous opinions in their own words and their answers were then coded by the interviewer. Multiple responses could be given, but respondents were not prompted to consider particular things.

Figure 4.3 below shows the range of responses employees gave as being the positive consequences of working flexibly. Just under a quarter (24 per cent) said it meant they had more free time (including more holidays), 18 per cent said they were able to spend more time with their family and 17 per cent said that their work-life balance improved. Other commonly cited positive consequences were around the concept of convenience, including suiting their circumstances (14 per cent) and also allowing them to make suitable childcare arrangements (12 per cent). Five per cent said there were no positive consequences of them working flexibly.

²⁴ Those who worked one or more flexible arrangement in the last 12 months.

Figure 4.3 Positive consequences of employee working flexibly

Base: Employees working flexibly



Unweighted base: 1,120

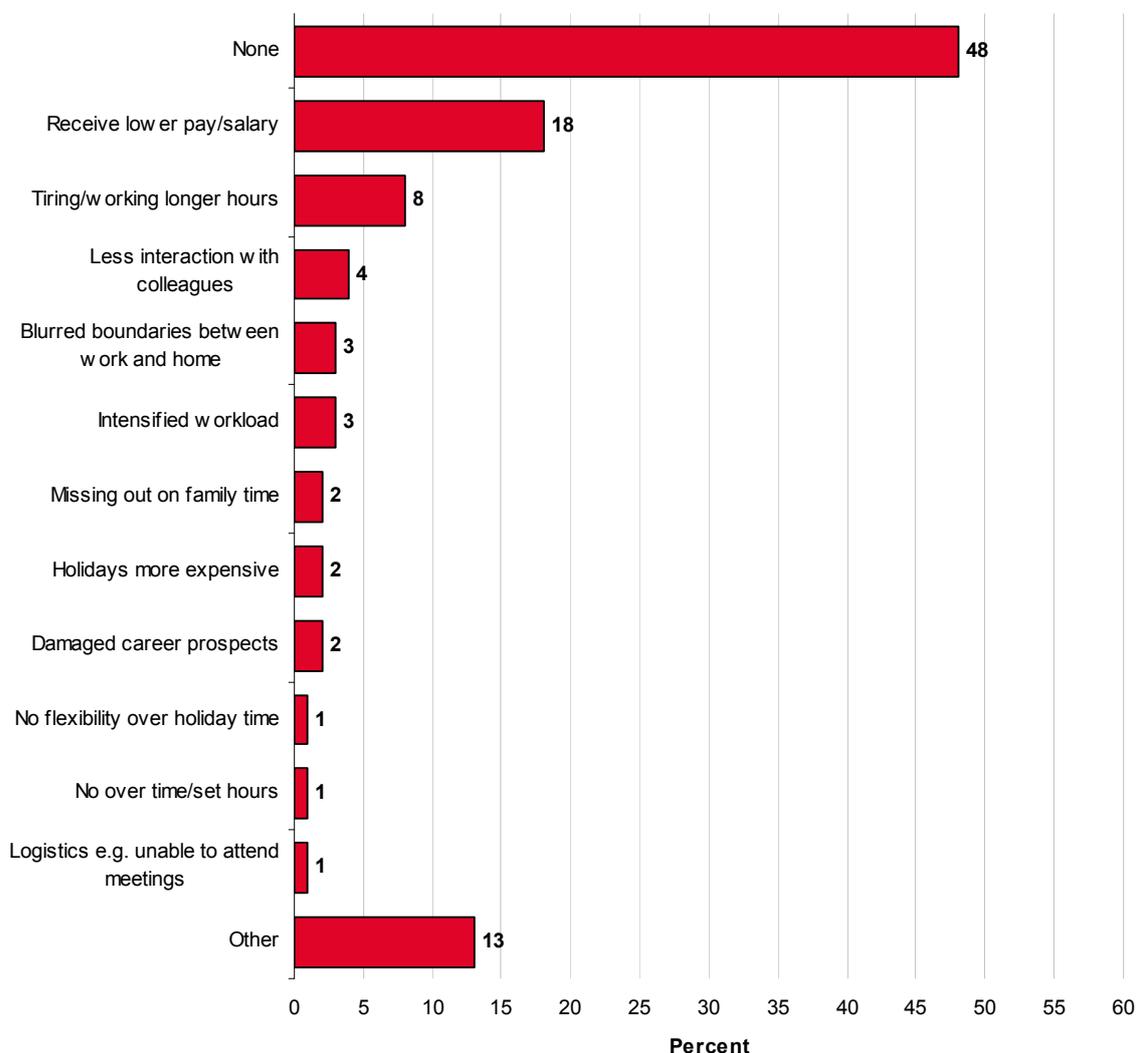
Note: this question was multiple response

Source: WLB4 2011

With the regards to the negative consequences of working flexibly, nearly half (48 per cent) of employees said there were none (Figure 4.4). Of those that were mentioned as a negative consequence, receiving lower pay or salary was most commonly mentioned (18 per cent), followed by tiring/working longer hours (eight per cent). All other negative consequences were each only mentioned by less than five per cent, these included less interaction with colleagues (four per cent), intensified workload (three per cent), blurred boundaries between work and home (three per cent) and damaged career prospects (two per cent).

Figure 4.4 Negative consequences of employee working flexibly

Base: *Employees working flexibly*



Unweighted base: 1,116

Note: this question was multiple response

Source: WLB4 2011

Consequences for employees of colleagues working flexibly

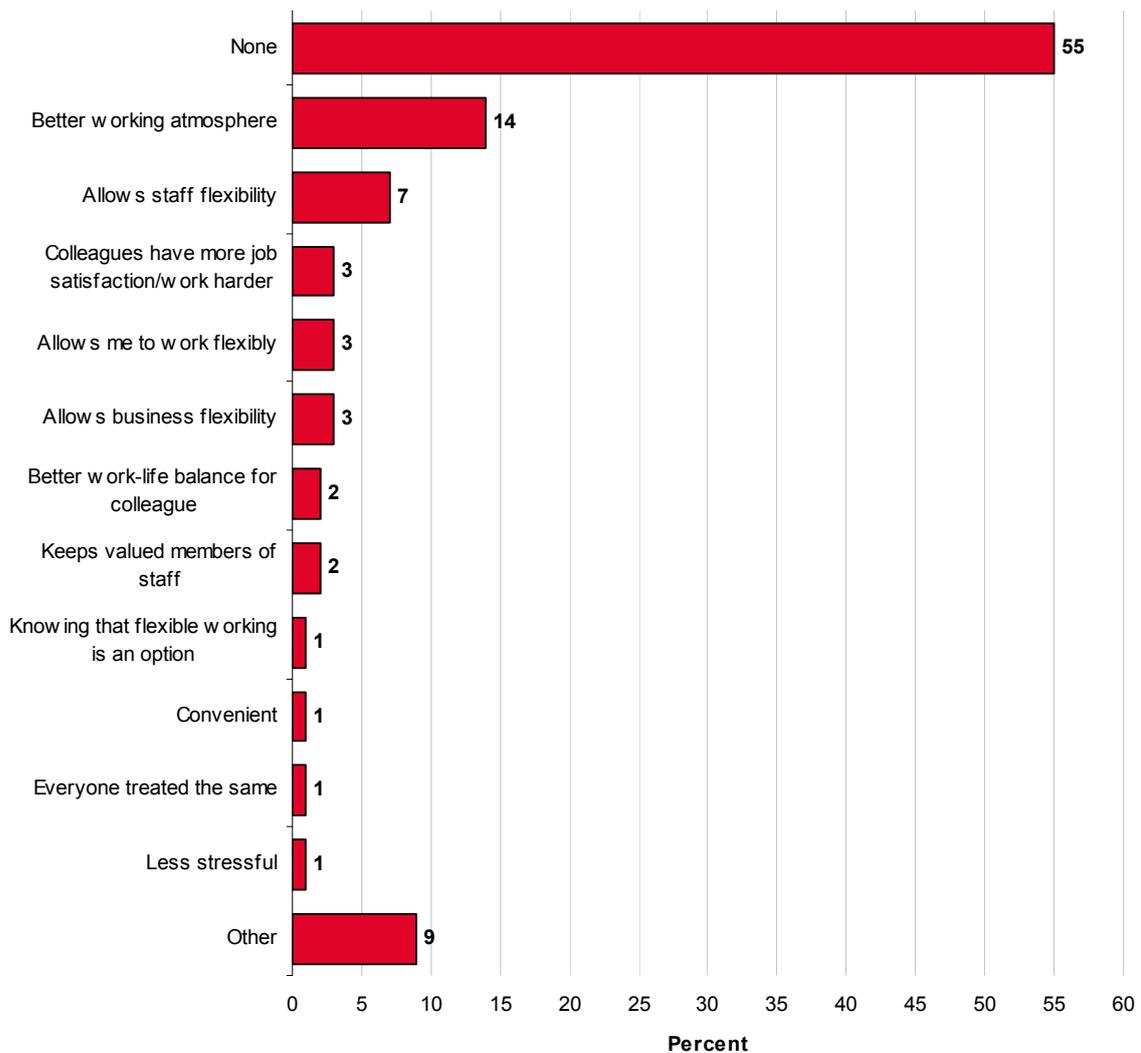
Those employees who mentioned one or more flexible working arrangements being available in their workplace were then asked if any of their colleagues worked in these ways and if so, asked to comment on the positive and negative consequences for them of their colleagues working flexibly.

As shown in Figure 4.5, more than half of employees (55 per cent) did not perceive themselves to gain any positive consequences from their colleagues working flexibly. The positive consequences that were mentioned included a 'better working atmosphere/happier staff' (14 per cent), 'allows staff flexibility' (seven per cent), 'allows business flexibility' (three per cent) and 'allows me (*the employee*) to work

flexibly' (three per cent). Despite emphasis in the question wording that the positive consequences were for the respondent themselves, three per cent mentioned 'colleagues have more job satisfaction/work harder' and a further two per cent said that it meant colleagues had a better work-life balance which suggest that some respondents misunderstood the question.

Figure 4.5 Positive consequences of colleagues' working flexibly

Base: Employees with colleagues working flexibly



Unweighted base: 1,341

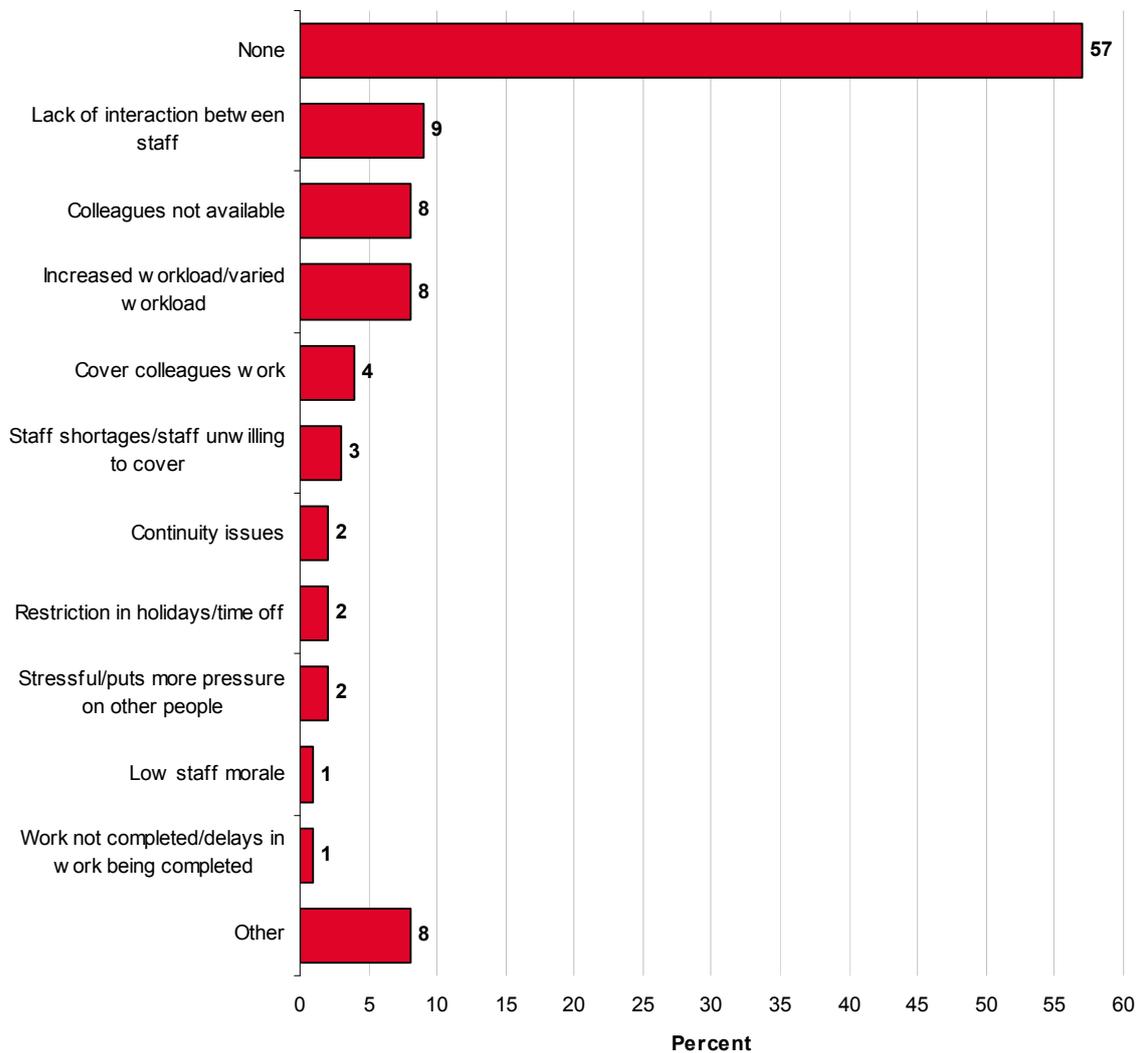
Note: this question was multiple response

Source: WLB4 2011

Fifty-seven per cent of employees reported there were no negative consequences of their colleagues working flexibly (Figure 4.6). Among those who did mention a negative consequence the most commonly reported were; 'lack of interaction between staff' (nine per cent), 'increased workload/varied workload' (eight per cent) and 'colleagues not available' (eight per cent).

Figure 4.6 Negative consequences of colleagues' working flexibly

Base: Employees with colleagues working flexibly



Unweighted base: 1,320

Note: this question was multiple response

Source: WLB4 2011

Comparisons over time

Since WLB3 there have been some changes in the proportions of participants expressing positive and negative views of the consequences of the employee or employees colleagues' working flexibly. These are summarised below but it should be noted that, due to the change in survey design at WLB4, these changes cannot be tested for statistical significance.

Positive consequences for employees:

- The proportions reporting 'more free time' and 'more time with family' have reduced at WLB4, compared with WLB3 (19 per cent v 34 per cent and 18 per cent v 33 per cent, respectively)
- The proportions reporting 'work-life balance improved', 'convenience' and 'childcare arrangements' have increased at WLB4, compared with WLB3 (17 per cent v two per cent, 14 per cent v four per cent and 12 per cent v two per cent, respectively)
- Similar proportions reported no positive consequences (WLB4 five per cent v WLB3 six per cent).

Negative consequences for employees:

- Similar proportions reported no negative consequences (WLB4 48 per cent v WLB3 52 per cent)
- Proportions for other negative consequences were also similar for example, 'receive low pay/salary' (WLB4 18 per cent v WLB3 19 per cent).

Positive consequences of colleagues working flexibly²⁵:

- A higher proportion reported no positive consequences of their colleagues working flexibly at WLB4 (55 per cent), compared with WLB3 (15 per cent)
- All of the proportions of the positive consequences of colleagues working flexibly were lower at WLB4 apart from 'better working atmosphere' (WLB4 14 per cent v WLB3 11 per cent).

Negative consequences of colleagues working flexibly:

- A higher proportion reported no negative consequences of their colleagues working flexibly at WLB4 (57 per cent), compared with WLB3 (41 per cent)
- A higher proportion reported 'lack of interaction between staff' as a negative consequences of their colleagues working flexibly at WLB4 (nine per cent), compared with WLB3 (two per cent)
- Proportions for other negative consequences were similar for example, 'cover colleagues work' (WLB4 five per cent v WLB3 six per cent).

It is important to note that, due to the change in survey design at WLB4, these changes cannot be tested for statistical significance.

²⁵ Note: there was major change in question emphasis between WBL3 and WBL4. In WBL3 it was recognised that many respondents were thinking about positive and negative consequences for the colleague rather than themselves. In WBL4 the question wording emphasised that the respondent was to report consequences for themselves, not for their colleagues.

4.3 Satisfaction with current working arrangements

All employees were asked the following question:

'How satisfied are you with your current working arrangements? Are you satisfied, neither satisfied nor dissatisfied or dissatisfied?

If satisfied: Is that very satisfied or satisfied?

If dissatisfied: Is that very dissatisfied or dissatisfied?'

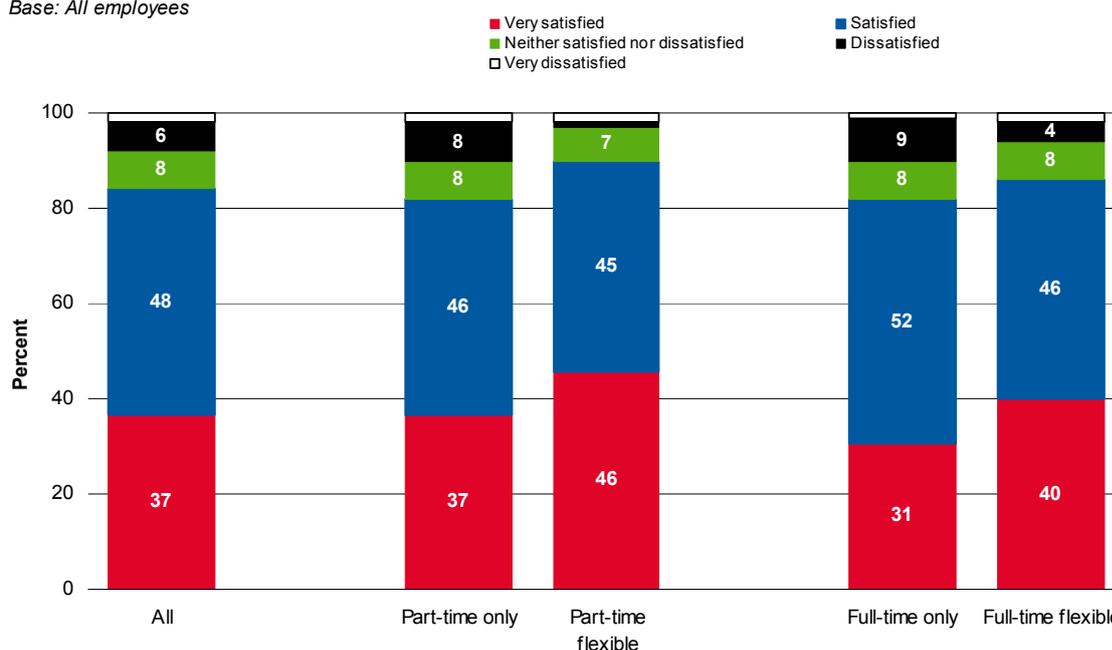
The majority of employees were very satisfied or satisfied with their current working arrangements (85 per cent – 37 per cent 'very satisfied' and 48 per cent 'satisfied'). Eight per cent were neither satisfied nor dissatisfied, six per cent were dissatisfied and two per cent were very dissatisfied (Figure 4.7).

There were differences in employees' level of satisfaction, in particular there were differences based on their current flexible working arrangements (Figure 4.7):

- Part-time workers were more likely than full-time workers to say they were 'very satisfied' with their working arrangements (45 per cent, compared with 34 per cent of full-time workers) and less likely to express dissatisfaction (four per cent, compared with nine per cent for full-time workers).
- Employees with flexible working were much more likely than those without flexible working to say they were 'very satisfied' with their current arrangements (46 per cent for part-time flexible workers, 40 per cent for full-time flexible workers, compared with 37 per cent for those with part-time working only and 31 per cent of those with no flexible or part-time working).
- Those with flexible working arrangements were similarly less likely to express dissatisfaction (three per cent for those with part-time flexible working, six per cent for full-time flexible workers compared with 10 per cent for both part-time and full-time employees with no flexible working).

Figure 4.7 Satisfaction with working arrangements

Base: All employees



Unweighted base: 1,873

Source: WLB4 2011

Employees were also significantly more likely to be dissatisfied with their current working arrangements if they were:

- Middle aged – the proportion reporting that they were dissatisfied/very dissatisfied rose with age from five per cent for 16-24 to 11 per cent of those aged 50-59, but dropped to three per cent for those aged 60 plus
- White – eight per cent, compared with 12 per cent among non-white employees
- Disabled – 14 per cent, compared with seven per cent of those without a long standing illness or disability
- Not permanent employees²⁶ – 17 per cent, compared with seven per cent for permanent employees
- Trade union members – ten per cent, compared with seven per cent for those were not members of a union (Table C4.7)

Finally, the size of the employees' workplace was found to be associated with the level of the employees' satisfaction, with those in workplaces of 50 to 249 staff,

²⁶ Includes temporary (seasonal, agency or casual), fixed term and other arrangements – categories combined because numbers in these sub-groups were too low to be analysed separately.

whether they were part of a large organisation or a single site organisation, least likely to be very satisfied (26 per cent and 34 per cent, respectively).

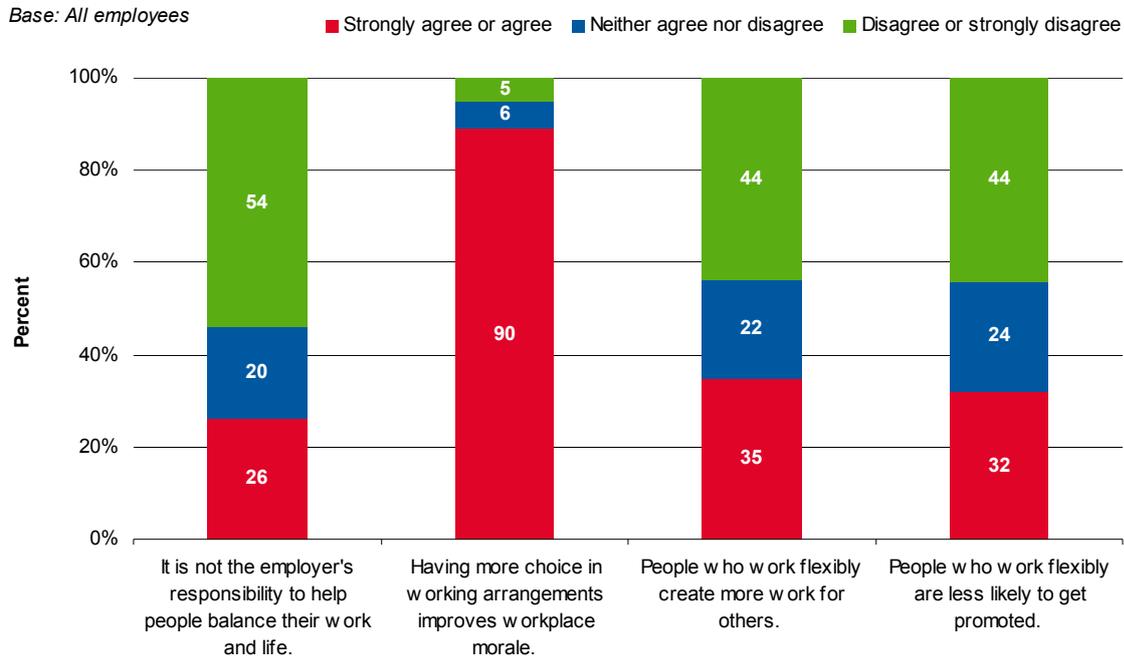
4.4 Attitudes to work-life balance practices

All employees were asked to give their opinion about four attitude statements about work-life balance:

- *“It is not the employer’s responsibility to help people balance their work and family life”*
- *“Having more choice in working arrangements improves workplace morale”*
- *“People who work more flexibly create more work for others”*
- *“People who work flexibly are less likely to get promoted”*

The results, summarised in Figure 4.8, show a generally high level of support for work-life balance practices, with a particularly high percentage having a positive view of the impact on workplace morale. Opinion regarding the impact of flexible working on the workloads of others and on promotion prospects was more divided.

Figure 4.8: Attitudes to work-life balance practices



Unweighted base: 1,854
Source: WLB4 2011

Below employees’ responses to each question are analysed by the standard breaks, with additional analysis of the parent boost samples.

It is not the employer's responsibility to help people balance their work and life.

Over half of employees disagreed with this statement (54 per cent – 39 per cent disagreeing and 15 per cent strongly disagreeing). Twenty per cent neither agreed nor disagreed. Only 26 per cent agreed that it was not the employer's responsibility to help people balance their work and life (22 per cent agreed; four per cent strongly agreed).

Table C4.8 shows that those employees most likely to agree with the statement that flexible working was not the employers' responsibility were:

- Those with no qualifications (36 per cent, with the proportion agreeing that work-life balance was not the employers' responsibility falling to 20-21 per cent for those with a degree/post-graduate qualification).
- Those on the lowest household incomes of less than £15,000 (31 per cent, with the proportions who agreed falling as household income rose, to 18 per cent for those with household incomes of £45,000 or more).
- Those who work part-time and flexibly and those working full-time and non-flexibly (both 28 per cent), compared with those working part-time non-flexibly (24 per cent) and those working full-time and flexibly (21 per cent). Part-time flexible workers were most likely to strongly agree, with five per cent doing so, compared with two per cent of full-time non-flexible workers.
- Those who are not members of a trade union (29 per cent, compared with 21 per cent of trade union members)
- Those in routine and manual occupations (33 per cent, compared with 21 per cent of those in intermediate occupations and 22 per cent of those in managerial/professional occupations)
- Working in the private sector (27 per cent, compared with 22 per cent in the public sector)

There were also differences by occupational categories: those working in the construction industry were most likely to agree with the statement that work-life balance was not the employers' responsibility (42 per cent), followed by those in manufacturing (30 per cent), distribution, retail, hotels and restaurants (27 per cent), transport, storage and communication (27 per cent) and public administration, education and health (23 per cent). Employees in banking, insurance, professional and support services were least likely to agree with this statement (21 per cent).

When looking at parents (Table C4.9), there were no significant differences according to gender or family status. However, there were differences when family and work status were combined: mothers and fathers who were part of a couple were those most likely to disagree with this statement (61 per cent and 56 per cent, respectively), compared with lone mothers (52 per cent). Twenty-two per cent of women with children who were currently working full-time strongly disagreed with this statement, compared with 15 per cent of mothers working part-time.

Among parents there were significant differences according to age of child: those with the youngest children (aged under 6) were least likely to agree that work-life balance was not employers' responsibility – 22 per cent with 18 per cent 'agreeing' and only four per cent 'agreeing strongly' (Table C4.9). This was compared with 28 per cent agreement for those with youngest children aged 6-11 and 12 and over (for whom 25-26 per cent 'agreed', three per cent 'strongly agreed', respectively).

Having more choice in working arrangements improves workplace morale.

The majority of employees agreed with this statement (90 per cent) with 52 per cent agreeing and 38 per cent strongly agreeing, six per cent neither agreeing nor disagreeing, and four per cent disagreeing with one per cent strongly disagreeing.

Table C4.10 shows that employees were more likely to disagree that having more choice improves morale if they were:

- Male (six per cent disagreed, compared with four per cent of female employees)
- Older employees – seven per cent of those over 60 and aged 50-59 disagreed, compared with five per cent of those aged 40-49, and four per cent of those aged 25-39. No one aged under 25 disagreed with the statement, although this age group were more likely than the others to say 'neither agree nor disagree'
- Full-time workers – five per cent disagreed, compared with two per cent of part-time workers

Those with A-levels or degree/professional qualifications were least likely to disagree/disagree strongly (one per cent and two per cent respectively), compared with five per cent of those whose highest qualification was GCSE (or equivalent) and 11 per cent of those with no qualifications. However, seven per cent of those with postgraduate degrees disagreed, illustrating that the relationship with highest level of qualification relates to likelihood of expressing any opinion as well as in which direction opinion is expressed (those with degree/professional qualifications and post-graduate degrees were less likely than other groups to say 'neither agree nor disagree').

For parents, 94 per cent of female employees with children agreed that flexibility improved morale (46 per cent 'strongly agreed'), compared with 91 per cent of male employees with children (37 per cent 'strongly agreed'; Table C4.11).

The gender differences in levels of agreement were not affected by work status: overall there was no difference between females with children currently working full-time or part-time in terms of whether they were likely to agree (94 and 95 per cent respectively, compared with 91 per cent of males working full-time). However, the females with children who were working part-time were less likely than mothers or fathers working full-time to confidently disagree with the statement (one per cent, compared to four and five per cent, respectively).

People who work flexibly create more work for others.

Forty-four per cent of employees disagreed with this statement with 35 per cent disagreeing and nine per cent strongly disagreeing. Just over a fifth (22 per cent) neither agreed nor disagreed and 35 per cent agreed (with seven per cent 'strongly agreeing').

The main significant differences in the responses to this statement are summarised below (Table C4.12):

- Forty per cent of males agreed with this statement (33 per cent agreed, seven per cent strongly agreed), compared with 30 per cent of females (24 per cent agreed, six per cent strongly agreed).
- Non-white employees were more likely to agree with this statement (49 per cent – 42 per cent agreed, seven per cent strongly agreed) than white employees (34 per cent – 27 per cent agreed, seven per cent strongly agreed).
- Those employees with no qualifications were the group most likely to agree that people who work flexibly create more work for others (41 per cent agreed, seven per cent strongly agreed). The proportions agreeing declined as qualifications increased. Among those with a postgraduate degree (20 per cent agreed, six per cent strongly agreed). This latter group were most likely to disagree with the statement (54 per cent – 41 per cent disagreed, 14 per cent strongly disagreed).
- Employees with an annual household income of £45,000 or more were least likely to agree with the statement (26 per cent – 21 per cent agreed, five per cent strongly agreed). Those with an annual household income of under £15,000 were most likely to agree (48 per cent – 39 per cent agreed, nine per cent strongly agreed). The proportions agreeing tended to decline as income rose, with the exception of those with middle incomes (£25,000-£34,000) who were less likely to agree than those in the bracket above.
- Those with caring responsibilities were more likely than those without to agree that people who worked flexibly created more work for others (40 per cent of carers – 30 per cent agreed, ten per cent strongly agreed, compared with 33 per cent of non-carers – 27 per cent agreed, six per cent strongly agreed).
- Those with flexible working other than part-time working were least likely to agree (24 per cent – five per cent strongly agreed, 19 per cent agreed). This compares to 38-39 per cent among other groups: those working part-time only (38 per cent – seven per cent strongly agreed, 31 per cent agreed), those working part-time and flexibly (39 per cent – nine per cent strongly agreed, 30 per cent agreed) and those without part-time or flexible working (39 per cent – six per cent strongly agreed, 32 per cent agreed).
- Those in intermediate occupations were least likely to agree that people who work flexibly create more work for others (22 per cent - four per cent strongly agreed, 18 per cent agreed), followed by those in managerial and professional

occupations (29 per cent – five per cent strongly agreed, 24 per cent agreed). Those in routine and manual occupations were most likely to agree (45 per cent – nine per cent strongly agreed, 36 per cent agreed).

- Employees working in the private sector were more likely to agree (36 per cent – seven per cent strongly agreed, 29 per cent agreed) than those in the public sector (31 per cent – five per cent strongly agreed, 26 per cent agreed).
- Among the different industry types, those working in construction were most likely to agree with the statement (54 per cent – eight per cent strongly agreed, 46 per cent agreed), followed by those working in distribution, retail, hotels and restaurants (45 per cent – ten per cent strongly agreed, 35 per cent agreed). Least likely to agree were those in banking, insurance, professional and support services (26 per cent – two per cent strongly agreed, 24 per cent agreed).
- There were also significant differences according to size of employer. These are difficult to interpret, but it appears that those in larger workplaces of 250 or more employees, either a single site or part of a larger organisation, were more likely to disagree with the statement that people who work flexibly create more work for others.

Looking just at parents, there were also significant associations with parental status and agreement or disagreement with the statement that people who work flexibly create more work for others (Table C4.13). Women with dependent children were more likely to disagree (39 per cent) or strongly disagree (14 per cent) with the statement, compared with men with dependent children (33 per cent disagreed, nine per cent strongly disagreed). Looking at family status, lone parents were more likely to strongly agree with the statement (12 per cent), compared with five per cent of parents who were part of a couple. Fifty-four per cent of mothers who were part of a couple disagreed (40 per cent) or strongly disagreed (14 per cent) with the statement, compared with a 42 per cent of fathers who were part of a couple (33 per cent disagreed, nine per cent strongly disagreed).

There were some interesting associations with family employment status. Lone parent earners were most likely to strongly agree with the statement that people who work flexibly make more work for others (12 per cent), however a similar proportion of this group (11 per cent) strongly disagreed with the statement. This group was also least likely to neither agree nor disagree (15 per cent). Among the other groups dual earner couples with children were most likely to disagree with the statement (51 per cent – 38 per cent disagreed, 13 per cent strongly disagreed).

Finally, 52-53 per cent of females working part-time or full-time disagreed (strongly or otherwise) with the statement, compared with 43 per cent of male full-time workers.

People who work flexibly are less likely to get promoted.

Overall just under a third, 32 per cent of employees agreed with this statement, with six per cent strongly agreeing and 26 per cent agreeing. Twenty-four per cent of

employees neither agreed nor disagreed, 37 per cent disagreed and seven per cent strongly disagreed.

Unlike the previous statements, there were fewer significant associations with employees' characteristics and agreement or disagreement with the statement (Table C4.14). Those differences that were found are as follows:

- Men were more likely to agree with this statement than were women (37 per cent, compared with 28 per cent).
- Seventeen per cent of non-white employees agreed strongly that people who work flexibly are less likely to get promoted, compared with five per cent of white employees.
- Those employees not currently working part-time or with flexible working were most likely to agree with the statement (38 per cent), compared with 27 per cent of those working part-time with flexible working and 24 per cent of those working full-time with flexible working. Those currently working flexibly other than part-time were least likely to agree (24 per cent) and most likely to strongly disagree with the statement (13 per cent).
- Employees working in intermediate occupations were least likely to agree that people who work flexibly are less likely to get promoted (25 per cent), compared with those in managerial and professional occupations (32 per cent) and those in routine and manual occupations (36 per cent).
- Employees working in the private sector were more likely to agree (35 per cent) than those in the public sector (28 per cent).

With regards to parents, there were no significant associations with their family or employment status and the likelihood of agreeing or disagreeing with the statement 'people who work flexibly are less likely to get promoted' (Table C4.15).

4.5 Summary

- The majority of employees were satisfied with their current working arrangements. High levels of satisfaction were more common among those working part-time and those with other flexible working arrangements.
- The availability of flexible working was important for just over two in five employees when they made their decision to work for their current employer, and may have increased in importance since the last WLB survey.
- The importance of flexible working has increased among employees since they started with their employers, with almost three in five reporting that the availability of flexible working was very or quite important to them now.
- Flexible working was, both when taking the job and at the time of the survey interview, more important to women, employees who were parents and those

with caring responsibilities. It was also most important to those who were now actually working part-time or other flexible working arrangement.

- The gender differences in the importance of flexible working were significant across all employees, among parent employees and among those with caring responsibilities.
- There were also significant differences by industry. The availability of flexible working was least important to those in the manufacturing and construction industries.
- The main advantages of flexible working for those doing so were an increase in the amount of free time, increased time spent with family, improved work-life balance and greater convenience. Nearly half of those working flexibly did not feel that there were any negative consequences of doing so. Lower pay was the negative consequence most cited.
- Over half of employees with colleagues working flexibly did not think that this had positive or negative consequences for them personally. However, a better working atmosphere and staff flexibility were most cited as positive consequences. A lack of interaction between staff, colleagues being unavailable and increased workload were seen as the most common negative consequences.
- These views were echoed in the attitudes of all employees towards work-life balance practices. The vast majority of employees agreed that having more choice in working arrangements improves morale. However, around one third thought that people who work flexibly create more work for others.
- Around one quarter of employees thought that it was not the employer's responsibility to help people balance their work and life. This was more common among those employees with no qualifications, in routine and manual occupations and with low household incomes. These groups were also less likely to view the availability of flexible working as important and more likely to agree that people working flexibly create more work for others.
- Around one third of employees believed that people working flexibly were less likely to get promoted. This view was most commonly held by those not working flexibly, men, those in routine and manual occupations, those in managerial and professional occupations and those in the private sector.

5. Parents and carers

This chapter begins by exploring the characteristics of employees who are parents and/or have caring responsibilities. Attention then focuses on three particular types of leave relevant to parents:

- Time off for children's illness.
- Fathers' leave for antenatal appointments.
- Parental leave.

The use of time-off for dependents is then examined, looking at the incidence of taking time off for an emergency and the characteristics of those who were most likely to have taken time off to deal with an emergency. The chapter concludes by examining the sorts of employer-provided childcare support available to parents.

Relationships reported in the text of this chapter are statistically significant unless otherwise stated. In some instances key breaks have been collapsed due to small sample sizes, where this occurs it is flagged in the table footnotes.

5.1 Characteristics of parents and carers

Defining parents

For the purpose of this report, parents were defined as those employees who had:

- a child aged under 18 who was living with them as part of their family, including biological and step-children, foster or adopted children;
- a child aged under 18 who did not live in the household but whom the employee looked after or cared for.

Defining carers

Carers were identified by asking the following two questions:

'Do you look after or give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill-health or disability, or problems related to old age? Do not include anything you do as part of your paid employment.'

If an employee said yes to this question they were then asked if this person (or people) was:

'... a child under the age of 18²⁷,
... adult relative(s) living inside or outside the household,
... a non-relative adult living in the household,
... a non-relative adult living outside the household?'

More than half (56 per cent) of this group of employees were parents only, 29 per cent carers only and 15 per cent were both a parent and a carer.

Parents. Forty-six per cent of parent employees interviewed had a dependant child aged under six, for 28 per cent their youngest child was age six to 11 and the remaining 26 per cent had a youngest child aged 12 or over. Age of youngest child in the household was significantly associated with a number of parental characteristics. The employment and individual characteristics related to employees being parents of young children (whose youngest child is aged less than six years) are shown in Table C5.1 in Annex C. Specifically:

- Fifty-one per cent of male parent employees had a youngest child aged under six years, compared to 41 per cent of female parent employees.
- Seventy-four per cent of parent employees aged 39 or under had a youngest child aged under six years, compared to only nine per cent of parent employees aged 50 plus.
- Fifty-seven per cent of non-white parent employees whose youngest child was under six, compared to 45 per cent of parents from a white ethnic background.
- Fifty-two per cent of parent employees with A-Levels and 58 per cent of those with degree-level qualifications had a youngest child under six years, compared with 36 per cent of parent employees with GCSEs only.
- Parent employees who did not have a disability (47 per cent) were also more likely to have a youngest child under six than those with a disability (33 per cent).
- Parent employees who had been with their current employer for more than ten years were less likely to have a youngest child aged under six (38 per cent), compared with those who had been with their employer less than six months (49 per cent). This is related to age of the parent.
- Forty-nine per cent of parent employees who were not trade union members had a youngest child under six, compared with 40 per cent of trade union members.

²⁷ If an employee said that the person was a child under the age of 18, this initiated a check to establish that they provide help or support because the child was sick or disabled.

- Parent employees working in the private sector were more likely to have a youngest child under six (49 per cent) compared to those working in the public sector (40 per cent).

Carers: Carers aged below 50 were more likely to be just caring for a disabled child; ten per cent of those aged less than 39 and 15 per cent of those aged 40-49, compared with five per cent of those aged 50 or over. Carers with an annual household income of below £15,000 were more likely to be caring for both a child and another relative/friend (12 per cent), compared with carers with an annual household income of £45,000 and above (six per cent). Carers in the public sector were more likely to be caring for just a child (14 per cent, compared to seven per cent of carers employed in the private sector). These figures are shown in Table C5.2.

5.2 Working time disrupted by child(ren)'s illness

Employees who were parents were asked:

'Thinking only about the last three months, has your working time been disrupted by your child(ren)'s illnesses necessitating special arrangements to be made with work or childcare?'

Less than one third (29 per cent) of employees who were parents had had their working time disrupted by their child's illness in the last three months (Table C5.3). (Note: as interviews took place in early 2011 'the last three months' refers to the winter period.)

The following groups were significantly more likely to have had their work disrupted by child's illness in last three months:

- Parents with younger children – 34 per cent of parents with a dependent child aged under six and 31 per cent of those with a youngest child aged 6-11, compared to 17 per cent of those with children aged 12 or over.
- Younger parents aged 39 and under (32 per cent) and those aged 40-49 (30 per cent), compared to parents aged 50 and over (13 per cent).
- Those with degree or postgraduate qualifications (34 per cent and 38 per cent, respectively), compared to those with no qualifications (19 per cent).
- Lone parents (35 per cent) and dual earner couples (30 per cent), compared to couple parents where only one parent worked (22 per cent).
- Those in the North (34 per cent), Wales (33 per cent) and South (29 per cent), compared with 23 per cent of those from the Midlands and 22 per cent from Scotland.
- Those in managerial/professional or intermediate occupations (33 per cent and 31 per cent, compared to 22 per cent for those in routine/manual occupations).

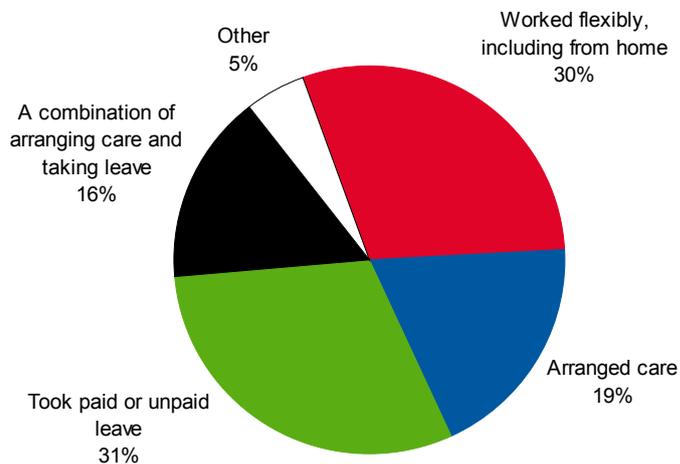
- Public sector employees (33 per cent), compared with private sector employees (27 per cent).

Arrangements made to cover disruption

Parents who said their working days had been disrupted by their child’s illness were asked about the sort of arrangements they had made to cover this (Table C5.4).

Overall, nearly half (47 per cent) of parents who had had their working time disrupted by a child’s illness had taken leave to cover it (31 per cent said they had just taken paid or unpaid leave, while the remaining 16 per cent said they had used a combination of arranging other childcare and taking leave). A further third (30 per cent) said they had worked flexibly (including from home). Nineteen per cent said they had had to arrange alternative care, including child’s other parent and formal or informal childcare and five per cent gave another answer.

Figure 5.1 Arrangements made to cover disruption



Base= Parent employees who had had working time disrupted by child’s illness
 Unweighted base: 412 cases
 Source: WLB4 2011

There were differences according to gender. Fathers were more likely to have worked flexibly (35 per cent, compared to 25 per cent for mothers). Mothers were more likely to have taken leave (35 per cent, compared to 26 per cent) or used a combination of leave and other arrangements (17 per cent, compared to 14 per cent of fathers).

Examining gender and work pattern (full-time/part-time) together revealed that nearly all of the fathers who had their working time disrupted had been working full-time²⁸.

²⁸ There were only seven fathers working part-time who had had their working time disrupted by child’s illness in the last three months. Most of these had arranged alternative care.

Whilst there were no statistically significant differences in the types of arrangement made between fathers working full-time, mothers working full-time and mothers working part-time, there were more similarities in the behaviour of full and part-time mothers than there were between full-time mothers and full-time fathers. Thirty-three per cent of mothers working full-time and 36 per cent of mothers working part-time had just taken leave, compared with 28 per cent of fathers working full-time. A quarter of mothers who had had working time disrupted in the last three months had worked flexibly (25 per cent for both full-and part-time mothers), compared with 35 per cent of fathers.

Some of the gender differences may be related to differences according to status or demands of jobs:

- Those working with no access to flexible working (part-time or full-time) were more likely to have taken paid or unpaid leave. Full-time workers with flexible working were most likely to have worked flexibly (42 per cent), part-time workers with flexible working less so (27 per cent). However, 17 per cent of those with no part-time or formal flexible working said they had worked flexibly, indicating that some employees negotiated flexibility even without a formal arrangement already in place.
- Those in managerial/professional occupations were more likely to have worked flexibly (including from home – 35 per cent, compared to 12 per cent of intermediate occupations and 27 per cent of those in routine and manual occupations) and they were less likely to have taken leave.
- Trade union members were more likely to have taken leave (42 per cent, compared to 26 per cent of non-members), whilst non-members were more likely to have worked flexibly (35 per cent, compared to 17 per cent of members).
- Those working in the private sector were more likely to have worked flexibly (36 per cent, compared to 20 per cent in the public sector). Those in the public sector were more likely to have taken leave (58 per cent had taken leave or combined leave with other arrangements, compared with 38 per cent in the private sector).

There were also significant differences according to region (with those in the South and Midlands being more likely to work flexibly – 38 per cent and 31 per cent respectively, compared to 23 per cent in the North). Differences also emerged according to industry type, but small numbers in each sub-group mean these are more difficult to interpret.

There were no statistically significant differences according to age of child.

Time off to deal with child's illness

In total, only 185 parents had taken paid or unpaid leave to deal with children's illness in the last three months. Of these, ten per cent had taken less than a day off and a further 40 per cent had taken just one day off. Forty-seven per cent had taken

'more than one day but less than a week' and only four per cent had taken a week or more.

There were no statistically significant relationships between the length of time parents had taken off for a child's illness and personal, family or job characteristics, including parents' gender or age of child. This is probably due to the small number of cases involved.

5.3 Antenatal appointments – fathers' leave arrangements

Parents with children aged under six were asked whether the father had taken any time off work to attend antenatal appointments for their youngest child. Time off to attend antenatal appointments included scans, mid-wife appointments or nurse visits related to the pregnancy. Fathers being interviewed were asked directly whether they had taken any time off work to attend antenatal appointments. In cases where the respondent was a mother, they were asked if their partner attended such appointments.

Note: where mothers were asked about their partner, no information was collected about the partners' personal or job characteristics. Therefore, analysis in Table C5.5 is confined to household characteristics.

Overall, 54 per cent of families with a child under six said that the father had taken time off work²⁹ (Table C5.5). In terms of differences according to different household characteristics, expectant fathers were more likely to have had time off if:

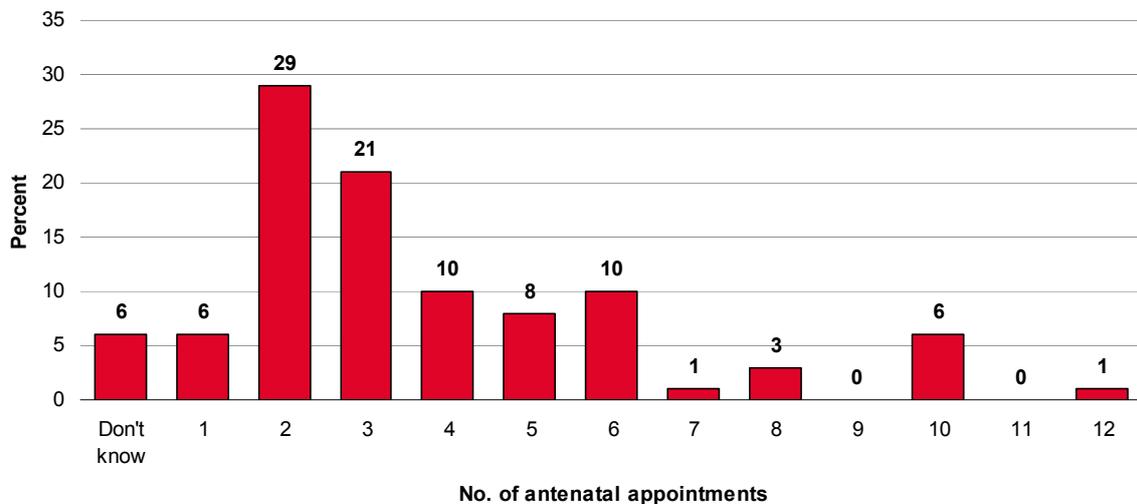
- They had higher annual household income – 65 per cent of fathers with a household income of over £45,000 had time off, compared to 56 per cent of those with an income of £25,000-£44,999 and only 41 per cent of those with a household income of under £24,999.
- Family status, at the time of interview, was 'a couple' (57 per cent, compared to 21 per cent for those who were lone parents at the time of the interview).
- They were in a dual earner couple family (60 per cent, compared to 49 per cent for single earner couple families).

In all, there were 155 fathers with a child aged under six who had had time off for an antenatal appointment. They were asked how many appointments they had attended and how they had taken that time off.

Most fathers said they had attended two (29 per cent) or three (21 per cent) appointments; 29 per cent had attended five or more, with the maximum reported number of appointments being 12 (Table C5.6).

²⁹ The 2009 Maternity and Paternity Rights Survey (MPRS) found 66 per cent of fathers had taken time off before the birth of their child. This included, but was not restricted to, antenatal visits. This, coupled with the timing of the interview (the MPRS was carried out when children were aged between 12 and 18 months, hence fathers would have better recall) are likely to explain the difference.

Figure 5.2 Number of antenatal appointments attended



Base= Male respondents with child aged under 6 years who reported they had taken time off work to attend antenatal appointments
Unweighted base: 155 cases
Source: WLB4 2011

The most common arrangement was for expectant fathers to be given paid time off in addition to annual leave (39 per cent). Twenty-nine per cent of expectant fathers had taken annual leave and 24 per cent were given time off in lieu. Only nine per cent had taken unpaid leave and two per cent said they had taken sick leave (Table C5.6)³⁰.

Further analysis of differences according to personal, job or family characteristics was not possible because of the small base size.

5.4 Parental leave

Under the Employment Relations Act 1999, employees are entitled to 13 weeks' unpaid parental leave if:

- They have at least one year's continuous service with their employer;
- They have a child under the age of five, a child who is disabled and under the age of 18, or a child who was adopted within the past five years and is under the age of 18;

³⁰ Note: employees could give more than one answer – percentages sum to more than 100 per cent.

- They have – or expect to have – parental responsibility for the child.

An employee is entitled to 18 weeks' unpaid parental leave if their child is entitled to receive disability living allowance.

Parents with a child aged under 6 were asked about their take-up of parental leave:

'By law parents are entitled to take unpaid leave of up to 13 weeks to look after their child within the first 5 years after the birth. This is called parental leave. In the last 12 months and with your current employer, have you taken parental leave?'³¹

Eleven per cent of parent employees with a child aged under 6 said they had taken parental leave (Table C5.7). There were no significant differences associated with taking parental leave by respondent type. Although some variables, such as household income, show apparent differences these were not large enough to be statistically significant.

5.5 Time off for dependants

By law, an employee can take unpaid leave at short notice during working hours when a dependant falls ill or is injured or because of unexpected disruption or incident during their care³². The right to time off is available to all those who have a contract of employment with an employer (whether in writing or not), whether they work full-time or part-time. It allows employees to take a reasonable amount of time off work to deal with certain unexpected emergencies and to make necessary longer-term arrangements. A dependant is a husband, wife, child or parent of the employee, or may be someone living with the employee as part of their family or someone who reasonably relies on them to arrange care. Time off for other emergencies is not covered by this right and is a contractual matter between employer and employee. The right does not include an entitlement to pay.

Overall, 19 per cent of employees had taken time off for dependants in the last 12 months³³ (Table C5.8).

There were some statistically significant differences between different groups. Employees were **more likely** to have had time off for dependants if:

³¹ This question is the same as that asked in WBL3. However, the question routing restricted the question to parents with a child aged under 6 (whereas in the WBL3 survey the question was asked of all parents). This means the proportions presented in the two survey reports are not comparable.

³² Section 57A of the Employment Rights Act 1996, as amended by the Employment Relations Act 1999, which came into effect on 15 December 1999.

³³ This figure is lower than those presented in previous Work-life Balance Employee surveys. In WLB4 (in contrast to earlier years) the question specifically explained what time off for dependants was and so responses were more likely to have kept within the definition of the regulations. This different question wording, together with placement within a set of questions regarding different sorts of leave, may explain the lower response to 'time off for dependants' in WBL4.

- They were white rather than non-white (20 per cent, compared to 12 per cent);
- They were parents (23 per cent, compared to 17 per cent among non-parents);
- As expected, they were employees with caring responsibilities (29 per cent), compared to those without (17 per cent).

Further, employees were **less likely** to have had time off for dependants if:

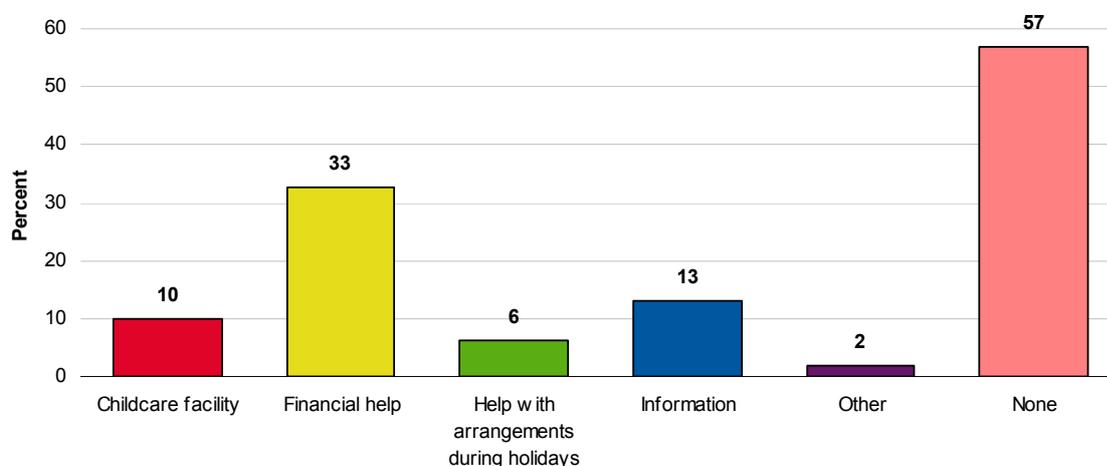
- They were male employees working part-time (nine per cent), compared to 22 per cent of female part-time employees and 19 per cent of male and female full-time employees;
- They had been with their current employer for less than 12 months (seven per cent), compared with those who had been with their employer one to four years (19 per cent) or five to nine years (23 per cent).

5.5 Childcare

All parent employees were asked whether their employer provided support with childcare regardless of whether they used it or not. This included a workplace childcare facility, financial help with childcare costs, help with arrangements during the school holidays, information about provision of local childcare or other childcare arrangements.

Fifty-seven per cent of parent employees said that their employer did not provide any support with childcare. Forty-three per cent of parent employees said that their employer provided one or more forms of childcare support. The most common form of childcare support identified by parent employees was financial support (33 per cent), followed by provision of information about childcare (13 per cent) and workplace childcare facilities (ten per cent). This is shown in Figure 5.3.

Figure 5.3 Forms of childcare support available



Base= Parent employees
Unweighted base: 1286
Multicode question: percentages will not add to 100%
Source: WLB4 2011

A priority order was used to group the multi-code question into a single measure of employer childcare provision, this was;

1. childcare facility,
2. financial help,
3. help with arrangements during the holidays,
4. provision of information, and
5. other.

Hence an employee whose employer provided both a childcare facility and help with arrangements during holidays would be listed under 'childcare facility'. This single coded variable was used to compare childcare provision for different employee characteristics, the results of which are shown in Table C5.9. There were a number of differences between employee groups, some of which appeared to relate to occupational status. For example:

- Employees with no qualifications, with only GCSEs or with A Levels were much more likely than those with higher qualifications to report that their employer did not offer any help with childcare. Eighty-one per cent of those with no qualifications and 70 per cent of those with GCSEs only, compared with 45 per cent with degrees and 43 per cent with postgraduate degrees.

- There were also differences by annual household income. Forty-four per cent of families earning more than £45,000 per year had no form of help, compared with 74 per cent of lower income families earning less than £15,000.
- Similarly, childcare support was related to job status: non-managerial staff were much more likely than managers/supervisors to report no employer help with childcare (61 per cent v 51 per cent for managers).
- Seventy-seven per cent of those working in routine/manual occupations said their employer offered no support with childcare, compared to 52 per cent of those working in intermediate occupations and 45 per cent of those working in managerial or professional occupations.

Full-time employees were more likely to report financial help (30 per cent, compared to 22 per cent of part-time employees). Within this, female full-time employees were most likely to say their employer offered financial help; 33 per cent, compared to 28 per cent of male full-time employees and 23 per cent of female part-time employees.

However, there were also broader differences according to type of employer, length of service and size of workplace:

- Employers who offered flexible working also appeared to be more likely to give support with childcare: 42 per cent of parent employees working full-time with flexible working, and 56 per cent of those working part-time with flexible working, said their employer did not provide any support with childcare, compared with 62 per cent of those working full-time with no flexible working and 67 per cent of those working part-time only
- Half (50 per cent) of trade union members said their employer offered no childcare support, compared with 60 per cent of those who were not trade union members. In particular, trade union members were more likely to say that their employer offered workplace childcare facilities (15 per cent, compared with eight per cent of those who were not trade union members)
- Sixty-four per cent of private sector employees said their employer did not offer any support with childcare, compared to 41 per cent of public sector employees. Manufacturing, construction and distribution, retail, hotel and restaurant industries were particularly likely not to offer any childcare support (ranges between 70-77 per cent). By comparison, 47 per cent of parent employees working in public administration, education and health, 48 per cent of those in transport, storage and communication and 42 per cent of those in banking, insurance and professional and support services said their employer offered no support with childcare.
- Longer-term employees were more likely to have employer support with childcare; 54 per cent of those with ten or more years service and 52 per cent of those with between five and nine years of service had no support at all from their employers, compared with 74 per cent of those with fewer than 12 months of service.

- Employees in larger workplaces were less likely to say their employer offered no support. Thirty-four per cent of parent employees in single-site workplaces with 250 or more employees and 37 per cent of parents employees in multi-site workplaces with 250 or more employees offered no support at all, compared with 84 per cent of employees in single-site workplaces and 70 per cent of employees in workplaces with one to nine employees that were part of a larger organisation.

5.6 Summary

- Around three out of every ten parent employees reported some disruption to their working time due to child illness in the last three months. This was more common among the parents of younger children and lone parents or those in dual earner couples. It was least common among those parents in routine or manual occupations. This was most commonly dealt with by taking leave (with or without arranging alternative childcare). Those without a flexible working arrangement, trade union members and those in the public sector were most likely to take leave.
- Thirty per cent of those reporting some disruption to their working time due to child illness responded by working flexibly (including home working) and this was more common among men, those in managerial/ professional occupations and private sector employees. Even among those without a flexible working arrangement, a sizeable proportion were able to respond to their child's illness by working flexibly.
- Around half of employees with children aged under six said that the father had taken time off to attend antenatal appointments. This was more common in households with higher income and in dual earner families. Most commonly, the fathers took additional paid leave, annual leave or time off in lieu to attend these.
- Only 11 per cent of parents with children under six had taken parental leave. This may reflect a lack of need to use this entitlement or their ability/preference to use other paid options to accommodate parenting responsibilities.
- Almost one in five employees had taken time off for a dependent in the last 12 months. This was most common among parents and those with caring responsibilities. Those employees who had been with their employer less than 12 months were less likely to take this.

Almost three-fifths of parent employees (57 per cent) worked for employers who provided no support with childcare, with one third receiving financial support and one tenth workplace child care. Some form of support was more commonly reported among employees with higher qualifications, with managerial responsibilities, in higher occupational groups and with higher income. The provision of such support was associated with working in the public sector, being a trade union member, having longer service and working in larger workplaces. It was less common among

those working in certain industries: manufacturing, construction, distribution, retail hotel and restaurant industries.

6. The flexible worker

6.1 Introduction

This section aims to identify the defining characteristics of the flexible worker. It starts by outlining the key characteristics associated with flexible workers, investigating them in detail using multivariate analysis. It then looks at levels of satisfaction of flexible workers and their employment relations and work attitudes. It concludes by investigating the take up of flexible working practices by employees not entitled to flexible working under the current law.

The analysis in this section is based on the core sample plus child and carer boosts where appropriate. All findings are statistically significant unless otherwise stated.

6.2 Characteristics of flexible workers

The flexible worker status of employees was based on whether their working arrangements (currently, or in the last 12 months) included any flexible working practices from the following:

- Worked **part-time** (fewer than 30 hours per week) in the past year³⁴
- **Worked only during school term-time**
- **Job-shared**, where a full-time job is divided between two or more people and they work at different times
- Worked **flexitime**, where an employee has no set start or finish time but an agreement to work a set number of hours per week or per month
- Worked **reduced hours for a limited period**, this is where an employee has an agreement to cut their hours for a set period of time such as a month or six months
- **Worked from home on a regular basis**, this means an employee works all or some part of the time from home as part of their working hours
- **Worked a compressed working week**, this means working your contracted hours over a fewer number of days
- **Worked annualised hours**, this is where the number of hours an employee has to work is calculated over a full year rather than a week or month

Take up for each flexible working arrangement has been calculated as take up by employees who have that particular arrangement available to them. Employees who do not have a particular flexible working available are excluded from the base. Sixty-three per cent of employees who had at least one of the above flexible working

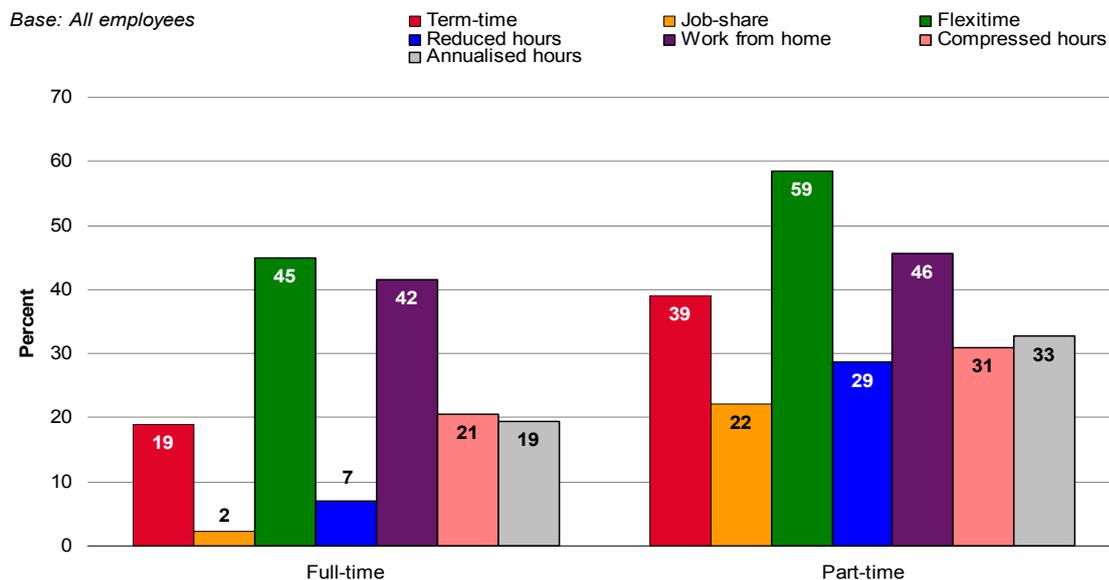
³⁴ For most of the analyses in this chapter, part-time working has been excluded from the list of flexible working practices as findings are reported separately by part-time and full-time status.

arrangements available to them had worked some form of flexible arrangement over the last year and nearly half (47 per cent) of employees worked with flexible arrangements other than part-time working over the past year.

The evidence suggests there may be differences in the characteristics of full- and part-time flexible workers. For that reason, we distinguish between flexible and non-flexible full- and part-time workers throughout this chapter. Full- and part-time status in this section is based on the employees' response to the flexible working practice questions, rather than their reported actual hours, this is to be consistent with the reporting of other flexible working practises covered by this section³⁵. Flexible working is more common within part-time workers; 57 per cent of part-time employees (who had flexible working arrangements available to them) and 40 per cent of full-time employees had worked some sort of flexible working arrangement in the past year.

The proportions of full- and part-time employees taking up different types of flexible working practices are shown in Figure 6.1. The most popular working practice was flexitime; 59 per cent of part-time workers took up flexitime where it was available in their workplace and 45 per cent of full-time workers. Part-time employees were more likely than their full-time counterparts to take up all forms of flexible working, although rates of home working were fairly close; 42 per cent of full-time workers worked from home where available, compared with 46 per cent of part-time workers.

Figure 6.1: Flexible working practices by full- and part-time status



Bases vary depending upon the numbers for whom each type of flexible working was available. Core full-time employees and core part-time employees (based on Flexwork2). Source: WLB4 2011

³⁵ There were 109 core employees who claimed to be working part-time but had also reported that they were working more than 30 hours per week in main job, likewise 34 employees said they worked full-time but had reported fewer hours. In other sections we have based part and full-time work on actual hours worked. In this section, to be consistent with the recording of other flexible working practices (which asked 'Do you currently, or have you worked in the past year...'), we have used the employees self-reported status, hence the part-time category could include current full-time workers.

Full-time employees

This section concerns employees who were currently working full-time and had not worked part-time over the last twelve months. Flexible working varies by some key individual and employer characteristics, as demonstrated in Table C6.1 (Annex C) for full-time flexible and non-flexible workers:

- Nearly half (48 per cent) of full-time employees aged between 40 and 49 had worked flexibly, followed by full-time employees aged 25 to 39 (43 per cent). Employees aged 16-24 were the least likely to have flexible work arrangements, only twelve per cent did so, although the base for this age group was small.
- Forty-five per cent of full-time parents worked flexibly, compared with 38 per cent of non-parents.
- Employees with higher qualifications were more likely to work flexibly. Sixty-one per cent of full-time employees with a post-graduate degree and 57 per cent of employees with a degree had done some form of flexible working, compared with 18 per cent of employees without qualification and 25 per cent of employees with GCSEs only.
- Fifty-two per cent of full-time employees with an annual household income of over £45,000 worked flexibly, compared with 21 per cent of full-time employees in households with an annual income below £15,000. A statistically significant relationship was also found between personal income and working flexibly and in the same direction; 59 per cent of employees with a personal income of £40,000 or more worked flexibly, compared with 22 per cent of employees earning between £10,000 and £14,999.
- Forty-eight per cent of full-time carers worked flexibly, compared with 39 per cent of non-carers.
- Forty-eight per cent of full-time employees with managerial responsibilities worked flexibly, compared with 34 per cent of full-time employees without.
- Forty-eight per cent of full-time employees who were trade union members worked flexibly, compared with 37 per cent of non-union members.
- Flexible working rates were higher amongst those in higher socio-economic groups. Fifty-three per cent of full-time employees in managerial and professional occupations, 34 per cent of employees in intermediate occupations and 20 per cent employees in routine and manual occupations worked flexibly.
- Over half (55 per cent) of full-time public sector employees and around a third (34 per cent) of full-time private sector employees worked flexibly
- Flexible working was least likely in manufacturing and distribution; 22 per cent of full-time employees in manufacturing and 18 per cent of full-time

employees in distribution, retail, hotels and restaurants worked flexibly. Fifty-two per cent of full-time employees in public administration worked flexibly.

- Flexible working practises were more common for employees working in larger organisations. Rates were lowest in workplaces with fewer than 50 employees (28 per cent) that were part of a larger organisation and highest in single site workplaces of 250 employees or more (58 per cent).
- Female-dominated and mixed workplaces had higher rates of flexible working; 46 per cent of full-time employees in female dominated or mixed workplaces worked flexibly, compared with 28 per cent in male dominated workplaces. There was no statistically significant association between employee gender and flexibly working, however.
- Forty-two per cent of full-time employees with an employment contract worked flexibly, compared with 24 per cent of those without.
- Fifty-three per cent of employees working 48 hours or more worked flexibly, compared with 42 per cent of employees working 30 to 35 hours and 41 per cent of employees working 35 to 40 hours. Twenty nine per cent of employees working 40 to 48 hours worked flexibly.
- Lone parents working full-time and couple parents who were dual earners (with at least one parent working full-time) were more likely to work flexibly. Fifty five per cent of lone parents and 48 per cent of dual-earning couple parents worked flexibly. Take up was 38 per cent for non-parents and 37 per cent for couple parents with a single earner.

Part-time employees

Table C6.2 shows how flexible working practices vary according to individual and employer characteristics of employees who were currently working part-time or had done so over the last twelve months:

- Sixty-seven per cent of part-time employees with managerial responsibilities and 54 per cent of those without worked flexibly.
- Sixty-six per cent of part-time trade union members worked flexibly, compared with 54 per cent of those who were not union members.
- Seventy per cent of part-time employees in managerial and professional occupations worked flexibly, followed by 53 per cent of employees in routine and manual occupations and 48 per cent of employees in intermediate occupations.
- Seventy-two per cent of public sector part-time employees and 51 per cent of private sector part-time employees worked flexibly.

- Flexible working increased as part-time employees' personal income increased but there was no association between *household* income and flexible working. Seventy-four per cent of part-time employees with annual personal earnings of £15,000 or more worked flexibly, compared with 47 per cent of part-time employees earning less than £10,000.
- Female-dominated and mixed workplaces had lower rates of flexible working for part-time employees. Seventy-one per cent of part-time employees in male-dominated workplaces worked flexibly, compared with 56 per cent in mixed workplaces and 52 per cent in female-dominated workplaces. For part-time workers, there was no association between an employee's gender and whether they worked flexibly.

There are some similarities in the characteristics of flexible workers within the two groups of employees. For both full- and part-time workers, rates of flexible working were higher for employees in professional and managerial occupations, compared with other occupations and for those employees with managerial responsibilities relative to those without. Rates were also higher for higher earners (personal, rather than household, income) relative to lower earners, public sector workers relative to private sector workers and trade union members compared with non-members.

There were also some differences. For part-time workers, flexible working was more likely in male-dominated workplaces relative to female-dominated workplaces, whilst the reverse was true for full-time workers.

Multivariate analysis of the characteristics of flexible workers

Multivariate analysis was carried out to identify the individual, job and employer characteristics associated with increased likelihood of being a flexible worker when controlling for other variables. Full- and part-time employees were modelled separately in order to draw out the different relationships and characteristics of the two groups.

Full-time employees. The multivariate analysis indicates that for full-time employees there were a number of factors significantly associated with working flexibly, and that the associations were similar to the bivariate analysis reported above in Table C6.1.

Full-time employees from the following groups, and with the following characteristics, were more likely to work flexibly:

- Those with a degree, a professional qualification at degree level or a postgraduate degree were more likely to work flexibly than similar employees with GCSEs only.
- Employees in professional or managerial occupations were more likely to work flexibly than those in routine or manual occupations.

- Employees in organisations where the gender make-up of their workplace was mostly female or mixed, were more likely to work flexibly, compared with those in workplaces that were mostly male.

Full-time employees from the following groups, and with the following characteristics, were less likely to work flexibly:

- Those aged between 16 and 24 (compared with those aged 40 or over).
- Those who worked in manufacturing or in the distribution, retail and hotel industries were significantly less likely to work flexibly, compared with employees who worked in other activities.

This suggests the flexible worker tends to be an older, well-educated professional who works in mixed gender or female-dominated workplaces in industries outside manufacturing and distribution, retail, hotels and restaurants. The full model is shown in Table D1.1 in Annex D.

Part-time employees. There were fewer characteristics related to working flexibly for part-time employees. These associations were similar to those reported in the bivariate analysis in Table C6.2.

Part-time employees from the following groups, and with the following characteristics, were more likely to work flexibly:

- Those earning £25,000 or more per year were more likely to work flexibly than similar employees with an annual income below £10,000.
- Those in male-dominated workplaces were more likely to work flexibly than part-time employees in workplaces where the majority of staff were female.
- Part-time employees in the public sector were more likely to work flexibly than part-time employees in the private sector.

This suggests part-time flexible workers are more likely to be found in male-dominated public sector workplaces. The analysis also suggests better paid occupations are more likely to support flexible working for part-time employees. The full model is shown in Table D1.2.

6.3 Work-life balance of flexible workers

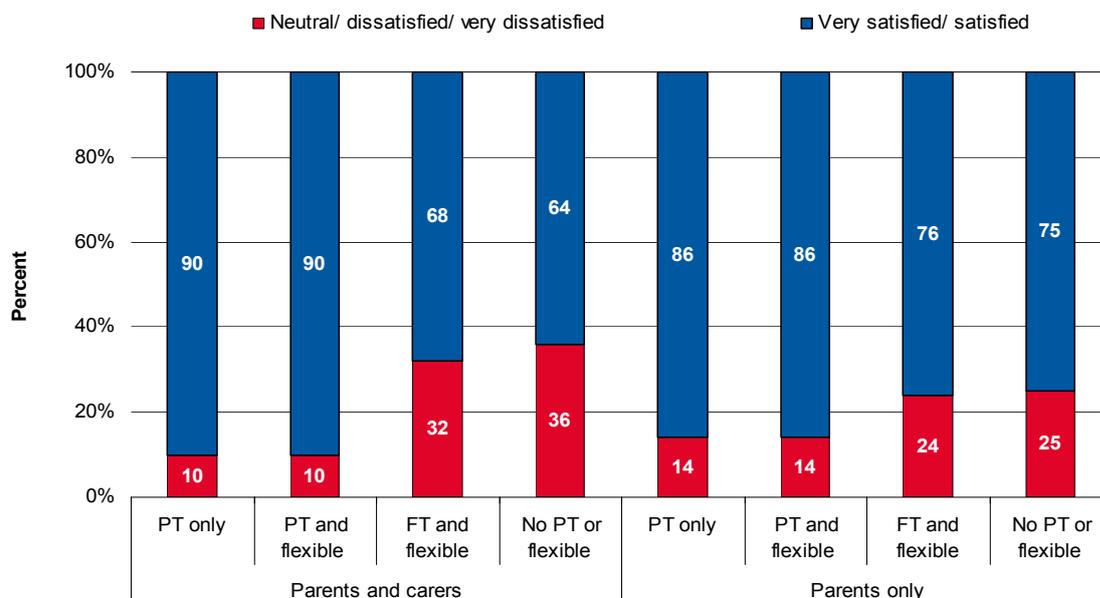
Employees were asked to state how satisfied they were with their hours of work and their current working practices. Levels of satisfaction were compared for all employees and for four different sub-groups of employees of particular interest, namely; employees who were both parents and carers, employees who were parents only, employees who were carers only and employees who were neither parents nor carers. The parent group was further split by gender, in order to ascertain whether any variation in the satisfaction of mothers by flexible working status was matched by that of fathers. Within each of these sub-groups, satisfaction was compared across the four working groups outlined earlier (full- and part-time employees split by flexible

and non-flexible working practices, with part-time work treated separately from other flexible working practices).

Satisfaction with working hours

Seventy-nine per cent of employees were satisfied or very satisfied with their working hours. There were no statistically significant differences in levels of employee satisfaction with hours of work by flexible worker status for the 'all employee' group, for carers (who were not also parents) and for employees who were neither parents nor carers. However, for parents (who were not carers) and employees who were both parents and carers, satisfaction with working hours varied significantly according to the employees' flexible working status. For both groups, levels of satisfaction were higher for part-time workers and lower for full-time workers, although the difference between the two groups was more pronounced for parents who were also carers. This can be seen in Figure 6.2.

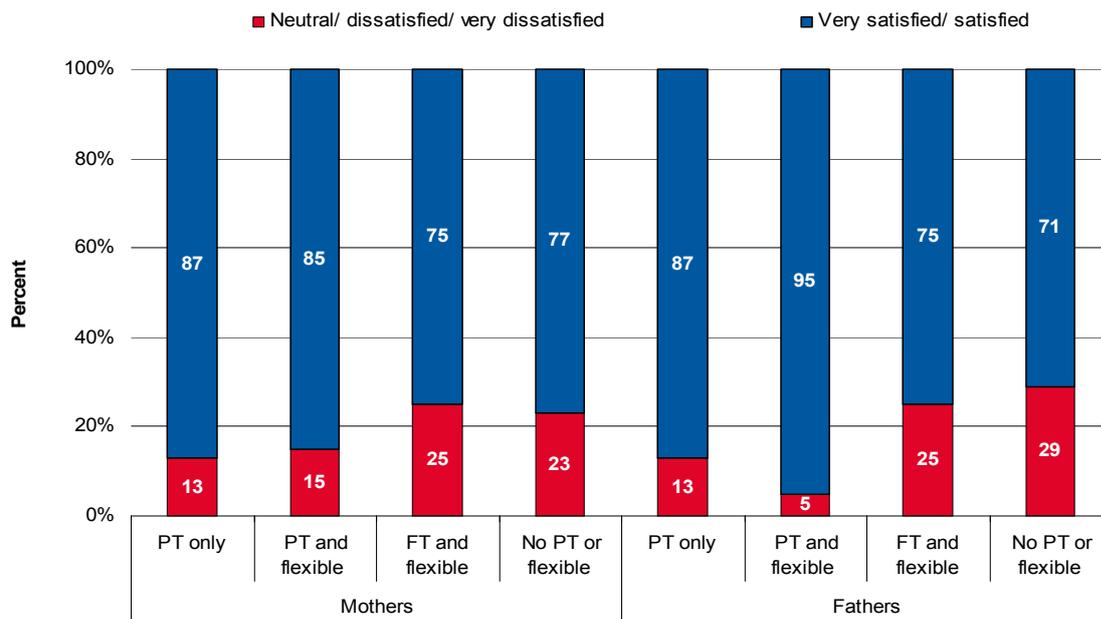
Figure 6.2: Levels of satisfaction with working hours: parents and joint parents/carers



Unweighted base: Parents and carers (boost sample) = 271;
 Parents employees who are not carers (boost sample) = 947
 Source: WLB4 2011

Higher levels of satisfaction were also seen for part-time workers relative to full-time workers when looking separately at mothers and fathers (all parents, including carers). In each case, the differences in levels of satisfaction were statistically significant. Mothers working full-time were marginally less likely to express satisfaction with their hours if they worked flexibly (75 per cent were satisfied, compared with 77 per cent of full-time mothers not working flexibly), whereas the reverse was true for fathers; 75 per cent of fathers who were flexible full-time workers were satisfied, compared with 71 per cent of fathers who worked non-flexibly and full-time. This is shown in Figure 6.3.

Figure 6.3: Levels of satisfaction with working hours: mothers and fathers



Unweighted base: All mothers = 763; All fathers = 454
 Source: WLB4 2011

Satisfaction with current working arrangements

Satisfaction with current work arrangements was generally high, although there were some differences in levels of satisfaction by part- and full-time flexible and non-flexible work status. Satisfaction with current working arrangements varied significantly across flexible working groups when looking at all employees overall, employees who were parents but not carers and all mothers and fathers. Levels of satisfaction did not vary significantly across flexible working groups when looking at carer employees only, employees who were both parents and carers and employees who were neither parents nor carers.

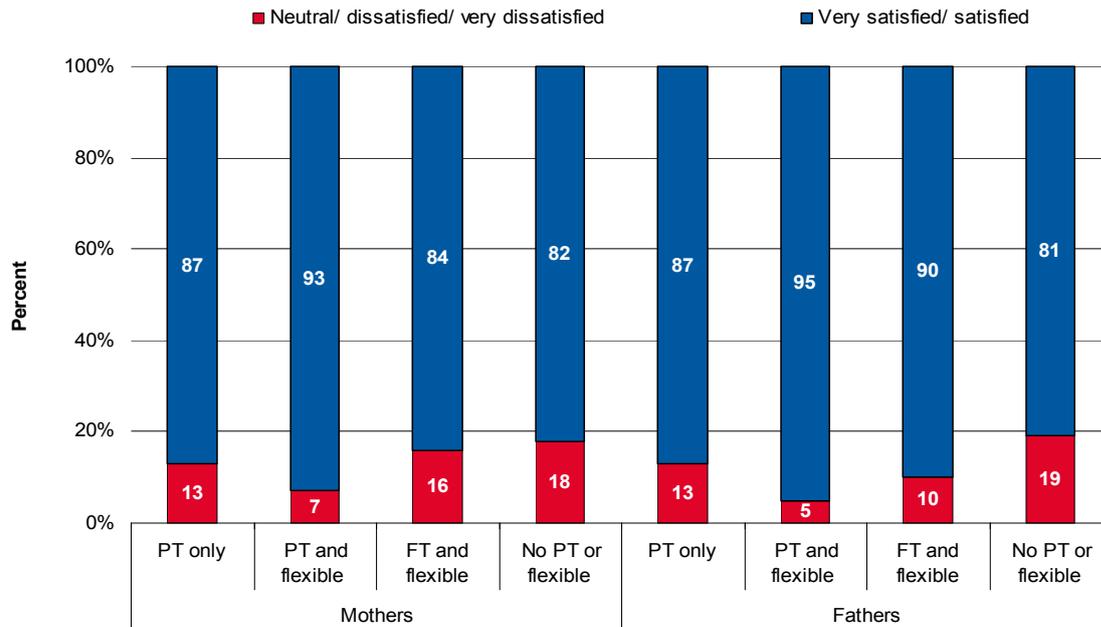
Eighty-five per cent of employees overall were satisfied or very satisfied with their working arrangements. This ranged from 90 per cent for part-time flexible workers, to 86 per cent for full-time flexible workers and 82 per cent for both part-time and full-time employees without flexible working arrangements.

A different pattern was seen for employees who were parents but did not have other caring responsibilities. Overall, 88 per cent of these employees were satisfied or very satisfied with their current work arrangements. Part-time flexible workers were again most satisfied (94 per cent), followed by full-time flexible workers (90 per cent). However, for this group of parents, part-time workers without flexible working arrangements had higher levels of satisfaction than their full-time counterparts (88 per cent, compared with 83 per cent for full-time workers without any flexible arrangements).

The patterns for mothers and all fathers, when analysed separately, were similar to each other; non-flexible full-time workers were less satisfied than the other employee groups used throughout this chapter, although the large majority were still satisfied.

Eighty-two per cent of mothers working full-time without flexible work arrangements were satisfied with their current work arrangements, compared with 93 per cent of mothers working part-time and flexibly and 87 per cent of mothers who worked part-time but without any other flexible working arrangements. The same was true of fathers; 81 per cent of fathers who worked full-time without flexible work arrangements were satisfied, compared with 90 per cent of full-time flexible fathers. This is shown in Figure 6.4.

Figure 6.4: Levels of satisfaction with current working arrangements: mothers and fathers



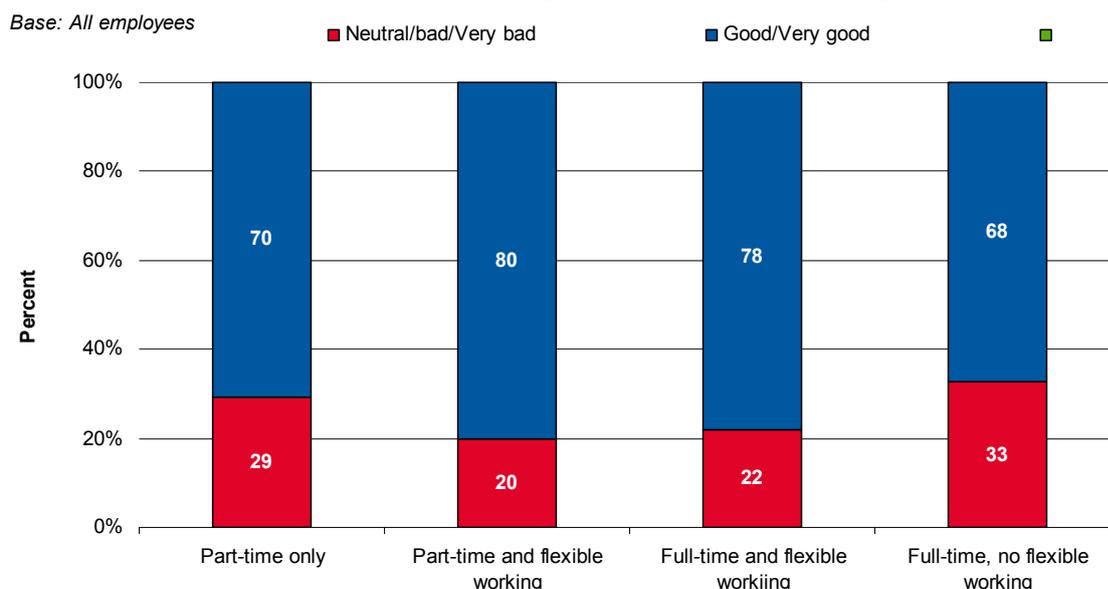
Unweighted base: All mothers = 762: All fathers = 454
 Source: WLB4 2011

6.4 Employment relations of flexible workers

Employees were asked to assess the general relations between employees and managers in their workplace. Just over a third (34 per cent) of employees said that general relations between management and employees at their place of work were very good and a further 39 per cent said relations were good. Six per cent said relations were bad and two per cent said they were very bad. The remaining 19 per cent said the relationship between managers and employees was neither good nor bad.

There was a significant difference in the quality of relations reported by employees with flexible working status; employees working part- and full-time with flexible working arrangements were more likely to report good or very good working relations in their place of work. Eighty per cent of employees working flexibly and part-time stated that relations were good or very good, compared with 78 per cent of employees working flexibly and full-time, 70 per cent of employees working part-time only and 68 per cent of full-time employees not working flexibly. This is shown in Figure 6.5.

Figure 6.5: Relations between managers and employees by flexible working



Unweighted base: All employees = 1650

Source: WLB4 2011

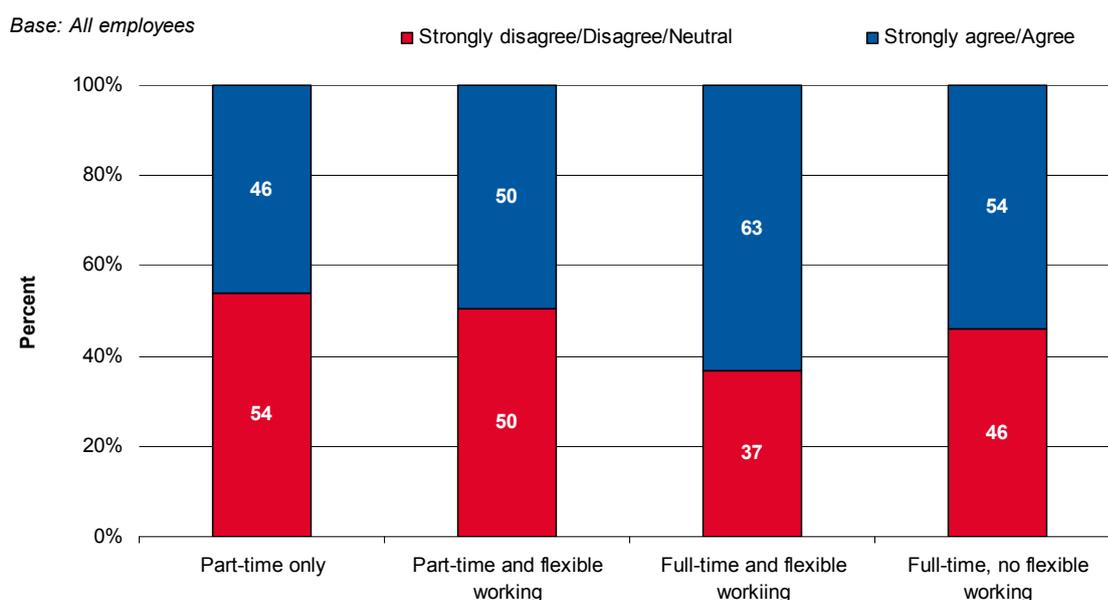
6.5 Attitudes by flexible worker status

The attitudes of employees to statements about the impact of flexible working in the workplace were compared across employee groups. Employees were asked whether they strongly agreed, agreed, neither agreed nor disagreed, disagreed or strongly disagreed with the following statements:

- It's the employer's responsibility to help people balance their work with other aspects of their life.
- Having more choice in working arrangements improves workplace morale.
- People who work flexibly create more work for others.
- People who work flexibly are less likely to get promoted.

Fifty-four per cent of employees overall agreed or strongly agreed with the statement 'It's the employer's responsibility to help people balance their work with other aspects of their life'. Levels of agreement varied significantly across flexible working groups, ranging from 63 per cent for full-time flexible workers, to 46 per cent for part-time workers without flexible arrangements. This is shown in Figure 6.6.

Figure 6.6: Agree that employers have a responsibility to help people with work-life balance



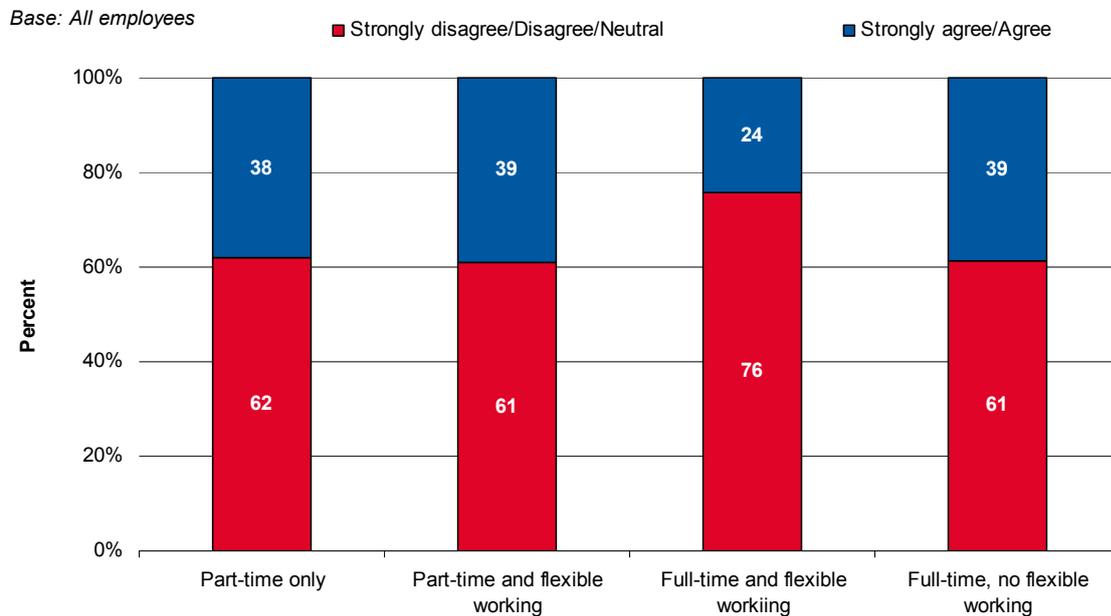
Unweighted base: All employees = 1648
Source: WLB4 2011

There was overwhelming agreement with the statement 'having more choice in the workplace improves morale'. Overall, 90 per cent of employees agreed or agreed strongly to the statement and four per cent disagreed or disagreed strongly but levels of agreement did not vary significantly by flexible worker status.

Thirty-four per cent of employees overall agreed or strongly agreed that 'people who work flexibly create more work for others'. Agreement varied significantly across flexible working groups. Employees were least likely to agree with the statement if

they worked full-time with some form of flexible working. Twenty-four per cent of this group agreed with the statement, compared with 38-39 per cent of the other employee groups. This is shown in Figure 6.7.

Figure 6.7: Agree that employees who work flexibly create more work for others

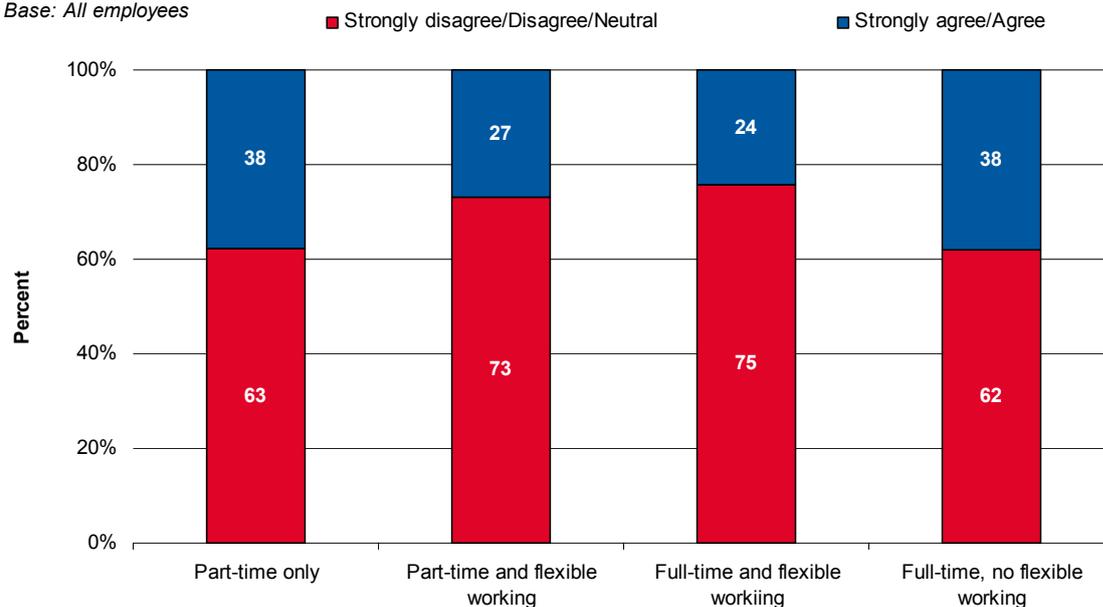


Unweighted base: All employees = 1627
 Source: WLB4 2011

Thirty-two per cent of employees overall agreed or strongly agreed that ‘employees who work flexibly are less likely to get promoted’ and agreement varied significantly by employee flexible status. Employees were least likely to strongly agree with the statement if they were full-time employees with flexible working arrangements. Twenty-four per cent of this group agreed, compared with 27 per cent of part-time flexible workers and 38 per cent of part- and full-time employees without flexible working. This is shown in Figure 6.8.

Figure 6.8: Agree that employees who work flexibly are less likely to get promoted

Base: All employees



Unweighted base: All employees = 1609

Source: WLB4 2011

6.6 Flexible working of employees without the legal right to request flexible working

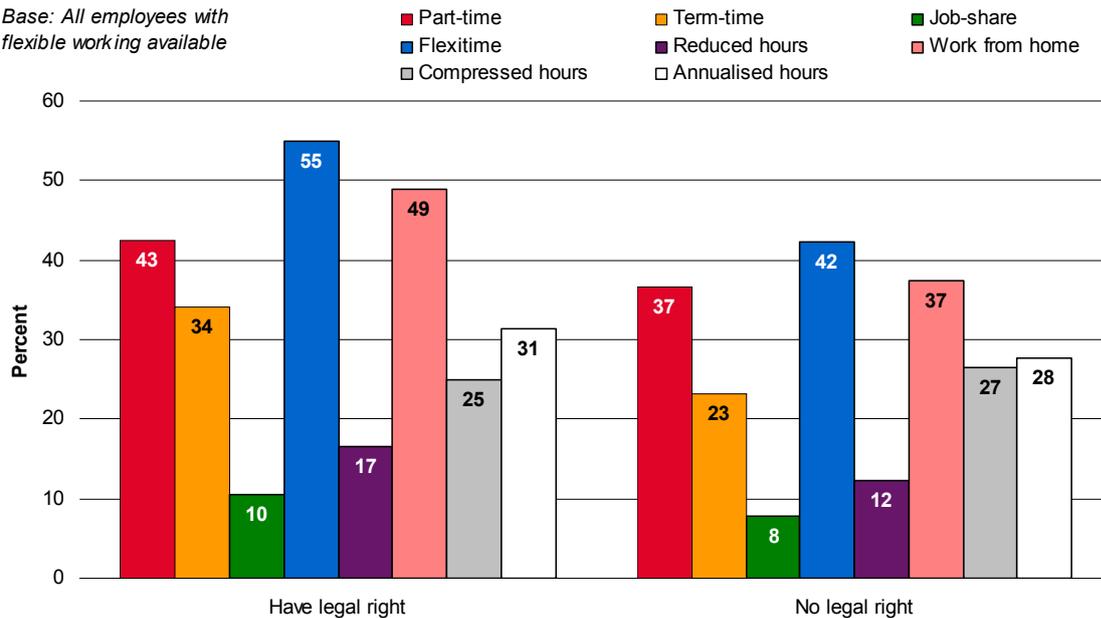
This section looks at the take-up of flexible working practices by employees who do not have the legal right to request flexible working under the current legislation. By law, employers have a duty to seriously consider requests for flexible working arrangements for employees who have parental responsibility for a child aged under 17 (under 18 if the child has a disability) or have adult caring responsibilities.

Employees who are neither parents nor carers are therefore without the legal right to flexible working, and indeed their rates of flexible working are lower than those for parents or carers. Forty one per cent of these employees worked with flexible working practices (including part-time work), compared with 51 per cent of parents (excluding parent carers), 55 per cent of carers (excluding parent carers) and 52 per cent of employees with both parent and caring responsibilities.

There was some variation in the take up of individual flexible working practices between employees with and employees without the legal right to request. For each of the listed flexible working arrangements (including part-time work), take up was higher amongst employees with the Right. However, there were similarities in the relative popularity of different practices within the two groups of employees. Flexitime was the most common practice for both groups (55 per cent of employees with the right, 42 per cent for those without). Working at home and part-time working were also popular, although employees without the legal right to request were equally likely to work at home as they were to work part-time (both 37 per cent), whereas those with the right to request were more likely to work at home; 49 per cent worked from home and 43 per cent worked part-time. This is shown in Figure 6.9.

Figure 6.9: Take up of flexible working practices by entitled and non-entitled groups

Base: All employees with flexible working available



Unweighted base: Core employees with legal right = 864; Core employees without legal right = 1010
Source: WLB4 2011

The remainder of this section concentrates on the flexible working practices of those full-time employees who do not have the legal right to request flexible working under the current legislation. Just over a third of these (35 per cent) have (or have had over the past year) some form of flexible working arrangement, and this 35 per cent differ in some individual and job-related characteristics from those (also without the right) who do *not* work flexibly (see Table C6.3):

Amongst full-time employees without the legal right to request:

- Those aged between 40 and 49 years were most likely to work flexibly (46 per cent), followed by employees aged 25 to 39 (41 per cent).
- Those with first and post-graduate degrees were more likely to work flexibly; 62 per cent with postgraduate degrees and 58 per cent with first degrees worked flexibly, compared with 22 per cent of those who had GCSEs only.
- Forty-four per cent of trade union members worked flexibly, compared with 32 per cent of non-union members.
- Forty-eight per cent of employees in managerial and professional occupations worked flexibly, compared with 27 per cent of intermediate employees and 19 per cent of routine and manual employees. Individual managerial responsibilities were not significantly related.
- Twenty-eight per cent of those in the private sector worked flexibly, compared with 52 per cent in the public sector.

- Rates of flexible working were highest amongst those working in public administration, education and health (50 per cent) and lowest amongst those working in manufacturing (21 per cent) and distribution, retail, hotels and restaurants (14 per cent).
- Those in small workplaces had lower rates of flexible working (19 per cent) than those in other workplaces; those in larger workplaces of fifty or more employees had rates of 43-44 per cent.
- Employees with higher personal incomes were more likely to work flexibly (60 per cent for those with annual personal incomes of £40,000 or more), compared with those earning less than £15,000 per year (14 per cent). Household income was not significantly related.
- Those in mixed gender workplaces were more likely to work flexibly; 44 per cent, compared with 38 per cent of those in female-dominated workplaces and 21 per cent in male-dominated workplaces.

Multivariate analysis of the characteristics of flexible workers without the legal right to flexible working

Regression analysis was used to identify the individual, job and employer characteristics associated with increased likelihood of a full-time employee without legal rights to flexible working to choose a flexible arrangement when controlling for other variables.

The characteristics associated with flexible working were similar to those seen in the bivariate analysis and shown in Table C6.3, namely:

- Those with a personal income of £40,000 or more a year were more likely to work flexibly than employees earning below £15,000.
- Those with a degree and employees with a postgraduate degree were both more likely to work flexibly than employees with GCSEs only.
- Employees who worked in a workplace where the majority of employees were female or the gender split was roughly equal were more likely to work flexibly than similar employees in workplaces that were mostly male
- Employees in the public sector were more likely to work flexibly than employees in the private sector.

This suggests full-time employees without a legal right to flexible working are more likely to become flexible workers if they are well educated, in better paid employment, work in a female dominated or mixed gender workplace and work in the public sector. The full model is shown in Table D1.3.

6.7 Summary

- Part-time employees were more likely than their full-time counterparts to take up all forms of flexible working where available. The most common form of flexible working for both groups was flexitime.
- Working flexibly was more common among full-time employees who were older (aged between 40 and 49), parents or carers, had higher qualifications, higher incomes and managerial responsibilities. Working flexibly was also more likely among trade union members, those full-time employees with contracts of employment, those working in professional occupations, in large workplaces and in the public sector.
- Once other factors were accounted for, the results of the multivariate analysis suggest that, among full-time employees, flexible working is positively associated with being older, well educated, in a professional occupation, working in a mixed gender or female dominated workplaces and in industries outside manufacturing and distribution, retail, hotels and restaurants.
- Among part-time employees working flexibly was more likely among higher earners, those with managerial responsibilities, trade union members, those in managerial and professional occupations and in the public sector. Unlike full-time employees, part-time employees were more likely to work flexibly if they were in male-dominated workplaces.
- Multivariate analysis showed that, among part-time flexible workers, working in male-dominated workplaces and the public sector were positively associated with working flexibly once other factors were controlled for, as was higher personal income.
- Levels of satisfaction with working hours were higher amongst part-time workers than those working full-time. This was true for parents (both mothers and fathers) and for employees with joint parent/caring responsibilities.
- Satisfaction with current working arrangements varied by flexible worker status. Part-time flexible workers had highest levels of satisfaction of all the groups. This was true for all employees, for mothers, for fathers and for parents who did not have additional caring responsibilities.
- Employees with flexible working were more likely than employees without flexible working to report good working relations between employees and managers within their workplace.
- Full-time flexible workers were more likely than part-time flexible workers and non-flexible workers to agree or strongly agree with the statements 'It's the employer's responsibility to help people balance their work with other aspects of their life' and 'Having more choice in working arrangements improves workplace morale'. They were more likely than the other groups to disagree and strongly disagree with the statements 'People who work flexibly create more work for others' and 'People who work flexibly are less likely to get promoted'.

- Employees who are neither parents nor carers are without the legal right to request flexible working. Unsurprisingly, rates of flexible working among this group are lower than those for parents or carers.
- Controlling for other factors, multivariate analysis suggests that, among full-time employees without a legal right to request flexible working, being well educated, in better paid employment, working in a female dominated or mixed gender workplace and working in the public sector were significant factors positively associated with flexible working. The same patterns were seen in the bivariate analysis.

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Annex A: Methodology

Background

In 2000, the Government launched the *Work-Life Balance Campaign* aimed at employers to promote the benefits of flexible working for all employees. This campaign aimed to promote flexible working for all types of employees and was not specifically aimed at individual groups, such as parents or carers.

The Employment Act (2002) introduced the right for employees with a child aged five or under (18 or under for disabled children) to request flexible working, with their employer having the duty to consider this request. This 'right to request' was extended in the Work and Families Act (2006) to include employees caring for sick or disabled adult household members (effective from 2007) and parents of children under the age of 17 (effective from 2009).

The Fourth Work-life Balance Survey (WLB4) is important in providing much needed data about how the changes to the Work and Families Act are influencing peoples' working arrangements, whether they are taking up these opportunities and their general awareness of what is available to them in the workplace. In light of the Coalition Government's recent announcement of plans to extend the right to request flexible working to all employees, WLB4 also acts as a baseline about the current use of flexible working arrangements in Great Britain.

The Department for Education and Employment carried out the first Work-Life Balance Survey (WLB1) in 2000. It was used to assess how far employers operated work-life balance practices and whether employees felt that existing practices met their needs. The first survey was followed up in 2003 by a second survey of employees and by a third in early 2006. The WLB4 was carried out in early 2011.

The sample

The sample for WLB4 comprised a core sample plus two boost samples. The core sample was designed to be representative of all employees (that is, individuals who were not self employed or proprietors) aged 16 years or over and living in Britain. In addition, the sample was designed to boost two employee sub-groups of specific interest to BIS. These groups are: working parents of children aged 0-17 years and employees with non-child caring responsibilities.

The survey was conducted using Computer-Assisted Telephone Interviewing (CATI) and administered by interviewers from NatCen's Telephone Unit. NatCen interviewers had undergone specific training for WLB4. This included a face-to-face project briefing covering project background, important concepts and terminology and good practice in contacting respondents. Silent monitoring of interviews was

undertaken as part of NatCen's quality control, which allowed supervisors and researchers to monitor a proportion of interviews whilst they were in progress.

A sample of phone numbers was generated using Random Digit Dialling (RDD). RDD is an efficient method of producing a random sample of telephone numbers and includes non-listed numbers and households that had signed up to the Telephone Preference Service. The sample was provided by Survey Sampling International. Phone numbers were randomly generated and covered all regions across Britain.

The sample was split into core and boost telephone numbers prior to being issued to interviewers. When numbers were flagged as core sample, interviewers were instructed to screen for household with employees aged 16 or over. When numbers were flagged as boost sample, interviewers were instructed to screen for employees who were aged 16 or over and were either a carer or a parent. The boost samples were designed to achieve additional interviews with 250 employed parents of 0 to 5 year olds, 250 employed parents of 6 to 17 year olds, and 250 employees with non-childcare caring responsibilities.

At each contacted household one person was selected at random using the last birthday method; the respondent in the household who has had the most recent birthday and fits the eligibility criteria was selected for the survey. Birthdays are distributed randomly across months, hence this method allowed one eligible household member to be easily chosen at random. Household members were eligible if they were employees (that is, not self employed or proprietors), aged 16 years or over. This approach was designed to produce a representative sample of employees aged 16 and over.

Full interviewer instructions and more details about the sampling are given in the accompanying Technical Report.

Cognitive testing of new questions

The Questionnaire Development and Testing Hub (QDT Hub) at NatCen reviewed and cognitively tested 30 questions in September-October 2010. The primary objective of the cognitive testing was to test how the questions worked with the survey population. These questions collected information on:

- Identifying employees with significant parental responsibilities;
- the extent employees feel they have control over the hours they work;
- working arrangements employees are on when they make requests to change their working patterns;
- the outcome of requests to change the way employees work and how employees are informed of initial and appeal decisions;
- perceptions of equality of opportunity at the workplace to request flexible working;
- the range of flexible working practices available at the workplace and the impact of colleagues working in this way on the respondent;
- the need and take up of dependent leave;
- the need and take up of parental leave;

- how working fathers arrange leave to attend antenatal appointments; and
- how working parents manage child care arrangements for their children.

Cognitive Methods

Cognitive interviews use methods derived from cognitive psychology that enable researchers to examine in detail the question and answer processes. This form of testing helps to identify problems with questions and illuminate possible solutions to these issues. The project was designed to combine the advantages of testing the questions in the actual mode they were to be administered with the added advantages of face-to-face probing. Towards this, the questions were asked over the telephone similar to the main stage CATI survey and then retrospectively probed face-to-face. Interviewers administered the test questions over the telephone in another room (from mobile phone to landline or mobile phone). By replicating the survey conditions as close as possible evidence could be obtained about whether the questions worked as intended.

Interviewers were briefed and debriefed on the study, at a whole day face-to-face meeting.

Sample and Recruitment

Cognitive interviews are qualitative in nature so the samples are purposive and designed to reflect the range and diversity of the population of interest, rather than to be statistically representative. Quotas were used to ensure that sufficient numbers were recruited for different types of working parents and employees with adult caring responsibilities to test the questions.

Twenty face-to-face interviews were conducted with employees. Interviewers carried out their own recruitment, screening in possible respondents using a standardised recruitment protocol once consent had been gained. Interviews took place in North London, Manchester and York, lasted approximately one hour and were digitally recorded with the respondent's consent. Three of NatCen's experienced cognitive interviewers carried out the interviews. The interviews were arranged at a time and place convenient for the respondent, for example, in respondents' homes. Respondents were given a £20 high-street voucher as a thank you for their participation.

After each interview, the interviewers made detailed notes on their cognitive interview, based on the interview recording. The findings fed into the WLB4 questionnaire.

Pilot

The questionnaire was piloted in December 2010. Thirty interviews were carried out in CATI by interviewers in the NatCen Telephone Unit. The pilot allowed the questions, routing and administration of the survey to be assessed before fieldwork started early 2011.

Response rates

Table A1.1 shows fieldwork outcomes broken down by sample type. In total, 65,000 telephone numbers were generated using RDD, 42 per cent of which were screened out because they were invalid or non-residential numbers. A further 30 per cent were connected phone numbers that were never answered (despite a number of contact attempts being made) or where the interviewer was unable to complete the screening questions. Eligibility of households at these numbers could not be established. At the remaining 28 per cent interviewers were able to make contact and complete the screening questions.

Interviewers conducted 2,767 interviews in total. The final sample sizes were 1874 for the core sample plus 893 additional boost interviews. These broke down as 280 boost interviews with parents whose youngest child in the household was aged 0-5 years and 320 boost interviews with parents whose youngest child was aged 6-17 years. There were also 290 additional boost interviews with employees with non-childcare caring responsibilities. The boost interviews were combined with similar employees from the core sample during analysis. The combined samples gave 829 carers and 1373 parents of children aged 0-17 (582 parents whose youngest child was aged 0-5 and 784 parents whose youngest child was aged 6-17. There were seven parents of children whose ages are unknown).

Table A1.1 Fieldwork outcomes by sample type

Final outcomes	Total		Core Cases		Boost Cases	
	Count	%	Count	%	Count	%
Total numbers covered	65000	100	31823	100	33177	100
Invalid and non-residential numbers	27114	42	13353	42	13761	41
- Non-residential	1798	3	875	3	923	3
- Invalid number	25316	39	12478	39	12838	39
Numbers with unknown Eligibility	57802	30	27714	30	30088	30
- Unknown eligibility - contact made	11369	17	5533	17	5836	18
- Unknown eligibility - no contact made	8124	12	3946	12	4178	13
Numbers with known eligibility	18393	28	8991	28	9402	28
- Ineligible households	11195	17	4882	15	6313	19
- Eligible households	7198	11	4109	13	3089	9
		<i>% of those with known eligibility</i>		<i>% of those with known eligibility</i>		<i>% of those with known eligibility</i>

Productive interviews	2765 ¹	38	1873	46	892	29
- Partial interviews	16	0	12	0	4	0
- Refusal	2856	40	1450	35	1406	46
- No contact with selected respondent	910	13	457	11	453	15
- Other unproductive	651	9	317	8	334	11

¹ Two partials were included in the final dataset: The final dataset contains 2767 cases - 1874 core and 893 boost.

Source: WLB4 2011

Table A1.2 shows the true response rates for the core and boost samples. The true response rate is calculated as the number of achieved interviews divided by the total number of eligible households. This includes households with known eligibility and plus the estimated number of eligible households at numbers where interviewers could not establish eligibility. For example, 46 per cent of households in the core sample with known eligibility were eligible, hence 46 per cent (4,332) of the 9,479 households in the core sample with unknown eligibility were assumed to be eligible. Therefore the total number of eligible households in the core sample was estimated to be 8,441 (4,332 + 4,109) and the true response rate for the core sample was 22 per cent (1,873 divided by 8,441).

Table A1.2 True response rates by sample type

Estimated true response rate	Total (core + boost)	Core Cases	Boost Cases
Issued cases	65000	31823	33177
Invalid and non-residential numbers	27114	13353	13761
Total with known eligibility	18393	8991	9402
Number of ineligible	11195	4882	6313
Number of eligible	7198	4109	3089
<i>% eligible</i>	39%	46%	33%
Total with unknown eligibility	19493	9479	10014
Number of unknown eligible likely to be eligible	7628	4332	3290
Estimated total number eligible (those with known eligibility plus estimated number with unknown eligibility)	14826	8441	6379
Number of productive interviews	2765	1873	892
<i>Estimated true response rate</i>	19%	22%	14%

¹ Two partials were included in the final dataset: The final dataset contains 2767 cases - 1874 core and 893 boost.

Source: WLB4 2011

Weighting

WLB4 required weights to adjust for differential selection probabilities of individuals within households and non-response to the survey.

Individual selection weights At each contacted household the interviewer selected the eligible individual who had had the most recent birthday. Individual selection weights are required to ensure individuals in larger households are not under-represented in the sample. The individual selection weight is equivalent to the number of eligible individuals in the household.

Non-response weights A set of non-response weights were generated for analysis of the core and boost samples. The aim is to reduce non-response bias resulting from differential non-response to the interview by age, sex, Standard Industry Classification (SIC) and sector. The weights were generated using calibration methods (Deville J-C & Sarndal C-E, 1992). Calibration weighting uses an iterative procedure to adjust a starting weight (in this case the individual selection weight) until the distribution of the (weighted) sample matches that of the population for a set of key variables. The adjustments are made within a set of constraints that keep the values of the final weights as close as possible to those of the initial weights, thus ensuring the properties of the initial weights are retained in the final calibrated weights.

Calibration weighting requires a set of population estimates to weight to. The population estimates for the core sample and parent boost were taken from the (weighted) Labour Force Survey (LFS). As a household survey, the LFS suffers from its own non-response issues and therefore may contain bias. However, no alternative robust estimates are available for the specific population covered by WLB4. The key variables used to create the non-response weight were: age, sex, sector and Standard Industry Classification (SIC). The exact breakdowns used to generate the weights are shown in Annex B. The weights ensure that the sample will match the LFS population estimates for these key variables.

The carers boost was weighted using a different set of population estimates. The definition of carer used in the LFS does not match that used in WLB4, as only paid carers are identified. This meant we were unable to identify an equivalent group of carers in the LFS and an alternative source of population data was required. The 2007 Adult Psychiatric Morbidity survey (APMS) was selected as it was a robust random probability sample that used a definition of carers that matched the one used in WLB4. Calibration weighting methods were used to weight the age and sex profile of carers in WLB4 to that of the APMS.

Annex B shows a breakdown of sample and population estimates and Table A1.3 shows the weights produced for WLB4 and when they should be used. More details and further discussion of the weights can be found in the WLB4 Technical Report.

Table A1.3 Weights produced for WLB4

Name	Label	Sample¹	Use
Wt_core	Core sample weight	All core sample	For any analysis of working adult employees
Wt_bst017	Parents with the youngest child 0-17 years	Combined 0-5 and 6-17 boost samples + eligible core sample	For any analysis of parents
Wt_bstcare	Carers boost weight	Carers boost sample + eligible core sample	For any analysis of employees with caring responsibilities
Wt_bstall	Carers and parents	Carers and parents boost samples and eligible core sample	For any analysis of employees with caring responsibilities who are also parents

¹The appropriate sample members are automatically selected once weights are applied, non-sample members do not have a weight and are excluded from the analysis

Source: WLB4 2011:

Comparisons with previous surveys

We advise caution when comparing results from WLB4 with previous waves. This is because a number of changes have been made to the survey methodology over the years, which limits the validity of a statistical testing of differences.

WLB1-3 used quota sampling, whereas WLB4 used a random sample. WLB3 used interlocking age and gender quotas plus a separate public/private sector quota. Quotas ensure that set sample sizes are attained for specific groups but do not address problems of non-response bias as unwilling individuals are effectively replaced by more willing ones. This increases the number of similar respondents in the sample but does not address bias if the respondents who refuse to participate are systematically different to those who are willing. Changes were also made in the survey's methodology between WLB1 and WLB2. The first survey set quotas during the fieldwork stage, whereas in the second survey, quotas were set before the fieldwork period.

In addition, in WLB3 the decision was taken to specifically interview the youngest eligible person in each household. This selection process would have introduced bias into the sample as younger people living in households with older adults would have been over-sampled, as a result they would be over-represented in the sub-group of younger people in the sample. Likewise, older people living in households with grown up children would have been under-sampled, which means the sub-group of older people in the sample would be biased towards older people not living with younger adults. This is not representative of all older people in the population.

Changing these aspects of the design will have improved the representativeness of WLB4 but has impacted on comparisons between WLB4 and previous survey years.

In some instances in this report, statistics from earlier published work-life balance reports are presented alongside statistics from other waves with a caveat reminding the reader of the change in methodology.

How the analysis was conducted and tested

This section outlines the proposed methodology for analysis, including the approaches to statistical testing of differences and details of possible multivariate analysis. The analysis was carried out using SPSS (PASW version 18)³⁶. The analysis was based on all fully productive interviews³⁷ and all analyses applied the appropriate weights to adjust for individual selection and non-response (see WLB4 Technical Report for more details about the weights).

The WLB4 sample comprises a core sample plus two boost samples. The core sample was used for analysis of the employee population and for prevalence estimates; for example, to find the proportion of carers in the employee population. The relevant boosts were included for all relevant sub-group analyses, hence these analyses used individuals from the boost sample plus any corresponding individuals from the core.

The results of the bivariate analyses are presented in Annex C. The cross-tabulations were produced in SPSS using the 'Tables' command (available in the Tables Original option) and all tables show weighted statistics (percentages or means as appropriate) along with unweighted base numbers. Any differences significant at the 5% level were marked in the tables by 'shading' the relevant rows. Significant differences in the answers to one question by the break variables are tested for using a bivariate logistic regression. Pair-wise significance testing between individual categories of a break variable has not been carried out as this increases the risk of finding spurious significant differences purely by chance due to multiple testing.

As the WLB4 sample is stratified, the bivariate logistic regression was run using the CSLOGISTIC command to take the complex survey design into account. The CSLOGISTIC command is available in SPSS as part of the Complex Samples option. The complex samples option in SPSS allows analysts to specify the cluster, strata and weight variables by setting up a plan file which is used by SPSS in the logistic regression to adjust the standard errors around the estimates and therefore obtain more reliable significance results.

Chapter 6 investigates flexible workers further using a mix of descriptive and multivariate analytical methods. The first step was to run a bivariate analysis to identify which individual and employment characteristics were significantly related to

³⁶ NatCen uses SPSS version PASW (1200) 18.0 with the following add-on options: Tables Original (1201) 18.0; PASW Regression (1202) 18.00; 1210 (1210) 18.0 and PASW Complex Samples (1211) 18.0.

³⁷ Using ZPart as our cut-off point for inclusion in the analysis, there were 14 partial interviews which have not answered up to this question. We do not have the background information about these respondents necessary to include them in the analysis. The remaining 2 partials are included.

flexible working take-up. These variables were then entered into a stepwise logistic regression model (where the outcome is a binary variable denoting whether an employee worked flexibly vs. not working flexibly). The model identifies significant relationships between the individual and employment characteristics and flexible working take-up whilst holding other factors constant. The stepwise regression uses an iterative procedure to identify significant characteristics. The variables suggested by the model, and the direction of the associations, are checked to ensure they are credible (it is possible for the stepwise procedure to identify relationships that occur purely by chance). These variables are then entered into the final model. This model is run using CSLOGISTIC and takes the complex survey design into account, hence gives more accurate standard errors and coefficients.

Annex B: Description of the sample

Table B1.1 shows a comparison of the fourth Work-Life Balance Survey (WLB4) core sample (all employees aged 16 and over and living in Britain) with data from the Labour Force Survey (LFS) 2011, quarter 1.

Table B1.1 Comparison of WLB4 and the LFS

		Labour force Survey employees aged 16+ (quarter 1) ¹	Core sample unweighted	Core sample with selection weights only ²	Core sample weighted by the final weight
Age band	16-24	14	6	8	14
	25-34	23	15	14	23
	35-44	24	26	25	24
	45-54	23	30	32	23
	55-64	13	20	19	13
	65 and over	2	2	2	2
Sex	Male	51	41	42	51
	Female	49	59	58	49
Public or private sector (reported)	Private	71	62	62	71
	Public	29	38	38	29
Industry sector in main job	Manufacturing	11	10	10	11
	Construction	5	3	3	5
	Distribution, hotels and restaurants	20	17	18	20
	Transport and communication	8	8	8	8
	Banking and finance	15	13	12	15
	Public admin, education and health	33	42	42	33
	Other services (inc agr and energy)	7	6	6	7
Ethnicity	White	91	92	91	90
	Non-white	9	8	9	10
Number of employees	Under 25	34	33	33	35
	25-49	13	14	14	13

at workplace (reported)	50-499	35	36	36	35
	500+	18	17	17	17
Hours worked	Full-time	73	71	71	74
	Part-time	27	29	29	26
Parents	No children	64	59	58	63
	Children (all ages)	36	41	42	37
<i>Total employees</i>		<i>24992840</i>	<i>1874</i>	<i>4065</i>	<i>1874</i>
Age of youngest (parents only)	Under 2	20	15	13	20
	2 to 5	25	24	22	25
	6 to 11	28	30	29	28
	12 to 15	19	22	24	19
	16 to 17	7	9	13	7
<i>Total parents</i>		<i>9086647</i>	<i>769</i>	<i>1699</i>	<i>685</i>

Source: Labour Force Survey 2011, Quarter 1: WLB4 2011

¹Labour Force Survey 2011, Quarter 1. All employees aged 16 years and over.

²Weights correct for unequal selection probabilities of individuals in households with more than one eligible person

Missing values: Don't know/refusal

Column percent

The following tables show similar comparisons of WLB4 to the LFS for employees aged 16 and over and living in Britain who are parents.

The boost samples were designed to achieve additional interviews with 250 employed parents of 0 to 5 year olds, 250 employed parents of 6 to 17 year olds. During analysis, these boost samples were combined with their counterparts from the core sample. In total there were 582 parents whose youngest child was aged between 0 and 5 years and 784 parents whose youngest child was aged between 6 and 17 years.

Table B1.2 shows a comparison for parents whose youngest child was aged between 0 and 5 years. Table B1.3 shows a comparison for parents whose youngest child was aged between 6 and 17 years.

Table B1.2 Comparison of WLB4 and the LFS: Parents of 0-5 year olds

		Labour force Survey ¹	Core+boost sample unweighted	Core+boost sample with selection weights only ²	Core+boost sample weighted by the final weight
		%	%	%	%
Age band	16-24	6	4	4	6
	25-34	45	35	34	45
	35-44	43	50	51	43
	45+	6	10	11	6

Sex	Male	54	48	50	54
	Female	46	52	50	46
Public or private sector (reported)	Private	72	64	64	71
	Public	28	36	36	29
Industry sector in main job	Manufacturing	11	10	10	11
	Construction	6	3	3	6
	Distribution, hotels and restaurants	18	16	16	18
	Transport and communication	9	9	9	9
	Banking and finance	17	17	18	17
	Public admin, education and health	33	40	41	33
	Other services (inc agr and energy)	7	5	5	7
Ethnicity	White	85	86	85	85
	Non-white	15	14	15	15
Number of employees at workplace (reported)	Under 25	32	29	28	31
	25-49	13	16	16	15
	50-499	34	37	36	36
	500+	21	19	19	18
Hours worked	Full-time	70	69	70	72
	Part-time	30	31	30	28
Age of youngest	Under 2 years	45	40	40	44
	2 to 5 years	55	60	60	56
<i>Total parents whose youngest child is 0-5 years</i>		<i>4176347</i>	<i>582</i>	<i>582</i>	<i>582</i>

Source: Labour Force Survey 2011, Quarter 1: WLB4 2011

¹Labour Force Survey 2011, Quarter 1. All employees aged 16 years and over whose youngest child is aged between 0 and 5 years.

²Weights correct for unequal selection probabilities of individuals in households with more than one eligible person

Missing values: Don't know/refusal

Column percent

Table B1.3 Comparison of WLB4 and the LFS: Parents of 6-17 year olds

		Labour force Survey ¹	Core+boost sample unweighted	Core+boost sample with selection weights only ²	Core+boost sample weighted by the final weight
		%	%	%	%
Age band	16-34	8	7	6	8
	35-44	45	42	39	45
	45-54	43	46	50	43
	55+	4	5	5	4

Sex	Male	45	35	37	44
	Female	55	65	63	56
Public or private sector (reported)	Private	64	55	55	64
	Public	36	45	45	36
Industry sector in main job	Manufacturing	11	7	8	11
	Construction	5	3	3	5
	Distribution, hotels and restaurants	16	13	14	16
	Transport and communication	8	8	9	8
	Banking and finance	14	12	12	14
	Public admin, education and health	41	51	49	42
	Other services (inc agr and energy)	6	5	5	6
Ethnicity	White	91	91	90	90
	Non-white	9	9	10	10
Number of employees at workplace (reported)	Under 25	32	32	32	34
	25-49	15	16	16	15
	50-499	35	36	36	36
	500+	18	17	16	15
Hours worked	Full-time	68	68	69	71
	Part-time	32	32	31	29
Age of youngest	6 to 11	52	50	44	52
	12 to 15	35	35	36	35
	16 to 17	13	15	20	14
<i>Total parents whose youngest child is 6-17 years</i>		<i>4910300</i>	<i>784</i>	<i>784</i>	<i>784</i>

Source: Labour Force Survey 2011, Quarter 1: WLB4 2011

¹Labour Force Survey 2011, Quarter 1. All employees aged 16 years and over whose youngest child is aged between 6 and 17 years

²Weights correct for unequal selection probabilities of individuals in households with more than one eligible person

Missing values: Don't know/refusal

Column percent

Table B1.4 shows a comparison of WLB4 to the 2007 Adult Psychiatric Morbidity Survey (APMS) for employees aged 16 and over and living in Britain who are carers. The LFS could not be used as the definition of carers used is different to that used in WLB4.

Table B1.4 Comparison of WLB4 and APMS: Carers

		APMS ¹	Core+boost sample unweighted	Core+boost sample with selection weights only ²	Core+boost sample weighted by the final weight
		%	%	%	%
Age band	16-34	24	11	11	24
	35-44	26	20	18	26
	45-54	29	39	42	29
	55 and over	21	30	29	21
Sex	Male	45	35	36	45
	Female	55	65	64	55
Ethnicity	White	92	93	92	91
	Non-white	8	7	8	9
Hours worked	Full-time	67	68	68	70
	Part-time	33	32	32	30
Parents	No children	66	62	61	66
	Children (0-17)	34	38	39	35
Age of youngest (parents only)	Under 6	31	26	25	31
	6 to 17	69	74	75	69
	Under 2	12	9	8	12
	2 to 5	19	18	17	19
	6 to 11	33	33	29	33
	12 to 15	21	28	30	21
	16 to 17	15	13	17	15
	<i>Total carers</i>		920	829	829

Source: APMS 2007: WLB4 2011

¹Adult Psychiatric Morbidity Survey 2007. All employees aged 16 years and over who have caring responsibilities

²Weights correct for unequal selection probabilities of individuals in households with more than one eligible person

Missing values: Don't know/refusal

Column percent

Annex C: Supplementary tables

The tables in the report contain the total number of unweighted cases in the whole sample, or in the particular group being analysed, and the base for different columns (e.g. employees in different types of employment). The base for the tables include all eligible respondents (i.e. all respondents or all respondents who were asked a particular question), minus missing cases. Therefore, while the base description might be the same across several tables (e.g. all employees who work part-time), the base sizes might differ slightly due to the exclusion of missing cases.

In some instances key breaks have been collapsed, for example, age and income bands widened. This is due to avoid small cell sizes caused by the small sample sizes in some analyses.

Due to rounding, percentages may not add up to exactly 100 per cent.

'Shaded rows' indicate differences are statistically significant at 95 per cent confidence interval or above.

The following symbols have been used in tables:

- [] to indicate a percentage based on fewer than 50 unweighted cases
- * percentages based on fewer than 25 unweighted cases are not shown
- (blank) to indicate that no respondents gave that answer
- 0 to indicate a percentage value of less than 0.5 per cent.

Table C2.1 Usual hours worked by employees

		Less than 30 hours	30 - 35 hours	>35 - 40 hours	>40 - 48 hours	>48 - 55 hours	>55 hours	<i>Unweighted bases</i>
All employees		26	15	44	9	4	2	1867
Gender	Female	40	18	35	4	2	0	1093
	Male	13	11	53	13	7	3	774
Age	16-24	39	12	41	8	1		110
	25-39	22	16	46	9	5	2	490
	40-49	23	15	47	9	4	2	553
	50-59	23	14	44	8	7	4	503
	60+	40	15	34	9	0	1	177
Ethnicity	White	26	15	44	8	4	2	1688
	Non-white	28	15	44	10	2	1	150
Parental status	Parent	28	16	39	9	5	2	768
	Non-parent	25	14	47	9	4	2	1099
Highest qualification level	None	31	14	45	7	2	1	152
	GCSEs/O Level/CSEs	35	14	39	10	2	1	372
	A Levels	31	14	43	9	3	0	293
	Degree/Professional	21	15	50	6	4	4	357

Table C2.1 Usual hours worked by employees

		Less than 30 hours	30 - 35 hours	>35 - 40 hours	>40 - 48 hours	>48 - 55 hours	>55 hours	<i>Unweighted bases</i>
qualifications								
	Postgraduate degree	21	13	42	10	11	4	281
	Other vocational or academic qualifications, level not specified	18	19	50	7	4	2	254
	Other	28	11	41	14	3	2	118
Household income	Under £15,000	55	21	20	4		1	160
	£15,000 - £24,999	31	17	39	11	2	0	269
	£25,000 - £34,999	24	12	46	12	4	2	246
	£35,000 - £44,999	23	12	54	6	3	1	213
	£45,000 or more	13	15	49	10	8	5	506
Carer status	Yes, child	[45]	[13]	[27]	[4]	[5]	[6]	33
	Yes, relative in any household or non-relative adult in this household	29	15	41	9	5	2	315
	Yes, non-relative adult in another household	[39]	[14]	[39]		[2]	[6]	33
	No	25	15	45	9	4	2	1486
Disability status	No	25	15	45	9	4	2	1589

Table C2.1 Usual hours worked by employees

		Less than 30 hours	30 - 35 hours	>35 - 40 hours	>40 - 48 hours	>48 - 55 hours	>55 hours	<i>Unweighted bases</i>
	Yes	32	13	42	7	2	4	252
Religion or faith	None	24	15	46	8	4	2	564
	Christian	27	15	43	9	5	2	1171
	Other	27	12	46	13	2		99
Region	South	26	14	43	9	6	2	845
	North	26	15	45	9	4	1	413
	Midlands	28	13	47	8	2	2	312
	Wales	27	19	44	6	2	2	107
	Scotland	25	19	41	9	2	3	190
Level of responsibility	Manager/supervisor	15	13	50	11	8	4	692
	Not manager/supervisor	33	16	41	7	2	1	1157
Time with current employer	Less than 6 months	32	18	41	6	3	1	85
	6 to 11 months	30	17	44	4	3	3	54
	1 year to 4 years	30	15	42	8	4	1	536
	5 to 9 years	23	17	43	11	4	3	475
	10 years or more	22	12	48	9	6	2	717

Table C2.1 Usual hours worked by employees

		Less than 30 hours	30 - 35 hours	>35 - 40 hours	>40 - 48 hours	>48 - 55 hours	>55 hours	<i>Unweighted bases</i>
Flexible worker status	Part-time only	83	11	5	1			250
	Part-time and flexible working	73	12	12	2	0	0	362
	Flexible working other than part-time	2	18	61	9	8	2	450
	No part-time or flexible working	3	17	59	15	4	2	594
Tenure	Permanent	24	15	45	9	4	2	1746
	Temporary - seasonal, agency or casual, Fixed term, Other	48	11	33	4	3	1	117
Trade union membership	TU/SA member	20	18	49	9	3	2	632
	Not TU/SA member	29	13	42	9	5	2	1211
Socio-economic classification	Managerial and professional occupations	14	16	50	9	7	4	887
	Intermediate occupations	37	15	45	4	0		273
	Routine and manual occupations	36	14	37	10	2	1	672
Sector	Private	26	14	43	10	5	2	1132
	Public	27	16	46	7	3	1	691
Industry	Manufacturing	8	5	70	12	4	1	183

Table C2.1 Usual hours worked by employees

		Less than 30 hours	30 - 35 hours	>35 - 40 hours	>40 - 48 hours	>48 - 55 hours	>55 hours	<i>Unweighted bases</i>
	Construction	12	9	53	16	7	2	58
	Distribution, retail, hotels & restaurants	46	15	29	7	2	1	306
	Transport, storage & communication	13	15	47	12	8	4	149
	Banking, insurance, professional and support services	19	19	44	8	6	3	235
	Public Admin, Education, Health	28	18	43	6	3	2	758
	Other activities	32	10	37	15	2	4	112
Size of workplace	Part of larger organisation: 1-9	38	6	40	12	3	1	145
	Part of larger organisation: 10-49	30	17	40	6	5	1	357
	Part of larger organisation: 50- 249	21	18	45	9	6	1	373
	Part of larger organisation: 250+	16	12	55	10	4	2	388
	Single site: 1-9	45	14	26	7	5	4	124
	Single site: 10-49	26	14	48	9	2	2	211
	Single site: 50-249	26	15	39	10	5	5	111
	Single site: 250+	17	22	44	8	9		78

Table C2.1 Usual hours worked by employees

		Less than 30 hours	30 - 35 hours	>35 - 40 hours	>40 - 48 hours	>48 - 55 hours	>55 hours	<i>Unweighted bases</i>
Personal earned income	Under £10,000	76	14	9	1		0	323
	£10,000 - £14,999	34	21	38	7	0	0	234
	£15,000 - £24,999	11	13	62	11	2	1	417
	£25,000 - £39,999	4	14	63	12	4	3	365
	£40,000 or more	5	13	43	14	16	8	251
Gender make-up of workplace	Mostly women	38	18	35	6	2	1	723
	Mostly men	12	10	56	13	7	3	492
	About half women and half men	27	16	44	7	4	2	629
Employment contract of terms and conditions	Yes	24	15	46	8	4	2	1656
	No	43	11	28	12	3	2	200

Base: All employees (Core Sample).

Missing values: don't know / refusal

Row per cent.

Table C2.2 Overtime worked by employees

Whether worked paid or unpaid overtime

		Both	paid only	unpaid only	<i>Unweighted bases</i>
All employees working overtime		15	36	49	845
Gender	Female	17	32	51	470
	Male	13	40	47	375
Age	16-24	[13]	[72]	[15]	42
	25-39	15	37	48	217
	40-49	13	28	59	271
	50-59	18	26	56	238
	60+	15	34	50	63
Ethnicity	White	14	37	49	777
	Non-white	22	29	49	55
Parental status	Parent	14	33	53	357
	Non-parent	15	38	47	488
Highest qualification level	None	[14]	[64]	[22]	48
	GCSEs/O Level/CSEs	17	53	30	142

Table C2.2 Overtime worked by employees

Whether worked paid or unpaid overtime

		Both	paid only	unpaid only	<i>Unweighted bases</i>
	A Levels	20	51	29	121
	Degree/Professional qualifications	15	25	60	175
	Postgraduate degree	8	11	81	163
	Other vocational or academic qualifications, level not specified	15	30	55	127
	Other	15	47	38	53
Household income	Under £15,000	[17]	[48]	[36]	49
	£15,000 - £24,999	14	51	35	120
	£25,000 - £34,999	20	39	41	107
	£35,000 - £44,999	17	46	37	91
	£45,000 or more	13	21	66	311
Carer status	Yes, child	*	*	*	12
	Yes, relative in any household or non-relative adult in this household	15	36	49	160
	Yes, non-relative adult in another household	*	*	*	15
	No	15	36	49	658
Disability status	No	14	37	49	716

Table C2.2 Overtime worked by employees

Whether worked paid or unpaid overtime

		Both	paid only	unpaid only	<i>Unweighted bases</i>
	Yes	20	29	51	120
Religion or faith	None	13	38	49	259
	Christian	15	36	49	533
	Other	[24]	[32]	[44]	39
Region	South	12	36	52	395
	North	19	33	48	189
	Midlands	17	38	45	135
	Wales	[17]	[51]	[32]	43
	Scotland	12	36	52	83
Full-time or part-time worker	Part-time	18	49	32	189
	Full-time	14	32	54	649
Level of responsibility	Manager/supervisor	13	23	63	402
	Not manager/supervisor	16	48	36	435
Time with current employer	Less than 12 months	9	47	44	60
	1 year to 4 years	14	43	43	237
	5 to 9 years	19	30	51	212

Table C2.2 Overtime worked by employees

Whether worked paid or unpaid overtime

		Both	paid only	unpaid only	<i>Unweighted bases</i>
	10 years or more	14	31	55	336
Flexible worker status	Part-time only	19	57	24	82
	Part-time and flexible working	16	39	45	134
	Flexible working other than part-time	10	19	71	236
	No part-time or flexible working	17	42	41	294
Tenure	Permanent	14	37	49	799
	Temporary - seasonal, agency or casual, Fixed term, Other	[16]	[35]	[49]	44
Trade union membership	TU/SA member	20	31	49	324
	Not TU/SA member	13	38	49	510
Socio-economic classification	Managerial and professional occupations	13	17	69	484
	Intermediate occupations	18	40	42	83
	Routine and manual occupations	17	65	18	259
Sector	Private	14	42	44	490
	Public	17	21	62	339
Industry	Manufacturing	20	55	26	80

Table C2.2 Overtime worked by employees

Whether worked paid or unpaid overtime

		Both	paid only	unpaid only	<i>Unweighted bases</i>
	Construction	[15]	[46]	[40]	25
	Distribution, retail, hotels & restaurants	15	56	29	115
	Transport, storage & communication	4	47	49	73
	Banking, insurance, professional and support services	13	25	62	109
	Public Admin, Education, Health	18	25	58	363
	Other activities	13	24	62	53
Size of workplace	Part of larger organisation: 1-9	13	41	47	65
	Part of larger organisation: 10-49	17	47	35	169
	Part of larger organisation: 50-249	9	42	49	188
	Part of larger organisation: 250+	18	27	55	185
	Single site: 1-9	[9]	[14]	[77]	41
	Single site: 10-49	19	43	38	86
	Single site: 50-249	23	25	52	52
	Single site: 250+		[18]	[82]	28
Personal earned income	Under £10,000	21	57	22	94

Table C2.2 Overtime worked by employees

Whether worked paid or unpaid overtime

		Both	paid only	unpaid only	<i>Unweighted bases</i>
	£10,000 - £14,999	13	59	28	96
	£15,000 - £24,999	19	45	36	197
	£25,000 - £39,999	15	27	58	196
	£40,000 or more	7	11	82	171
Usual hours worked	Less than 30 hours	18	50	32	192
	30 - 35 hours	16	33	51	128
	>35 - 40 hours	15	34	51	378
	>40 - 48 hours	16	33	51	80
	>48 - 55 hours	[2]	[18]	[80]	47
	>55 hours	*	*	*	19
Employment contract of terms and conditions	Yes	15	36	49	768
	No	13	40	48	74

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C2.3 Main reason for working any paid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	<i>Unweighted bases</i>
All employees working paid overtime		58	6	36	371
Gender	Female	65	6	29	199
	Male	53	5	42	199
Age	16-39	50	4	46	138
	40-49	65	8	27	105
	50+	70	8	23	123
Ethnicity	White	57	6	36	339
	Non-white	[70]		[30]	27
Parental status	Parent	64	9	27	153
	Non-parent	55	4	41	218
Highest qualification level	None	[63]	[1]	[37]	33
	GCSEs/O Level/CSEs	49	9	42	92
	A Levels	49	4	47	76
	Degree/Professional qualifications	73	6	21	56

Table C2.3 Main reason for working any paid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	Unweighted bases
	Postgraduate degree	[59]		[41]	25
	Other vocational or academic qualifications, level not specified	[70]	[4]	[26]	49
	Other	[65]	[7]	[28]	32
Household income	Under £25,000	48	8	44	99
	£25,000 - £44,999	63	3	34	107
	£45,000 or more	72	11	17	89
Carer status	Yes, child	*		*	7
	Yes, relative in any household or non-relative adult in this household	58	2	40	69
	Yes, non-relative adult in another household	*		*	5
	No	58	7	35	290
Disability status	No	59	5	36	318
	Yes	51	12	37	50
Religion or faith	None	57	5	38	111
	Christian	57	6	37	234

Table C2.3 Main reason for working any paid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	Unweighted bases
	Other	*	*	*	22
Region	South	57	7	37	162
	North	52	4	44	83
	Midlands	66	5	28	67
	Wales	[75]	[5]	[20]	26
	Scotland	[52]	[6]	[42]	33
Full-time or part-time worker	Part-time	55	6	39	109
	Full-time	59	6	35	259
Level of responsibility	Manager/supervisor	80	5	15	121
	Not manager/supervisor	48	6	46	247
Time with current employer	Less than 12 months	49	6	46	141
	1 year to 4 years	50	4	46	115
	5 to 9 years	62	4	34	91
	10 years or more	71	7	22	139
Flexible worker status	Part-time only	44	8	48	54

Table C2.3 Main reason for working any paid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	Unweighted bases
	Part-time and flexible working	69	7	24	60
	Flexible working other than part-time	63	6	30	56
	No part-time or flexible working	55	5	40	154
Tenure	Permanent	60	5	35	355
	Temporary - seasonal, agency or casual, Fixed, other	*	*	*	15
Trade union membership	TU/SA member	66	3	30	142
	Not TU/SA member	55	7	38	224
Socio-economic classification	Managerial and professional occupations	81	4	15	126
	Intermediate occupations	[59]	[5]	[36]	43
	Routine and manual occupations	44	6	49	196
Sector	Private	52	7	41	247
	Public	81	2	18	115
Industry	Manufacturing	46	2	52	57
	Construction	*	*	*	13

Table C2.3 Main reason for working any paid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	Unweighted bases
	Distribution, retail, hotels & restaurants	43	9	47	78
	Transport, storage & communication	41	9	50	32
	Banking, insurance, professional and support services	[78]	[8]	[14]	38
	Public Admin, Education, Health	77	2	21	126
	Other activities	*	*	*	19
Size of workplace	1-9 employees	57	9	34	40
	10-49 employees	56	6	38	141
	50-249 employees	63	4	33	103
	250+ employees	58	6	36	79
Personal earned income	Under £10,000	44	5	51	64
	£10,000 - £14,999	44	5	51	59
	£15,000 - £24,999	61	7	32	116
	£25,000 or more	73	6	21	99

Base: All employees working paid overtime (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal. Row per cent.

Table C2.4 Main reason for working any unpaid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	<i>Unweighted bases</i>
All employees working unpaid overtime		86	5	9	565
Gender	Female	88	4	8	327
	Male	84	7	9	327
Age	16-39	81	6	14	152
	40-49	88	5	6	198
	50+	90	4	6	206
Ethnicity	White	85	5	10	518
	Non-white	[96]	[3]	[2]	39
Parental status	Parent	89	6	6	246
	Non-parent	84	5	11	319
Highest qualification level	None	*		*	19
	GCSEs/O Level/CSEs	78	8	14	67
	A Levels	79	4	17	66
	Degree/Professional qualifications	90	5	5	137

Table C2.4 Main reason for working any unpaid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	Unweighted bases
	Postgraduate degree	89	6	5	147
	Other vocational or academic qualifications, level not specified	87	4	9	91
	Other	[89]	[5]	[6]	28
Household income	Under £25,000	80	8	12	87
	£25,000 - £34,999	77	6	17	63
	£35,000 - £44,999	88	5	7	55
	£45,000 or more	89	5	7	253
Carer status	Yes, child	*			8
	Yes, relative in any household or non-relative adult in this household	82	5	13	107
	Yes, non-relative adult in another household	*	*		10
	No	87	5	8	440
Disability status	No	87	5	8	471
	Yes	78	8	15	88
Religion or faith	None	83	7	10	177

Table C2.4 Main reason for working any unpaid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	Unweighted bases
	Christian	86	5	9	354
	Other	[100]			25
Region	South	90	5	5	267
	North	75	4	22	126
	Midlands	87	7	6	91
	Wales	*	*	*	23
	Scotland	91	6	3	58
Full-time or part-time worker	Part-time	83	3	14	106
	Full-time	86	6	8	456
Level of responsibility	Manager/supervisor	90	4	6	323
	Not manager/supervisor	81	6	13	237
Time with current employer	Less than 5 years	85	5	10	185
	5 to 9 years	85	5	10	150
	10 years or more	88	5	6	230
Flexible worker status	Part-time only	[66]	[4]	[30]	41

Table C2.4 Main reason for working any unpaid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	Unweighted bases
	Part-time and flexible working	91	7	2	88
	Flexible working other than part-time	91	2	7	196
	No part-time or flexible working	83	7	10	175
Tenure	Permanent	88	5	7	531
	Temporary - seasonal, agency or casual, Fixed term, Other	[67]	[11]	[22]	32
Trade union membership	TU/SA member	87	5	8	229
	Not TU/SA member	85	5	9	330
Socio-economic classification	Managerial and professional occupations	90	5	6	402
	Intermediate occupations	[81]	[7]	[13]	49
	Routine and manual occupations	73	6	20	101
Sector	Private	83	7	10	292
	Public	91	3	6	265
Industry	Manufacturing	[71]	[3]	[26]	34
	Construction	*	*	*	14

Table C2.4 Main reason for working any unpaid overtime

Reason for overtime - compressed

		Workload demands	Organisational culture	Personal choice	Unweighted bases
	Distribution, retail, hotels & restaurants	75	15	10	55
	Transport, storage & communication	[78]	[6]	[16]	43
	Banking, insurance, professional and support services	86	8	6	80
	Public Admin, Education, Health	92	3	5	280
	Other activities	[88]		[12]	39
Size of workplace	1-9 employees	[83]	[6]	[11]	40
	10-49 employees	86	2	12	103
	50-249 employees	88	5	7	121
	250+ employees	85	5	10	134
Personal earned income	Under £15,000	78	5	17	92
	£15,000 - £24,999	79	6	15	111
	£25,000 - £39,999	86	6	8	147
	£40,000 or more	93	5	2	151

Base: All employees working unpaid overtime (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal. Row per cent.

Table C2.5 On call working by employees

Are you required to do on-call working?

		Yes	No	<i>Unweighted bases</i>
All employees		17	83	1870
Gender	Female	13	87	1095
	Male	21	79	775
Age	16-24	12	88	111
	25-39	16	84	490
	40-49	18	82	553
	50-59	19	81	503
	60+	16	84	179
Ethnicity	White	16	84	1691
	Non-white	22	78	150
Parental status	Parent	18	82	769
	Non-parent	16	84	1101
Highest qualification level	None	20	80	153
	GCSEs/O Level/CSEs	11	89	372
	A Levels	21	79	292
	Degree/Professional qualifications	15	85	358
	Postgraduate degree	18	82	282
	Other vocational or academic qualifications, level not specified	16	84	254
	Other	19	81	119
Household income	Under £15,000	17	83	160
	£15,000 - £24,999	23	77	269
	£25,000 - £34,999	13	87	246
	£35,000 - £44,999	16	84	213
	£45,000 or more	20	80	506
Carer status	Yes, child	[11]	[89]	33

Table C2.5 On call working by employees

Are you required to do on-call working?

		Yes	No	<i>Unweighted bases</i>
	Yes, relative in any household or non-relative adult in this household	21	79	315
	Yes, non-relative adult in another household	[14]	[86]	33
	No	16	84	1489
Disability status	No	17	83	1591
	Yes	12	88	253
Religion or faith	None	15	85	563
	Christian	17	83	1175
	Other	19	81	99
Region	South	16	84	850
	North	14	86	412
	Midlands	18	82	312
	Wales	29	71	107
	Scotland	17	83	189
Full-time or part-time worker	Part-time	11	89	536
	Full-time	19	81	1316
Level of responsibility	Manager/supervisor	24	76	693
	Not manager/supervisor	12	88	1159
Time with current employer	Less than 6 months	9	91	85
	6 to 11 months	27	73	54
	1 year to 4 years	13	87	537
	5 to 9 years	16	84	473
	10 years or more	22	78	721
Flexible worker status	Part-time only	6	94	250

Table C2.5 On call working by employees

Are you required to do on-call working?

		Yes	No	<i>Unweighted bases</i>
	Part-time and flexible working	17	83	363
	Flexible working other than part-time	22	78	450
	No part-time or flexible working	17	83	597
Tenure	Permanent	17	83	1747
	Temporary - seasonal, agency or casual, Fixed term, Other	16	84	119
Trade union membership	TU/SA member	19	81	632
	Not TU/SA member	16	84	1215
Socio-economic classification	Managerial and professional occupations	19	81	888
	Intermediate occupations	10	90	274
	Routine and manual occupations	16	84	673
Sector	Private	16	84	1132
	Public	19	81	694
Industry	Manufacturing	18	82	182
	Construction	22	78	58
	Distribution, retail, hotels & restaurants	11	89	307
	Transport, storage & communication	17	83	149
	Banking, insurance, professional and support services	15	85	236
	Public Admin, Education, Health	19	81	761
	Other activities	17	83	111
Size of workplace	Part of larger organisation: 1-9	15	85	146
	Part of larger organisation: 10-49	18	82	359
	Part of larger organisation: 50-249	16	84	374
	Part of larger organisation: 250+	18	82	387

Table C2.5 On call working by employees

Are you required to do on-call working?

		Yes	No	<i>Unweighted bases</i>
	Single site: 1-9	17	83	124
	Single site: 10-49	16	84	211
	Single site: 50-249	13	87	110
	Single site: 250+	13	87	78
Personal earned income	Under £10,000	9	91	324
	£10,000 - £14,999	18	82	234
	£15,000 - £24,999	17	83	418
	£25,000 - £39,999	21	79	366
	£40,000 or more	24	76	250
Contract of employment	Yes	18	82	1657
	No	11	89	202

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C2.6 Satisfaction with hours worked

Level of satisfaction with hours worked - reversed

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	<i>Unweighted bases</i>
All employees		3	7	12	45	33	1873
Gender	Female	2	8	10	44	36	1096
	Male	3	7	13	46	31	777
Age	16-24	2	8	12	44	34	111
	25-39	3	8	12	45	32	491
	40-49	4	7	12	46	32	554
	50-59	2	8	12	46	32	504
	60+	3	3	5	40	49	179
Ethnicity	White	2	6	11	46	34	1694
	Non-white	5	14	14	37	29	150
Parental status	Parent	3	6	11	45	35	771
	Non-parent	3	8	12	45	33	1102
Highest qualification level	None	2	4	6	53	35	153
	GCSEs/O Level/CSEs	3	5	7	49	36	372

Table C2.6 Satisfaction with hours worked

Level of satisfaction with hours worked - reversed

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	<i>Unweighted bases</i>
	A Levels	2	4	11	47	37	293
	Degree/Professional qualifications	2	10	14	40	35	359
	Postgraduate degree	5	11	16	41	27	283
	Other vocational or academic qualifications, level not specified	2	7	14	44	33	254
	Other	1	12	12	49	26	119
Household income	Under £15,000	7	6	5	53	29	160
	£15,000 - £24,999	6	8	9	42	35	268
	£25,000 - £34,999	2	4	12	47	36	246
	£35,000 - £44,999		8	8	53	31	213
	£45,000 or more	3	9	16	42	30	508
Carer status	Yes, child		[5]	[9]	[30]	[57]	33
	Yes, relative in any household or non-relative adult in this household	2	11	11	47	29	316
	Yes, non-relative adult in another household	[3]		[8]	[59]	[30]	33

Table C2.6 Satisfaction with hours worked

Level of satisfaction with hours worked - reversed

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	<i>Unweighted bases</i>
	No	3	7	12	45	34	1491
Disability status	No	2	7	12	46	34	1594
	Yes	5	11	10	41	33	253
Religion or faith	None	3	7	13	43	34	566
	Christian	3	7	11	47	33	1175
	Other	1	14	12	37	36	99
Region	South	3	9	13	43	33	849
	North	4	5	13	46	32	414
	Midlands	3	7	9	46	35	313
	Wales	1	6	12	43	38	107
	Scotland	2	5	8	51	35	190
Full-time or part-time worker	Part-time	3	6	7	42	41	537
	Full-time	3	8	13	46	30	1317
Level of responsibility	Manager/supervisor	3	9	13	45	30	696

Table C2.6 Satisfaction with hours worked

Level of satisfaction with hours worked - reversed

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	<i>Unweighted bases</i>
	Not manager/supervisor	3	6	10	45	36	1159
Time with current employer	Less than 6 months	6	8	18	45	23	85
	6 to 11 months	1	9	10	44	36	54
	1 year to 4 years	4	9	12	43	33	538
	5 to 9 years	3	6	10	43	37	476
	10 years or more	1	6	11	49	33	720
Flexible worker status	Part-time only	3	6	11	44	37	251
	Part-time and flexible working	3	8	6	43	40	364
	Flexible working other than part-time	1	6	14	45	34	451
	No part-time or flexible working	3	7	13	46	30	596
Tenure	Permanent	3	7	11	45	34	1749
	Temporary - seasonal, agency or casual, Fixed term, Other	4	15	12	43	26	120
Trade union membership	TU/SA member	2	8	10	46	34	633

Table C2.6 Satisfaction with hours worked

Level of satisfaction with hours worked - reversed

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	<i>Unweighted bases</i>
	Not TU/SA member	3	7	12	45	33	1216
Socio-economic classification	Managerial and professional occupations	2	9	14	42	32	891
	Intermediate occupations	0	4	11	46	38	273
	Routine and manual occupations	4	6	9	48	33	674
Sector	Private	3	6	12	46	32	1134
	Public	2	9	10	43	36	695
Industry	Manufacturing	2	6	10	48	34	183
	Construction	3	7	10	50	31	58
	Distribution, retail, hotels & restaurants	4	5	13	49	30	307
	Transport, storage & communication	2	7	16	45	30	149
	Banking, insurance, professional and support services	4	7	12	44	33	236
	Public Admin, Education, Health	2	7	11	42	37	763
	Other activities	3	17	6	41	33	111

Table C2.6 Satisfaction with hours worked

Level of satisfaction with hours worked - reversed

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	<i>Unweighted bases</i>
Size of workplace	Part of larger organisation: 1-9	6	7	9	52	26	146
	Part of larger organisation: 10-49	3	7	12	44	34	359
	Part of larger organisation: 50-249	3	8	10	48	29	374
	Part of larger organisation: 250+	2	7	14	43	34	387
	Single site: 1-9	2	6	11	41	41	124
	Single site: 10-49	1	4	10	48	37	212
	Single site: 50-249	1	13	12	39	34	111
	Single site: 250+	2	7	14	47	30	78
Usual hours worked	Less than 30 hours	3	6	7	42	42	543
	30 - 35 hours	1	10	9	47	33	292
	>35 - 40 hours	2	5	10	46	36	773
	>40 - 48 hours	4	11	21	51	12	146
	>48 - 55 hours	4	14	37	40	5	75
	>55 hours	[13]	[27]	[24]	[27]	[9]	37
Whether worked paid or	Both	2	10	13	42	33	121

Table C2.6 Satisfaction with hours worked

Level of satisfaction with hours worked - reversed

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	<i>Unweighted bases</i>
unpaid overtime							
	paid only	3	8	9	45	35	258
	unpaid only	5	12	20	40	23	457
In the last 12 months and with your current employer have you taken leave under these circumstances?	Yes	4	8	10	47	32	374
	No	2	7	12	45	34	1496

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C2.7 Annual leave entitlement (adjusted for bank holidays) of full-time employees

Number of days paid holiday – banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
All full-time employees		7	28	22	28	15	1244
Gender	Female	5	26	21	28	20	593
	Male	8	29	23	29	11	651
Age	16-24	10	43	18	25	4	58
	25-39	9	29	23	29	10	344
	40-49	4	24	24	28	20	383
	50-59	6	21	22	30	22	346
	60+	2	32	22	25	18	91
Ethnicity	White	7	28	22	28	15	1124
	Non-white	9	20	27	31	14	102

Table C2.7 Annual leave entitlement (adjusted for bank holidays) of full-time employees

Number of days paid holiday – banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
Parental status	Parent	9	25	22	30	14	484
	Non-parent	6	29	22	28	15	760
Highest qualification level	None	8	39	23	23	7	97
	GCSEs/O Level/CSEs	9	35	21	25	10	217
	A Levels	11	28	24	23	14	184
	Degree/Professional qualifications	5	19	22	36	17	251
	Postgraduate degree	5	19	25	28	24	207
	Other vocational or academic qualifications, level not specified	5	30	20	32	14	189
	Other	2	38	16	28	16	73
Household income	Under £15,000	18	39	10	16	17	69
	£15,000 - £24,999	7	37	19	25	12	173
	£25,000 - £34,999	6	34	18	28	13	178
	£35,000 - £44,999	6	26	26	27	16	154
	£45,000 or more	5	19	25	32	20	402

Table C2.7 Annual leave entitlement (adjusted for bank holidays) of full-time employees

Number of days paid holiday – banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
Carer status	Yes	7	25	16	31	22	235
	No	7	28	23	28	13	1009
Disability status	No	6	28	23	28	15	1061
	Yes	13	21	20	31	15	166
Religion or faith	None	7	28	26	28	11	394
	Christian	7	27	21	28	17	761
	Other	5	26	22	30	17	69
Region	South	8	29	24	29	10	561
	North	9	27	18	29	18	277
	Midlands	4	32	20	24	20	203
	Wales	2	20	20	28	29	72
	Scotland	6	20	26	33	15	131
Level of responsibility	Manager/supervisor	3	20	26	33	18	548
	Not manager/supervisor	9	33	20	25	13	684

Table C2.7 Annual leave entitlement (adjusted for bank holidays) of full-time employees

Number of days paid holiday – banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
Time with current employer	Less than 6 months	12	39	15	32	2	53
	6 to 11 months	[10]	[39]	[27]	[18]	[6]	33
	1 year to 4 years	10	39	21	21	9	333
	5 to 9 years	5	24	24	35	12	320
	10 years or more	4	17	23	31	25	505
Flexible worker status	Part-time only	[34]	[33]	[16]	[16]	[1]	31
(part-time status based on contracted hours)	Part-time and flexible working	14	30	24	21	12	61
	Flexible working other than part- time	4	17	24	33	22	410
	No part-time or flexible working	7	31	20	29	12	552
Tenure	Permanent	6	27	23	28	15	1193
	Temporary - seasonal, agency or casual, Fixed term or other	[18]	[37]	[11]	[30]	[4]	49
Trade union	TU/SA member	5	14	15	34	32	440

Table C2.7 Annual leave entitlement (adjusted for bank holidays) of full-time employees

Number of days paid holiday – banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
membership							
	Not TU/SA member	8	33	26	26	7	787
Socio-economic classification	Managerial and professional occupations	4	20	25	31	20	680
	Intermediate occupations	2	37	24	26	11	161
	Routine and manual occupations	14	36	17	25	9	378
Sector	Private	9	33	26	26	6	783
	Public	2	12	12	34	39	438
Industry	Manufacturing	14	33	30	17	6	156
	Construction	[4]	[38]	[17]	[31]	[10]	47
	Distribution, retail, hotels & restaurants	13	38	24	18	8	161
	Transport, storage & communication	3	32	27	31	8	117
	Banking, insurance, professional and support services	5	31	19	38	6	185
	Public Admin, Education, Health	5	16	13	32	33	462

Table C2.7 Annual leave entitlement (adjusted for bank holidays) of full-time employees

Number of days paid holiday – banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>	
	Other activities	3	26	40	23	8	66	
Size of workplace	Part of larger organisation: 1-9	4	35	26	27	9	82	
	Part of larger organisation: 10-49	5	26	20	26	22	221	
	Part of larger organisation: 50-249	6	23	27	29	15	262	
	Part of larger organisation: 250+	7	15	24	38	16	304	
	Single site: 1-9	17	43	22	14	5	60	
	Single site: 10-49	5	51	18	18	9	143	
	Single site: 50-249	11	21	18	28	22	77	
	Single site: 250+	11	24	10	37	19	60	
	Personal earned income	Under £10,000	31	32	11	22	5	54
		£10,000 - £14,999	11	41	17	22	9	135
£15,000 - £24,999		4	36	25	24	12	340	
£25,000 - £39,999		6	23	22	27	22	324	
£40,000 or more		6	11	22	41	20	229	

Table C2.7 Annual leave entitlement (adjusted for bank holidays) of full-time employees

Number of days paid holiday – banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
Gender make-up of workplace	Mostly women	5	24	18	27	25	393
	Mostly men	7	34	27	25	7	416
	About half women and half men	8	23	21	34	15	429
Employment contract of terms and conditions	Yes	6	26	22	30	16	1143
	No	16	39	25	16	5	97

Base: All full-time employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C2.8 Annual leave entitlement (adjusted for bank holidays) of part-time employees

Number of days paid holiday - banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
All part-time employees		41	27	10	15	7	431
Gender	Female	39	29	11	14	7	362
	Male	49	19	5	21	6	69
Age	16-24	[59]	[19]	[4]	[15]	[3]	29
	25-39	46	29	7	12	6	102
	40-49	34	29	17	13	8	122
	50-59	32	25	7	21	15	109
	60+	37	27	15	18	4	64
Ethnicity	White	40	27	10	16	7	395
	Non-white	[55]	[21]	[6]	[14]	[5]	31
Parental status	Parent	37	27	11	15	9	202
	Non-parent	44	26	9	15	6	229
Highest qualification level	None	[47]	[23]	[9]	[16]	[3]	44

Table C2.8 Annual leave entitlement (adjusted for bank holidays) of part-time employees

Number of days paid holiday - banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
	GCSEs/O Level/CSEs	38	31	12	13	6	119
	A Levels	46	28	7	17	2	75
	Degree/Professional qualifications	55	11	8	20	6	58
	Postgraduate degree	[43]	[15]	[7]	[12]	[22]	45
	Other vocational or academic qualifications, level not specified	32	36	9	14	10	50
	Other	[22]	[39]	[18]	[12]	[9]	33
Household income	Under £15,000	55	27	5	12	2	68
	£15,000 - £24,999	33	31	15	17	5	77
	£25,000 - £34,999	44	20	12	17	7	51
	£35,000 - £44,999	[48]	[27]	[8]	[12]	[6]	41
	£45,000 or more	28	26	11	21	14	69
Carer status	Yes	40	27	9	18	7	95
	No	41	27	10	15	7	336
Disability status	No	42	25	10	16	8	362

Table C2.8 Annual leave entitlement (adjusted for bank holidays) of part-time employees

Number of days paid holiday - banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
	Yes	40	38	8	11	4	65
Religion or faith	None	49	22	12	11	5	111
	Christian	36	30	10	16	8	295
	Other	*	*		*	*	19
Region	South	41	30	5	15	9	194
	North	49	23	15	12	2	99
	Midlands	36	27	12	15	9	77
	Wales	*	*	*	*	*	22
	Scotland	[39]	[12]	[15]	[26]	[7]	39
Level of responsibility	Manager/supervisor	38	21	5	27	10	88
	Not manager/supervisor	42	28	11	12	6	341
Time with current employer	Less than 5 years	47	32	5	12	4	173
	5 to 9 years	40	13	19	23	4	101
	10 years or more	32	27	11	16	15	157

Table C2.8 Annual leave entitlement (adjusted for bank holidays) of part-time employees

Number of days paid holiday - banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
Flexible worker status	Part-time only	47	25	10	13	5	179
	Part-time and flexible working	38	27	10	16	9	219
	Flexible working other than part- time	*	*	*	*	*	10
	No part-time or flexible working	*	*	*	*	*	18
Tenure	Permanent	40	27	10	15	7	393
	Temporary - seasonal, agency or casual, Fixed term or other	[51]	[22]	[7]	[15]	[6]	38
Trade union membership	TU/SA member	27	21	16	18	19	120
	Not TU/SA member	45	28	8	15	4	308
Socio-economic classification	Managerial and professional occupations	37	22	9	17	14	129
	Intermediate occupations	39	27	14	16	5	91
	Routine and manual occupations	44	29	9	14	4	206
Sector	Private	41	32	8	16	3	260

Table C2.8 Annual leave entitlement (adjusted for bank holidays) of part-time employees

Number of days paid holiday - banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
	Public	42	14	15	14	15	158
Industry	Manufacturing	*	*	*	*	*	18
	Construction	*	*				8
	Distribution, retail, hotels & restaurants	48	21	7	21	3	112
	Transport, storage & communication	*	*	*	*		21
	Banking, insurance, professional and support services	[46]	[26]	[12]	[13]	[3]	44
	Public Admin, Education, Health	39	21	13	12	15	188
	Other activities	*	*	*	*	*	24
Size of workplace	1-9 employees	47	33	7	9	3	91
	10-49 employees	42	28	9	16	7	141
	50-249 employees	40	21	11	18	9	96
	250+ employees	35	22	16	19	7	83
Personal earned income	Under £10,000	51	24	7	13	4	201

Table C2.8 Annual leave entitlement (adjusted for bank holidays) of part-time employees

Number of days paid holiday - banded

		Less than 20 days (or 28 if incl bank hols)	20-24 days	25 days	26-30 days	More than 30 days	<i>Unweighted bases</i>
£10,000 - £14,999		33	38	12	14	4	71
£15,000 or more		30	20	15	22	14	73
Gender make-up of workplace	Mostly women	42	27	11	12	8	230
	Mostly men	39	34	12	14	1	50
	About half women and half men	40	23	8	21	8	150
Employment contract of terms and conditions	Yes	39	25	11	17	8	359
	No	49	38	4	7	2	69

Base: All part-time employees (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent.

Table C2.9 Whether annual leave entitlement was taken

In your last holiday leave year did you take all the holiday that you were entitled to?

		Yes	No	<i>Unweighted bases</i>
All employees		76	24	1817
Gender	Female	80	20	1059
	Male	73	27	758
Age	16-24	83	17	104
	25-39	73	27	478
	40-49	77	23	547
	50-59	77	23	487
	60+	78	22	170
Ethnicity	White	77	23	1646
	Non-white	23	76	145
Parental status	Parent	77	23	752
	Non-parent	76	24	1065
Highest qualification level	None	83	17	147
	GCSEs/O Level/CSEs	83	17	367
	A Levels	73	27	286
	Degree/Professional qualifications	73	27	345
	Postgraduate degree	68	32	271
	Other vocational or academic qualifications, level not specified	82	18	249
	Other	81	19	114
Household income	Under £15,000	76	24	156
	£15,000 - £24,999	78	22	255
	£25,000 - £34,999	83	17	239
	£35,000 - £44,999	80	20	210
	£45,000 or more	69	31	500

Table C2.9 Whether annual leave entitlement was taken

In your last holiday leave year did you take all the holiday that you were entitled to?

		Yes	No	<i>Unweighted bases</i>
Carer status	Yes, child	[66]	[34]	33
	Yes, relative in any household or non-relative adult in this household	82	18	306
	Yes, non-relative adult in another household	[74]	[26]	30
	No	76	24	1448
Disability status	No	76	24	1549
	Yes	79	21	244
Religion or faith	None	77	23	551
	Christian	78	22	1140
	Other	67	33	95
Region	South	75	25	814
	North	81	19	406
	Midlands	76	24	307
	Wales	75	25	104
	Scotland	76	24	186
Full-time or part-time worker	Part-time	79	21	504
	Full-time	75	25	1299
Level of responsibility	Manager/supervisor	72	28	683
	Not manager/supervisor	79	21	1118
Time with current employer	Less than 6 months	69	31	67
	6 to 11 months	66	34	49
	1 year to 4 years	77	23	525
	5 to 9 years	76	24	467
	10 years or more	78	22	709

Table C2.9 Whether annual leave entitlement was taken

In your last holiday leave year did you take all the holiday that you were entitled to?

		Yes	No	<i>Unweighted bases</i>
Flexible worker status	Part-time only	76	24	239
	Part-time and flexible working	79	21	338
	Flexible working other than part-time	69	31	444
	No part-time or flexible working	78	22	589
Tenure	Permanent	77	23	1718
	Temporary - seasonal, agency or casual, Fixed term, Other			
Trade union membership	TU/SA member	79	21	623
	Not TU/SA member	75	25	1172
Socio-economic classification	Managerial and professional occupations	71	29	867
	Intermediate occupations	79	21	264
	Routine and manual occupations	81	19	653
Sector	Private	78	22	1101
	Public	75	25	674
Industry	Manufacturing	83	17	179
	Construction	72	28	55
	Distribution, retail, hotels & restaurants	80	20	298
	Transport, storage & communication	70	30	147
	Banking, insurance, professional and support services	70	30	231
	Public Admin, Education, Health	77	23	737
	Other activities	78	22	106
Size of workplace	Part of larger organisation: 1-9	71	29	142
	Part of larger organisation: 10-49	80	20	351
	Part of larger organisation: 50-249	78	22	369

Table C2.9 Whether annual leave entitlement was taken

In your last holiday leave year did you take all the holiday that you were entitled to?

		Yes	No	<i>Unweighted bases</i>
	Part of larger organisation: 250+	68	32	383
	Single site: 1-9	78	22	112
	Single site: 10-49	81	19	204
	Single site: 50-249	87	13	108
	Single site: 250+	78	22	74
Personal earned income	Under £10,000	79	21	300
	£10,000 - £14,999	86	14	231
	£15,000 - £24,999	82	18	410
	£25,000 - £39,999	73	27	361
	£40,000 or more	59	41	246
Gender make-up of workplace	Mostly women	80	20	693
	Mostly men	75	25	485
	About half women and half men	74	26	618
Employment contract of terms and conditions	Yes	76	24	1624
	No	77	23	184

Base: All employees (core sample).

Missing values: don't know / refusal

Row per cent.

Table C2.10 Reasons for not taking leave

		Accumulating days or cash from leave/didn t want/not afford to take leave	Work reasons	Health/maternity	Other	<i>Unweighted bases</i>
All employees		37	40	7	16	399
Gender	Female	41	32	9	18	198
	Male	34	45	5	15	201
Age	16-39	36	39	6	19	132
	40-49	35	43	8	15	119
	50+	40	39	6	15	142
Ethnicity	White	36	40	7	17	362
	Non-white	[47]	[36]	[2]	[15]	31
Parental status	Parent	32	43	9	16	162
	Non-parent	40	38	6	17	237
Highest qualification level	None	[30]	[31]	[16]	[23]	25
	GCSEs/O Level/CSEs	34	39	8	19	66
	A Levels	42	32	11	15	68
	Degree/Professional qualifications	35	43	3	18	83

Table C2.10 Reasons for not taking leave

		Accumulating days or cash from leave/didn t want/not afford to take leave	Work reasons	Health/maternity	Other	<i>Unweighted bases</i>
	Postgraduate degree	38	51	3	8	79
	Other vocational or academic qualifications, level not specified	[35]	[41]	[4]	[20]	47
	Other	*	*	*	*	21
Household income	Under £25,000	41	35	12	13	80
	£25,000 - £44,999	44	35	7	13	88
	£45,000 or more	35	44	5	16	146
Carer status	Yes, child	*	*	*	*	11
	Yes, relative in any household or non-relative adult in this household	26	48	9	17	56
	Yes, non-relative adult in another household	*	*		*	8
	No	39	39	6	16	324
Disability status	No	37	39	6	17	340
	Yes	36	44	6	14	55
Religion or faith	None	32	39	9	20	125

Table C2.10 Reasons for not taking leave

		Accumulating days or cash from leave/didn t want/not afford to take leave	Work reasons	Health/maternity	Other	<i>Unweighted bases</i>
	Christian	38	40	6	16	240
	Other	[45]	[44]		[10]	26
Region	South	36	42	6	16	186
	North	44	33	10	13	77
	Midlands	31	45	6	19	65
	Wales	*	*	*	*	24
	Scotland	[36]	[34]	[7]	[23]	47
Full-time or part-time worker	Part-time	44	24	13	19	85
	Full-time	35	44	4	16	311
Level of responsibility	Manager/supervisor	37	45	3	15	194
	Not manager/supervisor	37	35	10	18	203
Time with current employer	Less than 12 months					
	1 year to 4 years	37	43	9	11	116
	5 to 9 years	43	32	6	18	101

Table C2.10 Reasons for not taking leave

		Accumulating days or cash from leave/didn t want/not afford to take leave	Work reasons	Health/maternity	Other	<i>Unweighted bases</i>
	10 years or more	35	46	6	13	154
Flexible worker status	Part-time only	[32]	[41]	[6]	[21]	45
	Part-time and flexible working	40	28	19	13	64
	Flexible working other than part-time	43	45	3	9	125
	No part-time or flexible working	35	41	2	22	126
Tenure	Permanent	37	40	7	16	375
	Temporary - seasonal, agency or casual, Fixed, Other					
Trade union membership	TU/SA member	38	38	13	11	125
	Not TU/SA member	37	40	4	18	271
Socio-economic classification	Managerial and professional occupations	39	44	4	13	244
	Intermediate occupations	44	28	13	15	50
	Routine and manual occupations	33	35	9	23	98
Sector	Private	39	37	7	17	226

Table C2.10 Reasons for not taking leave

		Accumulating days or cash from leave/didn t want/not afford to take leave	Work reasons	Health/maternity	Other	<i>Unweighted bases</i>
	Public	35	46	6	14	<i>160</i>
Industry	Manufacturing	[44]	[34]	[6]	[16]	26
	Construction	*	*		*	14
	Distribution, retail, hotels & restaurants	31	29	6	33	<i>54</i>
	Transport, storage & communication	[36]	[39]	[12]	[13]	38
	Banking, insurance, professional and support services	43	36	6	15	<i>64</i>
	Public Admin, Education, Health	35	47	7	11	<i>164</i>
	Other activities	[61]	[16]	[9]	[14]	25
Size of workplace	1-9 employees	45	36	3	16	<i>62</i>
	10-49 employees	38	33	8	20	<i>105</i>
	50-249 employees	39	47	1	13	<i>90</i>
	250+ employees	33	42	10	15	<i>131</i>
Personal earned income	Under £15,000	33	32	10	25	<i>86</i>

Table C2.10 Reasons for not taking leave

		Accumulating days or cash from leave/didn t want/not afford to take leave	Work reasons	Health/maternity	Other	<i>Unweighted bases</i>
	£15,000 - £24,999	41	29	15	15	68
	£25,000 - £39,999	43	42	3	12	91
	£40,000 or more	33	47	3	18	98
Gender make-up of workplace	Mostly women	34	42	8	16	136
	Mostly men	38	37	7	18	118
	About half women and half men	39	41	5	16	141
Employment contract of terms and conditions	Yes	36	41	7	16	358
	No	[48]	[28]	[5]	[20]	39

Base: All employees not taking full annual leave entitlement (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent.

Table C2.11 Whether compensated for annual leave entitlement not taken

		Yes	No	<i>Unweighted bases</i>
All employees not taken full leave entitlement		70	30	407
Gender	Female	69	71	204
	Male	31	29	203
Age	16-39	71	29	136
	40-49	71	29	121
	50+	66	34	144
Ethnicity	White	70	30	368
	Non-white	[70]	[30]	33
Parental status	Parent	77	23	163
	Non-parent	66	34	244
Highest qualification level	None	[57]	[43]	25
	GCSEs/O Level/CSEs	75	25	67
	A Levels	63	37	71
	Degree/Professional qualifications	70	30	87
	Postgraduate degree	73	27	77
	Other vocational or academic qualifications, level not specified	[79]	[21]	48
	Other	*	*	22
Household income	Under £25,000	70	30	82
	£25,000 - £44,999	76	24	91
	£45,000 or more	74	26	148
Carer status	Yes, child	*	*	11
	Yes, relative in any household or non-relative adult in this household	69	31	57
	Yes, non-relative adult in another household	*	*	8
	No	69	31	331

Table C2.11 Whether compensated for annual leave entitlement not taken

		Yes	No	<i>Unweighted bases</i>
Disability status	No	72	28	347
	Yes	57	43	347
Religion or faith	None	68	32	125
	Christian	71	29	247
	Other	67	33	27
Region	South	72	28	191
	North	70	30	79
	Midlands	70	30	66
	Wales	[67]	[33]	25
	Scotland	[60]	[40]	46
Full-time or part-time worker	Part-time	62	38	90
	Full-time	73	27	314
Level of responsibility	Manager/supervisor	68	32	193
	Not manager/supervisor	72	28	212
Time with current employer	Less than 12 months			
	1 year to 4 years	69	31	115
	5 to 9 years	76	24	101
	10 years or more	72	28	156
Flexible worker status	Part-time only	[61]	[39]	45
	Part-time and flexible working	60	40	69
	Flexible working other than part-time	78	22	125
	No part-time or flexible working	68	32	127
Tenure	Permanent	71	29	379
	Temporary - seasonal, agency or casual, Fixed , Other	[56]	[44]	27

Table C2.11 Whether compensated for annual leave entitlement not taken

		Yes	No	<i>Unweighted bases</i>
Trade union membership	TU/SA member	75	25	127
	Not TU/SA member	68	32	277
Socio-economic classification	Managerial and professional occupations	75	25	244
	Intermediate occupations	64	36	52
	Routine and manual occupations	64	36	104
Sector	Private	69	31	229
	Public	74	26	163
Industry	Manufacturing	[76]	[24]	27
	Construction	*	*	13
	Distribution, retail, hotels & restaurants	54	46	55
	Transport, storage & communication	[78]	[22]	41
	Banking, insurance, professional and support services	77	23	63
	Public Admin, Education, Health	70	30	169
	Other activities	[82]	[18]	25
Size of workplace	1-9 employees	67	33	65
	10-49 employees	66	34	107
	50-249 employees	72	28	92
	250+ employees	75	25	132
Personal earned income	Under £15,000	59	41	92
	£15,000 - £24,999	75	25	68
	£25,000 - £39,999	78	22	92
	£40,000 or more	74	26	99
Gender make-up of workplace	Mostly women	67	33	140
	Mostly men	72	28	119

Table C2.11 Whether compensated for annual leave entitlement not taken

		Yes	No	<i>Unweighted bases</i>
	About half women and half men	71	29	144
Employment contract of terms and conditions	Yes	72	28	361
	No	[58]	[42]	44

Base: All employees not taking full annual leave entitlement (Core sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent.

Table C3.1 Awareness of the right to request flexible working

		Yes	No	<i>Unweighted bases</i>
All employees		75	25	1865
Gender	Female	79	21	1091
	Male	72	28	774
Age	16-24	58	42	111
	25-39	77	23	488
	40-49	79	21	553
	50-59	78	22	503
	60+	81	19	178
Ethnicity	White	76	24	1689
	Non-white	72	28	149
Parental status	Parent	79	21	771
	Non-parent	73	27	1094
Highest qualification level	None	67	33	152
	GCSEs/O Level/CSEs	67	33	373
	A Levels	80	20	293
	Degree/Professional qualifications	81	19	358
	Postgraduate degree	79	21	282
	Other vocational or academic quals, level not specified	77	23	252
	Other	67	33	119
Household income	Under £15,000	74	26	159
	£15,000 - £24,999	74	26	267
	£25,000 - £34,999	75	25	245
	£35,000 - £44,999	77	23	213
	£45,000 or more	81	19	508
Carer status	Yes, child	[83]	[17]	33

Table C3.1 Awareness of the right to request flexible working

		Yes	No	<i>Unweighted bases</i>
	Yes, relative in any household or non-relative adult in this household	78	22	315
	Yes, non-relative adult in another household	[80]	[20]	32
	No	75	25	1485
Disability status	No	75	25	1589
	Yes	80	20	253
Religion or faith	None	72	28	563
	Christian	77	23	1173
	Other	76	24	99
Region	South	73	27	845
	North	78	22	412
	Midlands	83	17	311
	Wales	71	29	107
	Scotland	73	27	190
Full-time or part-time worker	Part-time	72	28	533
	Full-time	76	24	1313
Work status and gender	Male full-time	73	27	677
	Female full-time	82	18	636
	Male part-time	67	33	89
	Female part-time	74	26	444
Level of responsibility	Manager/supervisor	83	17	695
	Not manager/supervisor	71	29	1154
Time with current employer	Less than 6 months	66	34	85
	6 to 11 months	79	21	53
	1 year to 4 years	70	30	532

Table C3.1 Awareness of the right to request flexible working

		Yes	No	<i>Unweighted bases</i>
	5 to 9 years	80	20	475
	10 years or more	80	20	720
Flexible worker status	Part-time only	69	31	250
	Part-time and flexible working	79	21	358
	Flexible working other than part-time	87	13	450
	No part-time or flexible working	73	27	596
Tenure	Permanent	76	24	1742
	Temporary - seasonal, agency or casual, Fixed term, Other	72	28	119
Trade union membership	TU/SA member	81	19	632
	Not TU/SA member	73	27	1212
Socio-economic classification	Managerial and professional occupations	85	15	890
	Intermediate occupations	76	24	273
	Routine and manual occupations	64	36	669
Sector	Private	72	28	1131
	Public	83	17	692
Industry	Manufacturing	68	32	183
	Construction	69	31	58
	Distribution, retail, hotels & restaurants	67	33	305
	Transport, storage & communication	76	24	149
	Banking, insurance, professional and support services	79	21	235
	Public Admin, Education, Health	83	17	760
	Other activities	69	31	112

Table C3.1 Awareness of the right to request flexible working

		Yes	No	<i>Unweighted bases</i>
Size of workplace	Part of larger organisation: 1-9	68	32	145
	Part of larger organisation: 10-49	69	31	359
	Part of larger organisation: 50-249	80	20	374
	Part of larger organisation: 250+	81	19	387
	Single site: 1-9	73	27	123
	Single site: 10-49	69	31	210
	Single site: 50-249	74	26	111
	Single site: 250+	89	11	77

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent

Table C3.2 Awareness of the right to request flexible working for parents

		Yes	No	<i>Unweighted bases</i>
Employees aware of right to request		92	8	1429
Gender	Female	94	6	849
	Male	90	10	580
Age	16-24	91	9	65
	25-39	95	5	382
	40-49	93	7	440
	50-59	90	10	379
	60+	87	13	141
Ethnicity	White	93	7	1295
	Non-white	91	9	112
Parental status	Parent	94	6	609
	Non-parent	91	9	820
Highest qualification level	None	84	16	98
	GCSEs/O Level/CSEs	89	11	260
	A Levels	91	9	233
	Degree/Professional qualifications	95	5	301
	Postgraduate degree	96	4	226
	Other vocational or academic qualifications, level not specified	96	4	201
	Other	88	12	82
Household income	Under £15,000	85	15	115
	£15,000 - £24,999	91	9	201
	£25,000 - £34,999	93	7	186
	£35,000 - £44,999	92	8	168
	£45,000 or more	95	5	420
Carer status	Yes, child	[100]		27

Table C3.2 Awareness of the right to request flexible working for parents

		Yes	No	<i>Unweighted bases</i>
	Yes, relative in any household or non-relative adult in this household	94	6	249
	Yes, non-relative adult in another household	[93]	[7]	26
	No	92	8	1127
Disability status	No	93	7	1212
	Yes	91	9	200
Religion or faith	None	93	7	430
	Christian	92	8	899
	Other	89	11	76
Region	South	93	7	636
	North	93	7	319
	Midlands	89	11	256
	Wales	92	8	75
	Scotland	93	7	143
Full-time or part-time worker	Part-time	90	10	400
	Full-time	93	7	1013
Work status and gender	Male full-time	91	9	509
	Female full-time	95	5	504
	Male part-time	82	18	64
	Female part-time	93	7	336
Level of responsibility	Manager/supervisor	94	6	571
	Not manager/supervisor	92	8	846
Time with current employer	Less than 12 months	87	13	99
	1 year to 4 years	91	9	378
	5 to 9 years	93	7	376

Table C3.2 Awareness of the right to request flexible working for parents

		Yes	No	<i>Unweighted bases</i>
	10 years or more	94	6	576
Flexible worker status	Part-time only	90	10	186
	Part-time and flexible working	92	8	285
	Flexible working other than part-time	94	6	386
	No part-time or flexible working	93	7	428
Tenure	Permanent	93	7	1335
	Temporary - seasonal, agency or casual, Fixed term, Other	88	12	93
Trade union membership	TU/SA member	96	4	516
	Not TU/SA member	91	9	899
Socio-economic classification	Managerial and professional occupations	95	5	756
	Intermediate occupations	92	8	213
	Routine and manual occupations	89	11	435
Sector	Private	91	9	823
	Public	96	4	578
Industry	Manufacturing	93	7	126
	Construction	[85]	[15]	41
	Distribution, retail, hotels & restaurants	91	9	207
	Transport, storage & communication	99	1	116
	Banking, insurance, professional and support services	91	9	191
	Public Admin, Education, Health	95	5	613

Table C3.2 Awareness of the right to request flexible working for parents

		Yes	No	<i>Unweighted bases</i>
Size of workplace	Other activities	85	15	86
	Part of larger organisation: 1-9	94	6	106
	Part of larger organisation: 10-49	95	5	257
	Part of larger organisation: 50-249	93	7	303
	Part of larger organisation: 250+	94	6	316
	Single site: 1-9	81	19	85
	Single site: 10-49	88	12	150
	Single site: 50-249	96	4	85
	Single site: 250+	96	4	69

Base: Employees aware of right to request (Core sample).

Missing values: don't know / refusal

Row per cent

Table C3.3 Awareness of the right to request flexible working for carers

		Yes	No	<i>Unweighted bases</i>
Employees aware of right to request		74	26	1434
Gender	Female	74	26	856
	Male	74	26	578
Age	16-24	73	27	65
	25-39	70	30	383
	40-49	75	25	440
	50-59	76	24	381
	60+	80	20	141
Ethnicity	White	74	26	1299
	Non-white	73	27	113
Parental status	Parent	67	33	610
	Non-parent	78	22	824
Highest qualification level	None	71	29	99
	GCSEs/O Level/CSEs	69	31	261
	A Levels	65	35	233
	Degree/Professional qualifications	78	22	299
	Postgraduate degree	81	19	228
	Other vocational or academic qualifications, level not specified	79	21	202
	Other	73	27	84
Household income	Under £15,000	78	22	113
	£15,000 - £24,999	69	31	201
	£25,000 - £34,999	70	30	187
	£35,000 - £44,999	71	29	168
	£45,000 or more	77	23	420
Carer status	Yes, child	[71]	[29]	27

Table C3.3 Awareness of the right to request flexible working for carers

		Yes	No	<i>Unweighted bases</i>
	Yes, relative in any household or non-relative adult in this household	78	22	248
	Yes, non-relative adult in another household	[75]	[25]	27
	No	73	27	1132
Disability status	No	74	26	1216
	Yes	74	26	201
Religion or faith	None	73	27	430
	Christian	74	26	902
	Other	76	24	78
Region	South	75	25	638
	North	74	26	320
	Midlands	69	31	259
	Wales	74	26	75
	Scotland	78	22	142
Full-time or part-time worker	Part-time	71	29	403
	Full-time	75	25	1015
Work status and gender	Male full-time	75	25	508
	Female full-time	77	23	507
	Male part-time	70	30	63
	Female part-time	71	29	340
Level of responsibility	Manager/supervisor	76	24	573
	Not manager/supervisor	72	28	849
Time with current employer	Less than 12 months	79	21	101
	1 year to 4 years	73	27	379
	5 to 9 years	72	28	377
	10 years or more	76	24	577

Table C3.3 Awareness of the right to request flexible working for carers

		Yes	No	<i>Unweighted bases</i>
Flexible worker status	Part-time only	69	31	187
	Part-time and flexible working	74	26	287
	Flexible working other than part-time	78	22	386
	No part-time or flexible working	73	27	429
Tenure	Permanent	74	26	1340
	Temporary - seasonal, agency or casual, Fixed term, Other	75	25	93
Trade union membership	TU/SA member	77	23	519
	Not TU/SA member	73	27	901
Socio-economic classification	Managerial and professional occupations	78	22	756
	Intermediate occupations	76	24	215
	Routine and manual occupations	66	34	438
Sector	Private	71	29	825
	Public	79	21	581
Industry	Manufacturing	69	31	127
	Construction	[64]	[36]	41
	Distribution, retail, hotels & restaurants	70	30	209
	Transport, storage & communication	77	23	115
	Banking, insurance, professional and support services	76	24	191
	Public Admin, Education, Health	77	23	615
	Other activities	73	27	86
Size of workplace	Part of larger organisation: 1-9	71	29	105
	Part of larger organisation: 10-49	77	23	256
	Part of larger organisation: 50-249	75	25	305
	Part of larger organisation: 250+	79	21	318

Table C3.3 Awareness of the right to request flexible working for carers

	Yes	No	<i>Unweighted bases</i>
Single site: 1-9	69	31	86
Single site: 10-49	63	37	150
Single site: 50-249	70	30	85
Single site: 250+	83	17	69

Base: Employees aware of right to request (Core sample).

Missing values: don't know / refusal

Row per cent

Table C3.4 Parents' awareness of the right to request flexible working

		Yes	No	<i>Unweighted bases</i>
Parent employees		79	21	1363
Gender and parent status	Male with dependent children	73	27	551
	Female with dependent children	84	16	812
Family status	Lone parent	74	26	242
	Couple parent	80	20	1109
Gender and partnership status	Coupled mother	87	13	597
	Lone mother	74	26	209
	Coupled father	73	27	512
	Lone father	[73]	[27]	33
Family employment status	Lone parent earner with children	74	26	242
	Single earner couple with children	78	22	271
	Dual earner couple with children	80	20	835
Age of youngest child	Dependent children under 6	82	18	580
	Dependent children of 6 and over	76	24	780

Base: Parent employees (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.5 Parents' awareness of the right to request flexible working for parents

		Yes	No	<i>Unweighted bases</i>
Parent employees		94	6	1075
Gender and parent status	Male with dependent children	93	7	404
	Female with dependent children	95	5	671
Family status	Lone parent	92	8	177
	Couple parent	94	6	891
Gender and partnership status	Coupled mother	96	4	513
	Lone mother	91	9	154
	Coupled father	93	7	378
	Lone father	*	*	23
Family employment status	Lone parent earner with children	92	8	177
	Single earner couple with children	93	7	210
	Dual earner couple with children	95	5	679
Age of youngest child	Dependent children under 6	95	5	477
	Dependent children of 6 and over	93	7	596

Base: Parent employees aware of the right to request (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.6 Carers' awareness of the right to request flexible working

		Yes	No	<i>Unweighted bases</i>
Carer employees		73	27	825
Carer status	Yes, child	76	24	85
	Yes, relative in any household or non-relative adult in this household	72	28	671
	Yes, non-relative adult in another household	80	20	69
Gender	Female	73	27	538
	Male	74	26	287
Age	16-24	[38]	[62]	26
	25-39	71	29	118
	40-49	83	17	260
	50-59	75	25	308
	60+	81	19	99

Base: Carer employees (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.7 Carers' awareness of the right to request flexible working for carers

		Yes	No	<i>Unweighted bases</i>
Carer employees		77	23	615
Carer status	Yes, child	67	33	66
	Yes, relative in any household or non-relative adult in this household	79	21	494
	Yes, non-relative adult in another household	77	23	55
Gender	Female	74	26	398
	Male	81	19	217
Age	16-39	72	28	93
	40-49	74	26	205
	50-59	81	19	231
	60+	92	8	77

Base: Carer employees aware of the right to request (Core and Boost sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.8 Perceived flexible working practices available in the workplace – Part-time work

		Yes	No	Don't know	<i>Unweighted bases</i>
All employees		80	17	3	1874
Gender	Female	91	8	1	1097
	Male	69	26	5	777
Age	16-24	87	9	4	111
	25-39	79	17	4	491
	40-49	81	17	2	555
	50-59	76	22	2	504
	60+	79	16	5	179
Ethnicity	White	80	17	3	1695
	Non-white	83	15	2	150
Parental status	Parent	81	17	2	771
	Non-parent	79	17	4	1103
Highest qualification level	None	66	31	3	153
	GCSEs/O Level/CSEs	79	17	4	373
	A Levels	84	13	3	293
	Degree/Professional qualifications	82	14	4	359
	Postgraduate degree	85	15	1	283
	Other vocational or academic qualifications, level not specified	79	19	2	254
	Other	72	25	4	119
Household income	Under £15,000	85	13	1	160
	£15,000 - £24,999	82	15	4	269
	£25,000 - £34,999	75	22	3	246

Table C3.8 Perceived flexible working practices available in the workplace – Part-time work

		Yes	No	Don't know	<i>Unweighted bases</i>
	£35,000 - £44,999	74	25	1	213
	£45,000 or more	82	15	3	508
Carer status	Yes, child	[97]	[3]		33
	Yes, relative in any household or non-relative adult in this household	84	14	2	316
	Yes, non-relative adult in another household	[88]	[12]		33
	No	78	18	3	1492
Disability status	No	79	17	3	1630
	Yes	85	13	2	217
Religion or faith	None	80	15	5	566
	Christian	80	18	2	1176
	Other	82	16	2	99
Region	South	80	16	3	850
	North	79	17	4	414
	Midlands	82	15	2	313
	Wales	73	22	5	107
	Scotland	77	22	1	190
Level of responsibility	Manager/supervisor	81	17	2	696
	Not manager/supervisor	79	17	4	1160
Time with current employer	Less than 6 months	77	11	12	85
	6 to 11 months	76	23	1	54
	1 year to 4 years	80	17	3	538
	5 to 9 years	82	14	4	476
	10 years or more	78	20	2	721
Flexible worker	Part-time only	100			251

Table C3.8 Perceived flexible working practices available in the workplace – Part-time work

		Yes	No	Don't know	<i>Unweighted bases</i>
status					
	Part-time and flexible working	100			364
	Flexible working other than part-time	100			451
	No part-time or flexible working	77	21	2	597
Tenure	Permanent	79	17	3	1750
	Temporary - seasonal, agency or casual, Fixed term, Other	84	13	8	120
Trade union membership	TU/SA member	82	17	1	634
	Not TU/SA member	79	17	4	1216
Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?	Yes	82	16	1	581
	No	78	18	4	859
Socio-economic classification	Managerial and professional occupations	83	14	3	891
	Intermediate occupations	86	12	2	274
	Routine and manual occupations	75	21	3	674
Sector	Private	76	20	4	1135
	Public	91	9	1	695
Industry	Manufacturing	55	38	7	183
	Construction	53	38	9	58
	Distribution, retail, hotels & restaurants	88	11	1	307

Table C3.8 Perceived flexible working practices available in the workplace – Part-time work

		Yes	No	Don't know	<i>Unweighted bases</i>
	Transport, storage & communication	72	19	9	149
	Banking, insurance, professional and support services	85	13	2	236
	Public Admin, Education, Health	89	11	1	763
	Other activities	78	15	6	112
Size of workplace	Part of larger organisation: 1-9	75	22	3	146
	Part of larger organisation: 10-49	80	17	3	359
	Part of larger organisation: 50-249	79	18	3	374
	Part of larger organisation: 250+	83	14	3	388
	Single site: 1-9	78	21	1	124
	Single site: 10-49	76	19	5	212
	Single site: 50-249	86	12	2	111
	Single site: 250+	94	2	4	78
Gender make-up of workplace	Mostly women	91	8	1	727
	Mostly men	57	36	7	494
	About half women and half men	88	10	2	630

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.9 Perceived flexible working practices available in the workplace - Work reduced hours for a limited period

		Yes	No	Don't know	<i>Unweighted bases</i>
All employees		56	29	15	1874
Gender	Female	59	26	15	1097
	Male	53	32	15	1097
Age	16-24	52	31	18	111
	25-39	51	29	19	491
	40-49	63	27	11	555
	50-59	59	30	11	504
	60+	53	31	17	179
Ethnicity	White	57	28	14	1695
	Non-white	45	32	22	150
Parental status	Parent	55	31	15	771
	Non-parent	57	28	15	1103
Highest qualification level	None	46	39	15	153
	GCSEs/O Level/CSEs	51	33	16	373
	A Levels	57	30	12	293
	Degree/Professional qualifications	59	21	20	359
	Postgraduate degree	61	25	14	283
	Other vocational or academic qualifications, level not specified	58	30	12	254
	Other	56	32	13	119
Household income	Under £15,000	48	36	16	160
	£15,000 - £24,999	60	27	13	269
	£25,000 - £34,999	49	36	15	246

Table C3.9 Perceived flexible working practices available in the workplace - Work reduced hours for a limited period

		Yes	No	Don't know	<i>Unweighted bases</i>
	£35,000 - £44,999	55	32	12	213
	£45,000 or more	67	21	12	508
Carer status	Yes, child	[56]	[32]	[12]	33
	Yes, relative in any household or non-relative adult in this household	61	27	12	316
	Yes, non-relative adult in another household	[65]	[24]	[11]	33
	No	55	30	16	1492
Disability status	No	57	28	15	1595
	Yes	52	34	14	253
Religion or faith	None	57	26	17	566
	Christian	57	31	13	1176
	Other	45	32	22	99
Region	South	55	29	16	850
	North	56	31	13	414
	Midlands	58	26	16	313
	Wales	55	32	14	107
	Scotland	59	29	11	190
Full-time or part-time worker	Part-time	53	27	20	537
	Full-time	57	30	13	1318
Level of responsibility	Manager/supervisor	64	27	10	696
	Not manager/supervisor	52	30	18	1160
Time with current employer	Less than 6 months	42	31	27	85
	6 to 11 months	59	27	14	54
	1 year to 4 years	51	31	18	538

Table C3.9 Perceived flexible working practices available in the workplace - Work reduced hours for a limited period

		Yes	No	Don't know	<i>Unweighted bases</i>
Flexible worker status	5 to 9 years	58	28	14	476
	10 years or more	62	28	10	721
	Part-time only	40	36	24	251
	Part-time and flexible working	65	20	15	364
	Flexible working other than part-time	75	14	11	451
	No part-time or flexible working	45	43	12	597
Tenure	Permanent	57	29	14	1750
	Temporary - seasonal, agency or casual, Fixed term, Other	44	30	26	120
Trade union membership	TU/SA member	62	26	12	634
	Not TU/SA member	54	30	16	1216
Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?	Yes	66	24	11	581
	No	55	31	14	859
Socio-economic classification	Managerial and professional occupations	65	23	12	891
	Intermediate occupations	53	26	22	274
	Routine and manual occupations	48	36	16	674
Sector	Private	54	30	15	1135
	Public	62	25	14	695
Industry	Manufacturing	50	35	15	183

Table C3.9 Perceived flexible working practices available in the workplace - Work reduced hours for a limited period

		Yes	No	Don't know	<i>Unweighted bases</i>
	Construction	42	39	19	58
	Distribution, retail, hotels & restaurants	51	33	16	307
	Transport, storage & communication	66	23	11	149
	Banking, insurance, professional and support services	63	25	12	236
	Public Admin, Education, Health	60	26	14	763
	Other activities	53	25	23	112
Size of workplace	Part of larger organisation: 1-9	49	34	17	146
	Part of larger organisation: 10-49	50	36	13	359
	Part of larger organisation: 50-249	61	24	15	374
	Part of larger organisation: 250+	65	22	13	388
	Single site: 1-9	55	32	13	124
	Single site: 10-49	52	30	18	212
	Single site: 50-249	53	28	19	111
	Single site: 250+	60	25	16	78
Gender make-up of workplace	Mostly women	59	25	16	727
	Mostly men	51	37	12	494
	About half women and half men	58	26	16	630

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.10 Perceived flexible working practices available in the workplace - Work flexitime

		Yes	No	Don't know	<i>Unweighted bases</i>
All employees		48	47	5	1874
Gender	Female	46	48	6	1097
	Male	49	46	5	1097
Age	16-24	49	44	7	111
	25-39	51	44	5	491
	40-49	48	48	3	555
	50-59	43	53	4	504
	60+	46	45	9	179
Ethnicity	White	46	49	5	1695
	Non-white	60	35	5	150
Parental status	Parent	47	49	4	771
	Non-parent	48	46	6	1103
Highest qualification level	None	38	56	7	153
	GCSEs/O Level/CSEs	45	50	5	373
	A Levels	44	52	4	293
	Degree/Professional qualifications	55	37	7	359
	Postgraduate degree	55	40	5	283
	Other vocational or academic qualifications, level not specified	46	49	5	254
	Other	42	56	2	119
Household income	Under £15,000	48	46	6	160
	£15,000 - £24,999	48	46	6	269
	£25,000 - £34,999	45	51	4	246

Table C3.10 Perceived flexible working practices available in the workplace - Work flexitime

		Yes	No	Don't know	<i>Unweighted bases</i>
	£35,000 - £44,999	42	54	4	213
	£45,000 or more	55	43	2	508
Carer status	Yes, child	[50]	[46]	[4]	33
	Yes, relative in any household or non-relative adult in this household	51	47	3	316
	Yes, non-relative adult in another household	[53]	[47]		33
	No	47	47	6	1492
Disability status	No	49	46	5	1595
	Yes	43	51	5	253
Religion or faith	None	48	46	6	566
	Christian	46	49	5	1176
	Other	57	39	4	99
Region	South	51	44	5	850
	North	46	50	4	414
	Midlands	51	43	6	313
	Wales	42	52	5	107
	Scotland	36	58	6	190
Full-time or part-time worker	Part-time	47	45	7	537
	Full-time	48	48	4	1318
Level of responsibility	Manager/supervisor	52	45	3	696
	Not manager/supervisor	46	48	6	1160
Time with current employer	Less than 6 months	51	39	10	85
	6 to 11 months	49	47	4	54
	1 year to 4 years	47	46	7	538

Table C3.10 Perceived flexible working practices available in the workplace - Work flexitime

		Yes	No	Don't know	<i>Unweighted bases</i>
	5 to 9 years	51	46	3	476
	10 years or more	45	51	4	721
Flexible worker status	Part-time only	30	61	10	251
	Part-time and flexible working	64	32	4	364
	Flexible working other than part-time	71	27	2	451
	No part-time or flexible working	30	64	6	597
Tenure	Permanent	48	47	5	1750
	Temporary - seasonal, agency or casual, Fixed term, Other	51	41	8	120
Trade union membership	TU/SA member	43	52	4	634
	Not TU/SA member	50	45	5	1216
Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?	Yes	53	44	3	581
	No	46	49	4	859
Socio-economic classification	Managerial and professional occupations	56	40	3	891
	Intermediate occupations	42	53	5	274
	Routine and manual occupations	40	53	7	674
Sector	Private	46	48	5	1135
	Public	53	44	4	695

Table C3.10 Perceived flexible working practices available in the workplace - Work flexitime

		Yes	No	Don't know	<i>Unweighted bases</i>
Industry	Manufacturing	36	57	6	183
	Construction	42	49	9	58
	Distribution, retail, hotels & restaurants	44	49	7	307
	Transport, storage & communication	54	41	5	149
	Banking, insurance, professional and support services	58	38	4	236
	Public Admin, Education, Health	46	50	4	763
	Other activities	54	41	5	112
Size of workplace	Part of larger organisation: 1-9	47	48	5	146
	Part of larger organisation: 10-49	45	52	3	359
	Part of larger organisation: 50-249	44	50	6	374
	Part of larger organisation: 250+	54	42	4	388
	Single site: 1-9	56	37	7	124
	Single site: 10-49	46	48	5	212
	Single site: 50-249	36	58	5	111
	Single site: 250+	60	29	11	78
Gender make-up of workplace	Mostly women	43	54	4	727
	Mostly men	44	51	4	494
	About half women and half men	55	38	7	630

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.11 Perceived flexible working practices available in the workplace - Job-share

		Yes	No	Don't know	<i>Unweighted bases</i>
All employees		43	44	12	1874
Gender	Female	53	35	11	1097
	Male	34	53	13	777
Age	16-24	32	50	18	111
	25-39	43	44	13	491
	40-49	48	42	10	555
	50-59	47	44	9	504
	60+	40	48	12	179
	Ethnicity				
	White	43	45	12	1695
	Non-white	42	43	15	1695
Parental status	Parent	44	44	12	771
	Non-parent	43	45	13	1103
Highest qualification level	None	34	56	11	153
	GCSEs/O Level/CSEs	40	49	11	373
	A Levels	39	47	14	293
	Degree/Professional qualifications	51	36	13	359
	Postgraduate degree	52	35	13	283
	Other vocational or academic qualifications, level not specified	45	44	11	254
	Other	27	62	11	119
	Household income				
	Under £15,000	41	45	15	160
	£15,000 - £24,999	43	45	12	269
	£25,000 - £34,999	43	50	7	246
	£35,000 - £44,999	44	47	9	213

Table C3.11 Perceived flexible working practices available in the workplace - Job-share

		Yes	No	Don't know	<i>Unweighted bases</i>
	£45,000 or more	48	41	11	508
Carer status	Yes, child	[51]	[40]	[9]	33
	Yes, relative in any household or non-relative adult in this household	46	47	7	316
	Yes, non-relative adult in another household	[36]	[52]	[12]	33
Disability status	No	43	44	13	1492
	No	44	44	12	1595
	Yes	41	46	12	253
Religion or faith	None	39	49	12	566
	Christian	46	43	11	1176
	Other	38	44	18	99
Region	South	41	45	14	850
	North	42	45	14	414
	Midlands	50	37	13	313
	Wales	48	46	6	107
	Scotland	43	51	5	190
Full-time or part-time worker	Part-time	48	38	14	537
	Full-time	42	46	12	1318
Level of responsibility	Manager/supervisor	49	43	8	696
	Not manager/supervisor	40	45	15	1160
Time with current employer	Less than 6 months	41	37	22	85
	6 to 11 months	29	61	10	54
	1 year to 4 years	37	49	14	538
	5 to 9 years	45	43	13	476

Table C3.11 Perceived flexible working practices available in the workplace - Job-share

		Yes	No	Don't know	<i>Unweighted bases</i>
	10 years or more	50	41	9	721
Flexible worker status	Part-time only	31	50	19	251
	Part-time and flexible working	56	35	8	364
	Flexible working other than part-time	62	26	12	451
	No part-time or flexible working	36	52	11	597
Tenure	Permanent	43	45	12	1750
	Temporary - seasonal, agency or casual, Fixed term, Other	43	40	17	120
Trade union membership	TU/SA member	57	35	8	634
	Not TU/SA member	38	48	14	1216
Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?	Yes	61	32	7	581
	No	37	51	12	859
Socio-economic classification	Managerial and professional occupations	52	38	10	891
	Intermediate occupations	43	39	17	274
	Routine and manual occupations	34	54	13	674
Sector	Private	34	52	14	1135
	Public	66	27	7	695
Industry	Manufacturing	20	65	16	183
	Construction	31	58	10	58

Table C3.11 Perceived flexible working practices available in the workplace - Job-share

		Yes	No	Don't know	<i>Unweighted bases</i>
	Distribution, retail, hotels & restaurants	34	51	14	307
	Transport, storage & communication	40	43	17	149
	Banking, insurance, professional and support services	45	43	12	236
	Public Admin, Education, Health	61	31	8	763
	Other activities	35	49	16	112
Size of workplace	Part of larger organisation: 1-9	29	60	11	146
	Part of larger organisation: 10-49	46	45	9	146
	Part of larger organisation: 50-249	44	42	14	146
	Part of larger organisation: 250+	50	35	15	146
	Single site: 1-9	42	49	10	146
	Single site: 10-49	36	53	11	146
	Single site: 50-249	40	45	14	146
	Single site: 250+	55	28	18	146
Gender make-up of workplace	Mostly women	53	37	9	727
	Mostly men	27	61	12	494
	About half women and half men	48	37	15	630

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.12 Perceived flexible working practices available in the workplace – Compressed working week

		Yes	No	Don't know	<i>Unweighted bases</i>
All employees		39	51	10	1874
Gender	Female	42	49	9	1097
	Male	36	54	10	777
Age	16-24	39	47	14	111
	25-39	40	50	10	491
	40-49	41	51	8	555
	50-59	38	56	6	504
	60+	35	55	10	179
Ethnicity	White	39	52	9	1695
	Non-white	40	45	15	150
Parental status	Parent	39	51	10	771
	Non-parent	39	51	10	1103
Highest qualification level	None	31	60	9	153
	GCSEs/O Level/CSEs	37	56	7	373
	A Levels	39	54	8	293
	Degree/Professional qualifications	45	42	14	359
	Postgraduate degree	40	53	7	283
	Other vocational or academic qualifications, level not specified	43	45	12	254
	Other	31	58	11	119
Household income	Under £15,000	43	52	5	160
	£15,000 - £24,999	40	52	8	269
	£25,000 - £34,999	38	58	4	246
	£35,000 - £44,999	40	51	9	213

Table C3.12 Perceived flexible working practices available in the workplace – Compressed working week

		Yes	No	Don't know	<i>Unweighted bases</i>
	£45,000 or more	40	51	9	508
Carer status	Yes, child	[44]	[48]	[9]	33
	Yes, relative in any household or non-relative adult in this household	44	46	9	316
	Yes, non-relative adult in another household	[43]	[42]	[15]	33
	No	38	52	10	1492
Disability status	No	40	51	10	1595
	Yes	37	54	8	253
Religion or faith	None	39	50	11	566
	Christian	40	52	8	1176
	Other	30	54	16	99
Region	South	36	52	11	850
	North	42	49	9	414
	Midlands	40	51	9	313
	Wales	46	51	3	107
	Scotland	41	52	7	190
Full-time or part-time worker	Part-time	45	46	8	537
	Full-time	37	53	10	1318
Level of responsibility	Manager/supervisor	44	48	9	696
	Not manager/supervisor	37	53	10	1160
Time with current employer	Less than 6 months	40	51	10	85
	6 to 11 months	40	50	10	54
	1 year to 4 years	36	53	11	538
	5 to 9 years	39	47	13	476

Table C3.12 Perceived flexible working practices available in the workplace – Compressed working week

		Yes	No	Don't know	<i>Unweighted bases</i>
	10 years or more	42	52	6	721
Flexible worker status	Part-time only	37	51	12	251
	Part-time and flexible working	53	40	8	364
	Flexible working other than part-time	55	35	10	451
	No part-time or flexible working	25	65	10	597
Tenure	Permanent	38	52	10	1750
	Temporary - seasonal, agency or casual, Fixed term, Other	54	43	3	120
Trade union membership	TU/SA member	40	54	6	634
	Not TU/SA member	39	50	11	1216
Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?	Yes	44	48	7	581
	No	38	54	8	859
Socio-economic classification	Managerial and professional occupations	44	48	8	891
	Intermediate occupations	42	47	11	274
	Routine and manual occupations	33	56	11	674
Sector	Private	37	53	11	1135
	Public	45	47	8	695
Industry	Manufacturing	27	64	9	183
	Construction	26	61	13	58

Table C3.12 Perceived flexible working practices available in the workplace – Compressed working week

		Yes	No	Don't know	<i>Unweighted bases</i>
	Distribution, retail, hotels & restaurants	40	49	11	307
	Transport, storage & communication	37	52	11	149
	Banking, insurance, professional and support services	46	43	11	236
	Public Admin, Education, Health	41	52	7	763
	Other activities	42	45	13	112
Size of workplace	Part of larger organisation: 1-9	33	54	13	146
	Part of larger organisation: 10-49	34	58	7	359
	Part of larger organisation: 50-249	38	53	9	374
	Part of larger organisation: 250+	46	41	13	388
	Single site: 1-9	50	44	6	124
	Single site: 10-49	35	55	10	212
	Single site: 50-249	34	58	8	111
	Single site: 250+	48	41	10	78
Gender make-up of workplace	Mostly women	40	51	8	727
	Mostly men	31	59	9	494
	About half women and half men	44	44	11	630

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.13 Perceived flexible working practices available in the workplace – Work only during school-term

		Yes	No	Don't know	<i>Unweighted bases</i>
All employees		34	53	14	1874
Gender	Female	41	47	12	1097
	Male	26	58	15	1097
Age	16-24	33	49	18	111
	25-39	33	53	14	491
	40-49	36	54	10	555
	50-59	33	54	13	504
	60+	33	53	15	179
Ethnicity	White	33	53	14	1695
	Non-white	36	51	13	150
Parental status	Parent	34	54	12	771
	Non-parent	33	52	15	1103
Highest qualification level	None	31	57	12	153
	GCSEs/O Level/CSEs	30	57	13	373
	A Levels	33	52	15	293
	Degree/Professional qualifications	35	49	16	359
	Postgraduate degree	44	45	11	283
	Other vocational or academic qualifications, level not specified	34	55	11	254
	Other	22	64	14	119
Household income	Under £15,000	35	54	10	160
	£15,000 - £24,999	32	52	16	269
	£25,000 - £34,999	31	62	6	246

Table C3.13 Perceived flexible working practices available in the workplace – Work only during school-term

		Yes	No	Don't know	<i>Unweighted bases</i>
	£35,000 - £44,999	29	62	9	213
	£45,000 or more	35	49	15	508
Carer status	Yes, child	[63]	[31]	[7]	33
	Yes, relative in any household or non-relative adult in this household	35	55	11	316
	Yes, non-relative adult in another household	[39]	[46]	[15]	33
	No	33	53	14	1492
Disability status	No	34	53	13	1595
	Yes	35	49	16	253
Religion or faith	None	31	52	16	566
	Christian	34	54	12	1176
	Other	39	46	15	99
Region	South	35	50	15	850
	North	33	54	13	414
	Midlands	37	50	13	313
	Wales	25	61	14	107
	Scotland	28	63	9	190
Full-time or part-time worker	Part-time	41	47	12	537
	Full-time	31	55	14	1318
Level of responsibility	Manager/supervisor	37	52	11	696
	Not manager/supervisor	32	53	15	1160
Time with current employer	Less than 6 months	21	51	28	85
	6 to 11 months	29	55	15	54
	1 year to 4 years	34	52	14	538

Table C3.13 Perceived flexible working practices available in the workplace – Work only during school-term

		Yes	No	Don't know	<i>Unweighted bases</i>
	5 to 9 years	34	51	15	476
	10 years or more	36	55	10	721
Flexible worker status	Part-time only	26	54	20	251
	Part-time and flexible working	54	35	11	364
	Flexible working other than part-time	43	42	15	451
	No part-time or flexible working	25	64	12	597
Tenure	Permanent	33	53	14	1750
	Temporary - seasonal, agency or casual, Fixed term, Other	39	47	14	120
Trade union membership	TU/SA member	44	48	9	634
	Not TU/SA member	30	55	16	1216
Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?	Yes	43	48	9	581
	No	29	56	15	859
Socio-economic classification	Managerial and professional occupations	37	49	14	891
	Intermediate occupations	31	55	14	274
	Routine and manual occupations	31	56	13	674
Sector	Private	25	59	16	1135
	Public	55	38	7	695

Table C3.13 Perceived flexible working practices available in the workplace – Work only during school-term

		Yes	No	Don't know	<i>Unweighted bases</i>
Industry	Manufacturing	13	68	19	183
	Construction	23	67	10	58
	Distribution, retail, hotels & restaurants	34	53	13	307
	Transport, storage & communication	20	58	22	149
	Banking, insurance, professional and support services	28	56	16	236
	Public Admin, Education, Health	52	40	8	763
	Other activities	26	57	17	112
Size of workplace	Part of larger organisation: 1-9	29	57	14	146
	Part of larger organisation: 10-49	34	55	10	359
	Part of larger organisation: 50-249	32	51	17	374
	Part of larger organisation: 250+	33	52	14	388
	Single site: 1-9	37	51	12	124
	Single site: 10-49	32	55	12	212
	Single site: 50-249	43	44	13	111
	Single site: 250+	41	35	23	78
Gender make-up of workplace	Mostly women	44	46	10	727
	Mostly men	15	70	15	494
	About half women and half men	40	44	15	630

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.14 Perceived flexible working practices available in the workplace – Work from home on a regular basis

		Yes	No	Don't know	<i>Unweighted bases</i>
All employees		30	68	2	1874
Gender	Female	27	72	2	1097
	Male	33	64	3	777
Age	16-24	13	85	2	111
	25-39	34	64	2	491
	40-49	32	66	2	555
	50-59	35	63	2	504
	60+	23	73	3	179
Ethnicity	White	30	68	2	1695
	Non-white	31	66	4	150
Parental status	Parent	33	65	2	771
	Non-parent	28	69	2	1103
Highest qualification level	None	11	87	2	153
	GCSEs/O Level/CSEs	16	81	3	373
	A Levels	23	75	2	293
	Degree/Professional qualifications	43	54	3	359
	Postgraduate degree	49	50	1	283
	Other vocational or academic qualifications, level not specified	36	63	1	254
	Other	21	77	2	119
Household income	Under £15,000	12	86	2	160
	£15,000 - £24,999	18	80	2	269
	£25,000 - £34,999	23	74	3	246

Table C3.14 Perceived flexible working practices available in the workplace – Work from home on a regular basis

		Yes	No	Don't know	<i>Unweighted bases</i>
	£35,000 - £44,999	31	67	2	213
	£45,000 or more	50	49	2	508
Carer status	Yes, child	[30]	[66]	4	33
	Yes, relative in any household or non-relative adult in this household	32	67	1	316
	Yes, non-relative adult in another household	[34]	[65]	1	33
	No	29	68	3	1492
Disability status	No	31	67	2	1595
	Yes	27	71	2	253
Religion or faith	None	29	69	2	566
	Christian	30	68	2	1176
	Other	32	64	4	99
Region	South	34	63	3	850
	North	26	73	1	414
	Midlands	30	67	3	313
	Wales	23	76	0	107
	Scotland	22	76	2	190
Full-time or part-time worker	Part-time	18	80	2	537
	Full-time	34	63	3	1318
Level of responsibility	Manager/supervisor	42	56	2	696
	Not manager/supervisor	23	75	2	1160
Time with current employer	Less than 6 months	25	69	5	85
	6 to 11 months	29	71	0	54
	1 year to 4 years	24	75	1	538

Table C3.14 Perceived flexible working practices available in the workplace – Work from home on a regular basis

		Yes	No	Don't know	Unweighted bases
Flexible worker status	5 to 9 years	35	62	4	476
	10 years or more	34	64	2	721
	Part-time only	9	88	3	251
	Part-time and flexible working	27	72	1	364
	Flexible working other than part-time	58	41	1	451
	No part-time or flexible working	20	76	3	597
Tenure	Permanent	30	68	2	1750
	Temporary - seasonal, agency or casual, Fixed term, Other	31	65	3	120
Trade union membership	TU/SA member	27	71	2	634
	Not TU/SA member	32	66	2	1216
Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?	Yes	42	58	1	581
	No	28	69	3	859
Socio-economic classification	Managerial and professional occupations	49	50	2	891
	Intermediate occupations	28	67	5	274
	Routine and manual occupations	9	89	2	674
Sector	Private	29	69	2	1135
	Public	33	65	2	695

Table C3.14 Perceived flexible working practices available in the workplace – Work from home on a regular basis

		Yes	No	Don't know	<i>Unweighted bases</i>
Industry	Manufacturing	29	67	4	183
	Construction	27	71	1	58
	Distribution, retail, hotels & restaurants	10	87	2	307
	Transport, storage & communication	46	50	5	149
	Banking, insurance, professional and support services	51	47	2	236
	Public Admin, Education, Health	27	71	1	763
	Other activities	34	62	4	112
Size of workplace	Part of larger organisation: 1-9	23	77	1	146
	Part of larger organisation: 10-49	22	76	2	359
	Part of larger organisation: 50-249	33	65	2	374
	Part of larger organisation: 250+	44	53	2	388
	Single site: 1-9	28	71	1	124
	Single site: 10-49	22	76	2	212
	Single site: 50-249	26	70	3	111
Gender make-up of workplace	Single site: 250+	50	42	8	78
	Mostly women	23	74	3	727
	Mostly men	28	69	2	494
	About half women and half men	38	60	2	630

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.15 Perceived flexible working practices available in the workplace – Work annualised hours

		Yes	No	Don't know	<i>Unweighted bases</i>
All employees		17	64	19	1874
Gender	Female	18	62	20	1097
	Male	17	66	17	777
Age	16-24	15	59	26	111
	25-39	17	63	20	491
	40-49	19	65	16	555
	50-59	20	66	14	504
	60+	15	67	19	179
Ethnicity	White	17	64	18	1695
	Non-white	19	58	23	150
Parental status	Parent	16	65	19	771
	Non-parent	18	64	18	1103
Highest qualification level	None	14	70	16	153
	GCSEs/O Level/CSEs	18	65	17	373
	A Levels	17	64	20	293
	Degree/Professional qualifications	19	59	22	359
	Postgraduate degree	19	66	15	283
	Other vocational or academic qualifications, level not specified	18	64	18	254
	Other	9	71	20	119
Household income	Under £15,000	23	56	22	160
	£15,000 - £24,999	20	62	18	269
	£25,000 - £34,999	15	73	12	246

Table C3.15 Perceived flexible working practices available in the workplace – Work annualised hours

		Yes	No	Don't know	<i>Unweighted bases</i>
	£35,000 - £44,999	12	68	20	213
	£45,000 or more	20	63	18	508
Carer status	Yes, child	[30]	[46]	[23]	33
	Yes, relative in any household or non-relative adult in this household	22	63	15	316
	Yes, non-relative adult in another household	[12]	[61]	[27]	33
	No	16	65	19	1492
Disability status	No	18	64	18	1595
	Yes	15	64	20	253
Religion or faith	None	15	66	19	566
	Christian	19	63	18	1176
	Other	17	59	24	99
Region	South	17	63	20	850
	North	16	64	20	414
	Midlands	21	60	19	313
	Wales	18	71	10	107
	Scotland	15	73	12	190
Full-time or part-time worker	Part-time	20	59	21	537
	Full-time	16	66	18	1318
Level of responsibility	Manager/supervisor	19	65	15	696
	Not manager/supervisor	16	63	21	1160
Time with current employer	Less than 6 months	16	62	22	85
	6 to 11 months	24	59	17	54
	1 year to 4 years	15	64	21	538

Table C3.15 Perceived flexible working practices available in the workplace – Work annualised hours

		Yes	No	Don't know	<i>Unweighted bases</i>
	5 to 9 years	16	65	19	476
	10 years or more	20	64	15	721
Flexible worker status	Part-time only	13	61	26	251
	Part-time and flexible working	24	58	18	364
	Flexible working other than part-time	26	57	17	451
	No part-time or flexible working	10	73	17	597
Tenure	Permanent	17	64	19	1750
	Temporary - seasonal, agency or casual, Fixed term, Other	17	66	17	120
Trade union membership	TU/SA member	21	63	16	634
	Not TU/SA member	16	64	20	1216
Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?	Yes	23	61	16	581
	No	16	68	16	859
Socio-economic classification	Managerial and professional occupations	20	64	16	891
	Intermediate occupations	14	63	23	274
	Routine and manual occupations	16	65	19	674
Sector	Private	15	67	19	1135
	Public	23	59	18	695

Table C3.15 Perceived flexible working practices available in the workplace – Work annualised hours

		Yes	No	Don't know	<i>Unweighted bases</i>
Industry	Manufacturing	11	73	16	183
	Construction	12	68	20	58
	Distribution, retail, hotels & restaurants	14	65	21	307
	Transport, storage & communication	17	60	22	149
	Banking, insurance, professional and support services	19	61	20	236
	Public Admin, Education, Health	22	61	17	763
	Other activities	17	69	14	112
	Size of workplace	Part of larger organisation: 1-9	14	59	27
Part of larger organisation: 10-49		19	66	14	359
Part of larger organisation: 50-249		19	64	17	374
Part of larger organisation: 250+		17	63	20	388
Single site: 1-9		23	66	10	124
Single site: 10-49		15	62	22	212
Single site: 50-249		14	64	22	111
Single site: 250+		13	67	20	78
Gender make-up of workplace	Mostly women	19	63	18	727
	Mostly men	15	69	15	494
	About half women and half men	17	61	22	630

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.16 Number of flexible working arrangements perceived to be available in the workplace – none, 1 or more

		None	1 or more	<i>Unweighted bases</i>
All employees		8	92	1871
Gender	Female	3	97	1096
	Male	12	88	775
Age	16-24	4	96	110
	25-39	7	93	490
	40-49	8	92	555
	50-59	10	90	504
	60+	9	91	178
Ethnicity	White	8	92	1692
	Non-white	5	95	150
Parental status	Parent	9	91	774
	Non-parent	7	93	1097
Highest qualification level	None	19	81	153
	GCSEs/O Level/CSEs	8	92	372
	A Levels	7	93	293
	Degree/Professional qualifications	4	96	357
	Postgraduate degree	4	96	283
	Other vocational or academic qualifications, level not specified	6	94	254
	Other	15	85	119
Household income	Under £15,000	6	94	159
	£15,000 - £24,999	6	94	269
	£25,000 - £34,999	10	90	245
	£35,000 - £44,999	12	88	213
	£45,000 or more	6	94	508
Carer status	Yes, child	[3]	[97]	33

Table C3.16 Number of flexible working arrangements perceived to be available in the workplace – none, 1 or more

		None	1 or more	<i>Unweighted bases</i>
	Yes, relative in any household or non-relative adult in this household	4	96	316
	Yes, non-relative adult in another household	[3]	[97]	33
	No	8	92	1489
Disability status	No	8	92	1592
	Yes	5	95	253
Religion or faith	None	8	92	565
	Christian	7	93	1174
	Other	8	92	99
Region	South	7	93	848
	North	9	91	414
	Midlands	3	97	312
	Wales	14	86	107
	Scotland	10	90	190
Full-time or part-time worker	Part-time	1	99	537
	Full-time	10	90	1315
Level of responsibility	Manager/supervisor	6	94	695
	Not manager/supervisor	8	92	1158
Time with current employer	Less than 6 months	11	89	84
	6 to 11 months	12	88	54
	1 year to 4 years	6	94	537
	5 to 9 years	6	94	475
	10 years or more	10	90	721
Flexible worker status	Part-time only		100	251
	Part-time and flexible working		100	251
	Flexible working other than part-time		100	251

Table C3.16 Number of flexible working arrangements perceived to be available in the workplace – none, 1 or more

		None	1 or more	<i>Unweighted bases</i>
	No part-time or flexible working	23	77	251
Tenure	Permanent	8	92	1747
	Temporary - seasonal, agency or casual, Fixed term, Other	6	94	120
Trade union membership	TU/SA member	5	95	633
	Not TU/SA member	8	92	1214
Pay and conditions affected by employer and TU/SA agreements	Yes	5	95	581
	No	9	91	857
Socio-economic classification	Managerial and professional occupations	4	96	890
	Intermediate occupations	7	93	273
	Routine and manual occupations	11	89	673
Sector	Private	9	91	1132
	Public	3	97	695
Industry	Manufacturing	16	84	183
	Construction	23	77	58
	Distribution, retail, hotels & restaurants	7	93	307
	Transport, storage & communication	8	92	147
	Banking, insurance, professional and support services	3	97	236
	Public Admin, Education, Health	4	96	763
	Other activities	9	91	111
Size of workplace	Part of larger organisation: 1-9	11	89	145
	Part of larger organisation: 10-49	10	90	359
	Part of larger organisation: 50-249	8	92	374
	Part of larger organisation: 250+	4	96	387

Table C3.16 Number of flexible working arrangements perceived to be available in the workplace – none, 1 or more

		None	1 or more	<i>Unweighted bases</i>
Gender make-up of workplace	Single site: 1-9	10	90	124
	Single site: 10-49	9	91	211
	Single site: 50-249	3	97	111
	Single site: 250+	1	99	78
	Mostly women	3	97	727
	Mostly men	18	82	492
	About half women and half men	4	96	629

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.17 Number of flexible working arrangements perceived to be available in the workplace – 0 to 2, 3 or more

		0 to 2	3 or more	<i>Unweighted bases</i>
All employees		34	66	1871
Gender	Female	27	73	1096
	Male	41	59	775
Age	16-24	39	61	110
	25-39	33	67	490
	40-49	31	69	555
	50-59	35	65	504
	60+	38	62	178
Ethnicity	White	34	66	1692
	Non-white	37	63	150
Parental status	Parent	34	66	774
	Non-parent	34	66	774
Highest qualification level	None	51	49	153
	GCSEs/O Level/CSEs	44	56	372
	A Levels	33	67	293
	Degree/Professional qualifications	25	75	357
	Postgraduate degree	21	79	283
	Other vocational or academic qualifications, level not specified	35	65	254
	Other	45	55	119
Household income	Under £15,000	38	62	159
	£15,000 - £24,999	38	62	269
	£25,000 - £34,999	38	62	245
	£35,000 - £44,999	38	62	213
	£45,000 or more	25	75	508
Carer status	Yes, child	[28]	[72]	33

Table C3.17 Number of flexible working arrangements perceived to be available in the workplace – 0 to 2, 3 or more

		0 to 2	3 or more	<i>Unweighted bases</i>
	Yes, relative in any household or non-relative adult in this household	33	67	316
	Yes, non-relative adult in another household	[20]	[80]	33
	No	35	65	1489
Disability status	No	33	67	1592
	Yes	40	60	253
Religion or faith	None	35	65	565
	Christian	34	66	1174
	Other	38	62	99
Region	South	32	68	848
	North	38	62	414
	Midlands	34	66	312
	Wales	33	67	107
	Scotland	37	63	190
Full-time or part-time worker	Part-time	29	71	537
	Full-time	37	63	1315
Level of responsibility	Manager/supervisor	27	73	695
	Not manager/supervisor	38	62	1158
Time with current employer	Less than 6 months	45	55	84
	6 to 11 months	38	62	54
	1 year to 4 years	37	63	537
	5 to 9 years	31	69	475
	10 years or more	31	69	721
Flexible worker status	Part-time only	50	50	251
	Part-time and flexible working	10	90	364
	Flexible working other than part-time	6	94	451

Table C3.17 Number of flexible working arrangements perceived to be available in the workplace – 0 to 2, 3 or more

		0 to 2	3 or more	<i>Unweighted bases</i>
	No part-time or flexible working	50	50	597
Tenure	Permanent	35	65	1747
	Temporary - seasonal, agency or casual, Fixed term, Other	29	71	120
Trade union membership	TU/SA member	27	73	633
	Not TU/SA member	37	63	1214
Pay and conditions affected by employer and TU/SA agreements	Yes	25	75	581
	No	37	63	857
Socio-economic classification	Managerial and professional occupations	23	77	890
	Intermediate occupations	36	64	273
	Routine and manual occupations	46	54	673
Sector	Private	40	60	1132
	Public	20	80	695
Industry	Manufacturing	59	41	183
	Construction	52	48	58
	Distribution, retail, hotels & restaurants	39	61	307
	Transport, storage & communication	34	66	147
	Banking, insurance, professional and support services	25	75	236
	Public Admin, Education, Health	24	76	763
	Other activities	32	68	111
Size of workplace	Part of larger organisation: 1-9	42	58	145
	Part of larger organisation: 10-49	38	62	359
	Part of larger organisation: 50-249	34	66	374
	Part of larger organisation: 250+	27	73	387

Table C3.17 Number of flexible working arrangements perceived to be available in the workplace – 0 to 2, 3 or more

		0 to 2	3 or more	<i>Unweighted bases</i>
	Single site: 1-9	28	72	124
	Single site: 10-49	40	60	211
	Single site: 50-249	33	67	111
	Single site: 250+	21	79	78
Gender make-up of workplace	Mostly women	27	73	727
	Mostly men	50	50	492
	About half women and half men	27	73	629

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.18 Take-up of flexitime working

		Yes	No	<i>Unweighted bases</i>
All employees		49	51	877
Gender	Female	51	49	496
	Male	46	54	381
Age	16-24	43	57	53
	25-39	48	52	245
	40-49	50	50	270
	50-59	51	49	218
	60+	52	48	79
Ethnicity	White	49	46	773
	Non-white	51	54	90
Parental status	Parent	55	45	357
	Non-parent	45	55	520
Highest qualification level	None	35	65	56
	GCSEs/O Level/CSEs	41	59	161
	A Levels	44	56	132
	Degree/Professional qualifications	63	37	193
	Postgraduate degree	53	47	155
	Other vocational or academic qualifications, level not specified	36	64	117
	Other	[65]	[35]	47
Household income	Under £15,000	48	52	66
	£15,000 - £24,999	49	51	120
	£25,000 - £34,999	53	47	112
	£35,000 - £44,999	58	42	93
	£45,000 or more	52	48	272
Carer status	Yes, child	*	*	16
	Yes, relative in any household or non-relative adult in this	56	44	141

Table C3.18 Take-up of flexitime working

		Yes	No	<i>Unweighted bases</i>
	household			
	Yes, non-relative adult in another household	*	*	17
	No	47	53	703
Disability status	No	48	52	759
	Yes	54	46	109
Religion or faith	None	51	49	267
	Christian	48	52	540
	Other	40	60	54
Region	South	49	51	414
	North	47	53	183
	Midlands	39	61	150
	Wales	[65]	[35]	49
	Scotland	66	34	81
Full-time or part-time worker	Part-time	52	48	249
	Full-time	47	53	621
Work status and gender	Male full-time	45	55	335
	Female full-time	51	49	286
	Male part-time	[56]	[44]	41
	Female part-time	51	49	208
Level of responsibility	Manager/supervisor	49	51	347
	Not manager/supervisor	49	51	524
Time with current employer	Less than 12 months	36	34	71
	1 year to 4 years	53	47	249
	5 to 9 years	51	49	225
	10 years or more	46	54	332
Tenure	Permanent	48	52	813

Table C3.18 Take-up of flexitime working

		Yes	No	<i>Unweighted bases</i>
	Temporary - seasonal, agency or casual, Fixed term, Other	53	47	62
Trade union membership	TU/SA member	50	50	275
	Not TU/SA member	48	52	592
Socio-economic classification	Managerial and professional occupations	52	48	489
	Intermediate occupations	51	49	124
	Routine and manual occupations	43	57	250
Sector	Private	45	55	503
	Public	56	44	358
Industry	Manufacturing	39	61	69
	Construction*	*	*	24
	Distribution, retail, hotels & restaurants	41	59	123
	Transport, storage & communication	50	50	81
	Banking, insurance, professional and support services	46	54	137
	Public Admin, Education, Health	53	47	349
	Other activities	58	42	57
Size of workplace	Part of larger organisation: 1-9	53	47	69
	Part of larger organisation: 10-49	46	54	150
	Part of larger organisation: 50-249	47	53	156
	Part of larger organisation: 250+	47	53	222
	Single site: 1-9	51	49	65
	Single site: 10-49	49	51	88
	Single site: 50-249	[40]	[60]	38
	Single site: 250+	53	47	52

Base: Employees who reported flexitime working to be available to them (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal. Row per cent

Table C3.19 Take-up of flexitime working among parents

		Yes	No	<i>Unweight ed bases</i>
Parent employees		54	46	644
Gender and parent status	Male with dependent children	48	52	110
	Female with dependent children	59	41	532
Family status	Lone parent	65	35	110
	Couple parent	52	48	532
Gender and partnership status	Coupled mother	57	43	275
	Lone mother	67	33	91
	Coupled father	48	52	257
	Lone father	*	*	19
Family employment status	Lone parent earner with children	65	35	110
	Single earner couple with children	49	51	142
	Dual earner couple with children	53	47	390
Age of youngest child	Dependent children under 6	54	46	282
	Dependent children of 6 and over	53	47	362

Base: Parent employees who reported flexitime working to be available to them (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.20 Take-up of flexitime working among carers

		Yes	No	<i>Unweighted bases</i>
Carer employees		52	48	391
Carer status	Yes, child	58	42	38
	Yes, relative in any household or non-relative adult in this household	53	47	316
	Yes, non-relative adult in another household	44	56	37
Gender	Female	57	43	236
	Male	48	52	155
Age	16-39	51	49	73
	40-49	57	43	126
	50+	51	49	188

Base: Carer employees who reported flexitime working to be available to them (Core and Boost sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.21 Take-up of regularly working from home

		Yes	No	<i>Unweighted bases</i>
All employees		44	56	571
Gender	Female	45	55	298
	Male	43	57	273
Age	16-39	36	64	180
	40-49	48	52	173
	50+	49	51	211
Ethnicity	White	44	56	515
	Non-white	[36]	[64]	47
Parental status	Parent	50	50	255
	Non-parent	39	61	316
Highest qualification level	None	*	*	18
	GCSEs/O Level/CSEs	25	75	67
	A Levels	42	58	76
	Degree/Professional qualifications	46	54	155
	Postgraduate degree	50	50	132
	Other vocational or academic qualifications, level not specified	44	56	91
	Other	[53]	[47]	25
Household income	Under £25,000	29	71	71
	£25,000 - £34,999	20	80	65
	£35,000 - £44,999	37	63	76
	£45,000 or more	54	46	247
Carer status	Yes, child	*	*	11
	Yes, relative in any household or non-relative adult in this household	41	59	100
	Yes, non-relative adult in another household	*	*	12

Table C3.21 Take-up of regularly working from home

		Yes	No	<i>Unweighted bases</i>
	No	43	57	448
Disability status	No	42	58	491
	Yes	54	46	76
Religion or faith	None	43	57	176
	Christian	44	56	356
	Other	31	69	27
Region	South	43	57	295
	North	45	55	108
	Midlands	43	57	91
	Wales	[50]	[50]	26
	Scotland	40	60	51
Full-time or part-time worker	Part-time	40	60	103
	Full-time	44	56	463
Work status and gender	Male full-time	43	57	247
	Female full-time	46	54	216
	Male part-time	*	*	23
	Female part-time	39	61	80
Level of responsibility	Manager/supervisor	51	49	293
	Not manager/supervisor	35	65	275
Time with current employer	Less than 5 years	40	60	175
	5 to 9 years	51	49	158
	10 years or more	41	59	238
Tenure	Permanent	44	56	530
	Temporary - seasonal, agency or casual, Fixed term, Other	[42]	[58]	41
Trade union membership	TU/SA member	44	56	169
	Not TU/SA member	43	57	398

Table C3.21 Take-up of regularly working from home

		Yes	No	<i>Unweighted bases</i>
Socio-economic classification	Managerial and professional occupations	50	50	421
	Intermediate occupations	25	75	77
	Routine and manual occupations	20	80	64
Sector	Private	45	55	327
	Public	43	57	237
Industry	Manufacturing	27	73	52
	Construction	*	*	17
	Distribution, retail, hotels & restaurants	[28]	[72]	33
	Transport, storage & communication	60	40	71
	Banking, insurance, professional and support services	41	59	115
	Public Admin, Education, Health	49	51	221
	Other activities	[50]	[50]	39
Size of workplace	1-9 employees	58	42	70
	10-49 employees	42	58	129
	50-249 employees	41	59	145
	250+ employees	40	60	217

Base: Employees who reported regularly working from home to be available to them (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.22 Take-up of regularly working from home among parents

		Yes	No	<i>Unweighted bases</i>
Parent employees		53	47	449
Gender and parent status	Male with dependent children	55	45	218
	Female with dependent children	49	51	231
Family status	Lone parent	47	53	60
	Couple parent	53	47	386
Gender and partnership status	Coupled mother	50	50	179
	Lone mother	43	57	51
	Coupled father	55	45	207
	Lone father	*	*	9
Family employment status	Lone parent earner with children	47	53	60
	Single earner couple with children	59	41	100
	Dual earner couple with children	51	49	286
Age of youngest child	Dependent children under 6	53	47	192
	Dependent children of 6 and over	52	48	257

Base: Parent employees who reported regularly working from home to be available to them (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.23 Take-up of regularly working from home among carers

		Yes	No	<i>Unweighted bases</i>
Carer employees		42	58	266
Carer status	Yes, child	*	*	24
	Yes, relative in any household or non-relative adult in this household	38	62	219
	Yes, non-relative adult in another household	*	*	23
Gender	Female	40	60	154
	Male	43	57	112
Age	16-39	[36]	[64]	41
	40-49	41	59	92
	50+	44	56	131

Base: Carer employees who reported regularly working from home to be available to them (Core and Boost sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.24 Take-up of part-time working in last 12 months

		Yes	No	<i>Unweighted bases</i>
All employees		40	60	1537
Gender	Female	50	50	998
	Male	27	73	539
Age	16-24	62	38	99
	25-39	33	67	399
	40-49	34	66	465
	50-59	33	67	402
	60+	57	43	148
	Ethnicity	White	39	61
	Non-white	43	57	126
Parental status	Parent	41	59	652
	Non-parent	39	61	885
Highest qualification level	None	57	43	107
	GCSEs/O Level/CSEs	48	52	306
	A Levels	45	55	249
	Degree/Professional qualifications	33	67	304
	Postgraduate degree	29	71	245
	Other vocational or academic qualifications, level not specified	30	70	209
	Other	48	52	88
	Household income	Under £15,000	71	29
	£15,000 - £24,999	44	56	224
	£25,000 - £34,999	40	60	194
	£35,000 - £44,999	34	66	164
	£45,000 or more	23	77	424
Carer status	Yes, child	[48]	[52]	32

Table C3.24 Take-up of part-time working in last 12 months

		Yes	No	<i>Unweighted bases</i>
	Yes, relative in any household or non-relative adult in this household	43	57	272
	Yes, non-relative adult in another household	[55]	[45]	30
	No	38	62	1203
Disability status	No	39	61	1306
	Yes	42	58	215
Religion or faith	None	39	61	466
	Christian	40	60	966
	Other	39	61	81
Region	South	40	60	706
	North	39	61	344
	Midlands	38	62	260
	Wales	40	60	79
	Scotland	41	59	148
Level of responsibility	Manager/supervisor	23	77	579
	Not manager/supervisor	50	50	948
Time with current employer	Less than 6 months	53	47	67
	6 to 11 months	[55]	[45]	44
	1 year to 4 years	49	51	439
	5 to 9 years	33	67	397
	10 years or more	31	69	590
Tenure	Permanent	38	62	1432
	Temporary - seasonal, agency or casual, Fixed term, Other	65	35	101
Trade union membership	TU/SA member	29	71	540
	Not TU/SA member	44	56	981
Socio-economic classification	Managerial and professional occupations	23	77	756

Table C3.24 Take-up of part-time working in last 12 months

		Yes	No	<i>Unweighted bases</i>
	Intermediate occupations	46	54	240
	Routine and manual occupations	58	42	520
Sector	Private	41	59	867
	Public	35	65	640
Industry	Manufacturing	18	82	106
	Construction	[27]	[73]	31
	Distribution, retail, hotels & restaurants	61	39	265
	Transport, storage & communication	22	78	107
	Banking, insurance, professional and support services	28	72	199
	Public Admin, Education, Health	39	61	700
	Other activities	54	46	87
Size of workplace	Part of larger organisation: 1-9	53	47	111
	Part of larger organisation: 10-49	46	54	300
	Part of larger organisation: 50-249	33	67	299
	Part of larger organisation: 250+	24	76	331
	Single site: 1-9	67	33	97
	Single site: 10-49	43	57	167
	Single site: 50-249	35	65	96
	Single site: 250+	25	75	73

Base: Employees who reported part-time working to be available to them (Core sample).

Missing values: don't know / refusal

Row per cent

Table C3.25 Take-up of part-time working among parents

		Yes	No	<i>Unweighted bases</i>
Parent employees		41	59	1136
Gender and parent status	Male with dependent children	16	84	214
	Female with dependent children	59	41	911
Family status	Lone parent	54	46	214
	Couple parent	39	61	911
Gender and partnership status	Coupled mother	59	41	554
	Lone mother	56	44	191
	Coupled father	15	85	357
	Lone father	*	*	23
Family employment status	Lone parent earner with children	54	46	214
	Single earner couple with children	27	73	209
	Dual earner couple with children	43	57	699
Age of youngest child	Dependent children under 6	40	60	484
	Dependent children of 6 and over	41	59	649

Base: Parent employees who reported part-time working to be available to them (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.26 Take-up of part-time working among carers

		Yes	No	<i>Unweighted bases</i>
Carer employees		44	66	705
Carer status	Yes, child	47	53	81
	Yes, relative in any household or non-relative adult in this household	42	58	562
	Yes, non-relative adult in another household	60	40	62
Gender	Female	50	50	484
	Male	36	64	221
Age	16-39	52	48	122
	40-49	40	60	222
	50-59	37	63	260
	60+	55	45	91

Base: Carer employees who reported part-time working to be available to them (Core and Boost sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.27 Take-up of annualised hours working

		Yes	No	<i>Unweighted bases</i>
All employees		30	70	335
Gender	Female	28	72	207
	Male	32	68	128
Age	16-39	23	77	100
	40-49	35	65	111
	50+	34	66	122
Ethnicity	White	29	71	300
	Non-white	[40]	[60]	31
Parental status	Parent	30	70	138
	Non-parent	29	71	197
Highest qualification level	None	*	*	21
	GCSEs/O Level/CSEs	30	70	65
	A Levels	25	75	50
	Degree/Professional qualifications	26	74	74
	Postgraduate degree	21	79	61
	Other vocational or academic qualifications, level not specified	[48]	[52]	47
	Other	*	*	11
Household income	Under £25,000	35	65	77
	£25,000 - £44,999	38	62	68
	£45,000 or more	23	77	108
Carer status	Yes, child	*	*	10
	Yes, relative in any household or non-relative adult in this household	30	70	71
	Yes, non-relative adult in another household	*	*	4
	No	30	70	250

Table C3.27 Take-up of annualised hours working

		Yes	No	<i>Unweighted bases</i>
Disability status	No	30	70	297
	Yes	[26]	[74]	36
Religion or faith	None	28	72	90
	Christian	32	68	222
	Other	*	*	18
Region	South	32	68	149
	North	32	68	71
	Midlands	21	79	64
	Wales	*	*	16
	Scotland	[27]	[73]	35
Full-time or part-time worker	Part-time	30	70	97
	Full-time	30	70	234
Work status and gender	Male full-time	34	66	108
	Female full-time	25	75	126
	Male part-time	*	*	17
	Female part-time	32	68	80
Level of responsibility	Manager/supervisor	28	72	139
	Not manager/supervisor	31	69	194
Time with current employer	Less than 5 years	32	68	107
	5 to 9 years	28	72	72
	10 years or more	28	72	156
Tenure	Permanent	30	70	314
	Temporary - seasonal, agency or casual, Fixed term, Other	*	*	21
Trade union membership	TU/SA member	38	62	144
	Not TU/SA member	25	75	189
Socio-economic classification	Managerial and professional occupations	28	72	191

Table C3.27 Take-up of annualised hours working

		Yes	No	<i>Unweighted bases</i>
	Intermediate occupations	[29]	[71]	41
	Routine and manual occupations	33	67	100
Sector	Private	30	70	159
	Public	31	69	167
Industry	Manufacturing	*	*	22
	Construction	*	*	6
	Distribution, retail, hotels & restaurants	[28]	[72]	37
	Transport, storage & communication	[32]	[68]	26
	Banking, insurance, professional and support services	[21]	[79]	42
	Public Admin, Education, Health	32	68	174
	Other activities	*	*	18
Size of workplace	1-9 employees	[43]	[57]	46
	10-49 employees	24	76	102
	50-249 employees	32	68	87
	250+ employees	25	75	89

Base: Employees who reported annualised hours working to be available to them (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.28 Take-up of annualised hours working among parents

		Yes	No	<i>Unweighted bases</i>
Parent employees		30	70	251
Gender and parent status	Male with dependent children	30	70	93
	Female with dependent children	29	71	158
Family status	Lone parent	[27]	[73]	42
	Couple parent	30	70	207
Gender and partnership status	Coupled mother	31	69	120
	Lone mother	[23]	[77]	37
	Coupled father	30	70	87
	Lone father	*	*	5
Family employment status	Lone parent earner with children	[27]	[73]	42
	Single earner couple with children	[31]	[69]	49
	Dual earner couple with children	30	70	158
Age of youngest child	Dependent children under 6	24	76	101
	Dependent children of 6 and over	34	66	150

Base: Parent employees who reported annualised hours working to be available to them (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.29 Take-up of annualised hours working among carers

		Yes	No	<i>Unweighted bases</i>
Carer employees		25	75	165
Carer status	Yes, child	*	*	16
	Yes, relative in any household or non-relative adult in this household	25	75	134
	Yes, non-relative adult in another household	*	*	15
Gender	Female	24	76	107
	Male	26	74	58
Age	16-39	[13]	[87]	28
	40-49	22	78	56
	50+	38	62	81

Base: Carer employees who reported annualised hours working to be available to them (Core and boost sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.30 Take-up of school term-time working

		Yes	No	<i>Unweighted bases</i>
All employees		29	71	683
Gender	Female	33	67	474
	Male	22	78	209
Age	16-39	28	72	216
	40-49	30	70	216
	50-59	28	72	181
	60+	30	70	62
Ethnicity	White	29	71	621
	Non-white	23	77	55
Parental status	Parent	34	66	303
	Non-parent	25	75	380
Highest qualification level	None	[15]	[85]	46
	GCSEs/O Level/CSEs	26	74	120
	A Levels	25	75	106
	Degree/Professional qualifications	39	61	146
	Postgraduate degree	37	63	136
	Other vocational or academic qualifications, level not specified	18	82	93
	Other	[25]	[75]	25
Household income	Under £15,000	47	53	54
	£15,000 - £24,999	29	71	85
	£25,000 - £34,999	26	74	88
	£35,000 - £44,999	30	70	75
	£45,000 or more	26	74	199
Carer status	Yes, child	*	*	20
	Yes, relative in any household or non-relative adult in this household	29	71	121

Table C3.30 Take-up of school term-time working

		Yes	No	Unweighted bases
	Yes, non-relative adult in another household	*	*	11
	No	27	73	531
Disability status	No	28	72	594
	Yes	30	70	85
Religion or faith	None	29	71	197
	Christian	28	72	441
	Other	[31]	[69]	36
Region	South	33	67	323
	North	21	79	148
	Midlands	22	78	116
	Wales	[29]	[71]	34
	Scotland	40	60	62
Full-time or part-time worker	Part-time	43	57	227
	Full-time	22	78	445
Work status and gender	Male full-time	18	82	168
	Female full-time	25	75	277
	Male part-time	[35]	[65]	37
	Female part-time	45	55	190
Level of responsibility	Manager/supervisor	24	76	270
	Not manager/supervisor	32	68	410
Time with current employer	Less than 5 years	31	69	231
	5 to 9 years	27	73	168
	10 years or more	27	73	284
Tenure	Permanent	29	71	628
	Temporary - seasonal, agency or casual, Fixed term, Other	27	73	53
Trade union membership	TU/SA member	39	61	294

Table C3.30 Take-up of school term-time working

		Yes	No	Unweighted bases
	Not TU/SA member	23	77	382
Socio-economic classification	Managerial and professional occupations	30	70	372
	Intermediate occupations	13	87	91
	Routine and manual occupations	32	68	215
Sector	Private	21	79	284
	Public	37	63	384
Industry	Manufacturing	[13]	[87]	27
	Construction	*	*	14
	Distribution, retail, hotels & restaurants	23	77	94
	Transport, storage & communication	[15]	[85]	31
	Banking, insurance, professional and support services	4	96	68
	Public Admin, Education, Health	43	57	412
	Other activities	[20]	[80]	27
Size of workplace	1-9 employees	27	73	81
	10-49 employees	37	63	215
	50-249 employees	36	64	187
	250+ employees	9	91	179

Base: Employees who reported term-time working to be available to them (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.31 Take-up of school term-time working among parents

		Yes	No	<i>Unweighted bases</i>
Parent employees		36	64	526
Gender and parent status	Male with dependent children	24	76	108
	Female with dependent children	42	58	414
Family status	Lone parent	39	35	108
	Couple parent	61	65	414
Gender and partnership status	Coupled mother	42	58	285
	Lone mother	41	59	96
	Coupled father	24	76	129
	Lone father	*	*	12
Family employment status	Lone parent earner with children	39	61	108
	Single earner couple with children	30	70	74
	Dual earner couple with children	36	64	338
Age of youngest child	Dependent children under 6	28	72	197
	Dependent children of 6 and over	41	59	327

Base: Parent employees who reported term-time working to be available to them (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.32 Take-up of school term-time working among carers

		Yes	No	<i>Unweighted bases</i>
Carer employees		30	70	330
Carer status	Yes, child	[40]	[60]	41
	Yes, relative in any household or non-relative adult in this household	27	73	262
	Yes, non-relative adult in another household	[47]	[53]	27
Gender	Female	33	67	233
	Male	26	74	97
Age	16-39	36	64	58
	40-49	30	70	110
	50+	25	75	156

Base: Carer employees who reported term-time working to be available to them (Core and Boost sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.33 Take-up of compressed hours working

		Yes	No	<i>Unweighted bases</i>
All employees		26	74	741
Gender	Female	25	75	457
	Male	27	73	284
Age	16-24	[29]	[71]	43
	25-39	28	72	202
	40-49	23	77	234
	50-59	25	75	188
	60+	18	82	63
Ethnicity	White	24	76	667
	Non-white	46	54	63
Parental status	Parent	24	76	308
	Non-parent	27	73	433
Highest qualification level	None	[31]	[69]	44
	GCSEs/O Level/CSEs	24	76	134
	A Levels	17	83	120
	Degree/Professional qualifications	30	70	164
	Postgraduate degree	34	66	113
	Other vocational or academic qualifications, level not specified	23	77	108
	Other	25	75	43
Household income	Under £15,000	18	82	64
	£15,000 - £24,999	33	67	99
	£25,000 - £34,999	25	75	101
	£35,000 - £44,999	37	63	87
	£45,000 or more	24	76	218
Carer status	Yes, child	*	*	15
	Yes, relative in any household or non-relative adult in this	24	76	139

Table C3.33 Take-up of compressed hours working

		Yes	No	<i>Unweighted bases</i>
	household			
	Yes, non-relative adult in another household	*	*	16
	No	26	74	571
Disability status	No	26	74	629
	Yes	27	73	104
Religion or faith	None	27	73	218
	Christian	23	77	483
	Other	49	51	27
Region	South	28	72	317
	North	19	81	177
	Midlands	24	76	121
	Wales	[34]	[66]	46
	Scotland	26	74	80
Full-time or part-time worker	Part-time	29	71	224
	Full-time	24	76	510
Work status and gender	Male full-time	27	73	240
	Female full-time	20	80	270
	Male part-time	[27]	[73]	39
	Female part-time	30	70	185
Level of responsibility	Manager/supervisor	28	72	308
	Not manager/supervisor	24	76	428
Time with current employer	Less than 12 months	29	71	52
	1 year to 4 years	30	70	195
	5 to 9 years	25	75	190
	10 years or more	22	78	304
Tenure	Permanent	25	75	683

Table C3.33 Take-up of compressed hours working

		Yes	No	<i>Unweighted bases</i>
	Temporary - seasonal, agency or casual, Fixed term, Other	35	65	56
Trade union membership	TU/SA member	25	75	259
	Not TU/SA member	26	74	475
Socio-economic classification	Managerial and professional occupations	22	78	404
	Intermediate occupations	23	77	122
	Routine and manual occupations	31	69	202
Sector	Private	28	72	412
	Public	21	79	313
Industry	Manufacturing	25	75	52
	Construction	*	*	16
	Distribution, retail, hotels & restaurants	23	77	110
	Transport, storage & communication	23	77	58
	Banking, insurance, professional and support services	20	80	108
	Public Admin, Education, Health	21	79	323
	Other activities	[51]	[49]	47
	Size of workplace	Part of larger organisation: 1-9	22	78
	Part of larger organisation: 10-49	21	79	125
	Part of larger organisation: 50-249	20	80	145
	Part of larger organisation: 250+	24	76	196
	Single site: 1-9	50	50	53
	Single site: 10-49	27	73	70
	Single site: 50-249	[23]	[77]	33
	Single site: 250+	[20]	[80]	38

Base: Employees who reported compressed hours working to be available to them (Core sample).

Missing values: don't know / refusal

Row per cent

Table C3.34 Take-up of compressed hours working among parents

		Yes	No	<i>Unweighted bases</i>
Parent employees		24	76	530
Gender and parent status	Male with dependent children	22	78	207
	Female with dependent children	26	74	323
Family status	Lone parent	15	85	93
	Couple parent	25	75	434
Gender and partnership status	Coupled mother	28	72	243
	Lone mother	19	81	78
	Coupled father	23	77	191
	Lone father	*	*	15
Family employment status	Lone parent earner with children	15	85	93
	Single earner couple with children	23	77	96
	Dual earner couple with children	26	74	338
Age of youngest child	Dependent children under 6	29	71	233
	Dependent children of 6 and over	20	80	297

Base: Parent employees who reported compressed hours working to be available to them (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.35 Take-up of compressed hours working among carers

		Yes	No	<i>Unweighted bases</i>
Carer employees		23	77	349
Carer status	Yes, child	[20]	[80]	37
	Yes, relative in any household or non-relative adult in this household	24	76	278
	Yes, non-relative adult in another household	[13]	[87]	34
Gender	Female	25	75	231
	Male	19	81	118
Age	16-39	24	76	62
	40-49	23	77	121
	50+	21	79	163

Base: Carer employees who reported compressed hours working to be available to them (Core and Boost sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.36 Take-up of temporarily reduced hours working

		Yes	No	<i>Unweighted bases</i>
All employees		14	86	1080
Gender	Female	17	83	658
	Male	12	88	422
Age	16-24	24	76	55
	25-39	12	88	264
	40-49	13	87	354
	50-59	14	86	292
	60+	13	87	96
	Ethnicity	White	14	86
	Non-white	21	79	76
Parental status	Parent	15	85	438
	Non-parent	14	86	642
Highest qualification level	None	20	80	77
	GCSEs/O Level/CSEs	17	83	193
	A Levels	14	86	174
	Degree/Professional qualifications	12	88	224
	Postgraduate degree	13	87	180
	Other vocational or academic qualifications, level not specified	15	85	148
	Other	16	84	65
Household income	Under £15,000	29	71	76
	£15,000 - £24,999	16	84	156
	£25,000 - £34,999	13	87	129
	£35,000 - £44,999	11	89	127
	£45,000 or more	13	87	342
	Carer status	Yes, child	*	*

Table C3.36 Take-up of temporarily reduced hours working

		Yes	No	<i>Unweighted bases</i>
	Yes, relative in any household or non-relative adult in this household	20	80	192
	Yes, non-relative adult in another household	*	*	20
	No	13	87	851
Disability status	No	13	87	930
	Yes	22	78	139
Religion or faith	None	14	86	328
	Christian	15	85	688
	Other	[20]	[80]	46
Region	South	16	84	482
	North	13	87	242
	Midlands	12	88	182
	Wales	8	92	54
	Scotland	21	79	120
Full-time or part-time worker	Part-time	20	80	288
	Full-time	13	87	782
Work status and gender	Male full-time	11	89	375
	Female full-time	15	85	407
	Male part-time	[17]	[83]	42
	Female part-time	21	79	246
Level of responsibility	Manager/supervisor	14	86	457
	Not manager/supervisor	15	85	616
Time with current employer	Less than 12 months	9	91	69
	1 year to 4 years	21	79	282
	5 to 9 years	13	87	277
	10 years or more	11	89	452
Tenure	Permanent	14	86	1022

Table C3.36 Take-up of temporarily reduced hours working

		Yes	No	<i>Unweighted bases</i>
Temporary - seasonal, agency or casual, Fixed term, Other		19	81	56
Trade union membership	TU/SA member	10	90	399
	Not TU/SA member	17	83	672
Socio-economic classification	Managerial and professional occupations	9	91	583
	Intermediate occupations	15	85	156
	Routine and manual occupations	22	78	329
Sector	Private	16	84	626
	Public	11	89	438
Industry	Manufacturing	12	88	98
	Construction	[7]	[93]	26
	Distribution, retail, hotels & restaurants	23	77	157
	Transport, storage & communication	13	87	92
	Banking, insurance, professional and support services	14	86	149
	Public Admin, Education, Health	12	88	466
	Other activities	20	80	65
Size of workplace	Part of larger organisation: 1-9	12	88	77
	Part of larger organisation: 10-49	17	83	187
	Part of larger organisation: 50-249	9	91	230
	Part of larger organisation: 250+	9	91	259
	Single site: 1-9	29	71	67
	Single site: 10-49	25	75	117
	Single site: 50-249	11	89	61
	Single site: 250+	[12]	[88]	49

Base: Employees who reported reduced hours working to be available to them (Core sample).

Missing values: don't know / refusal

Row per cent

Table C3.37 Take-up of temporarily reduced hours working among parents

		Yes	No	<i>Unweighted bases</i>
Parent employees		15	85	781
Gender and parent status	Male with dependent children	14	86	297
	Female with dependent children	16	84	484
Family status	Lone parent	20	80	128
	Couple parent	14	86	648
Gender and partnership status	Coupled mother	15	85	369
	Lone mother	20	80	112
	Coupled father	14	86	279
	Lone father	*	*	16
Family employment status	Lone parent earner with children	20	80	128
	Single earner couple with children	10	90	154
Age of youngest child	Dependent children under 6	14	86	308
	Dependent children of 6 and over	15	85	471

Base: Parent employees who reported reduced hours working to be available to them (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.38 Take-up of temporarily reduced hours working among carers

		Yes	No	<i>Unweighted bases</i>
Carer employees		17	83	493
Carer status	Yes, child	6	94	50
	Yes, relative in any household or non-relative adult in this household	18	82	401
	Yes, non-relative adult in another household	[20]	[80]	42
Gender	Female	16	84	323
	Male	17	83	170
Age	16-39	17	83	79
	40-49	16	84	159
	50+	16	84	249

Base: Carer employees who reported reduced hours working to be available to them (Core and Boost sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.39 Take-up of job-share working

		Yes	No	<i>Unweighted bases</i>
All employees		9	91	885
Gender	Female	10	90	599
	Male	7	93	599
Age	16-39	11	89	269
	40-49	7	93	276
	50-59	6	94	248
	60+	12	88	77
Ethnicity	White	9	91	800
	Non-white	13	87	71
Parental status	Parent	11	89	379
	Non-parent	8	92	506
Highest qualification level	None	13	87	54
	GCSEs/O Level/CSEs	13	87	154
	A Levels	12	88	132
	Degree/Professional qualifications	5	95	202
	Postgraduate degree	3	97	165
	Other vocational or academic qualifications, level not specified	12	88	124
	Other	[9]	[91]	37
Household income	Under £15,000	15	85	67
	£15,000 - £24,999	16	84	116
	£25,000 - £34,999	6	94	115
	£35,000 - £44,999	11	89	107
	£45,000 or more	5	95	277
Disability status	No	9	91	762
	Yes	11	89	114
Religion or faith	None	11	89	255

Table C3.39 Take-up of job-share working

		Yes	No	Unweighted bases
Region	Christian	8	92	573
	Other	[8]	[92]	42
	South	10	90	393
	North	7	93	194
	Midlands	11	89	150
	Wales	9	91	51
	Scotland	5	95	97
Full-time or part-time worker	Part-time	21	79	264
	Full-time	4	96	611
Work status and gender	Male full-time	5	95	243
	Female full-time	3	97	368
	Male part-time	[15]	[85]	38
	Female part-time	22	78	226
Level of responsibility	Manager/supervisor	5	95	370
	Not manager/supervisor	11	89	507
Time with current employer	Less than 5 years	11	89	270
	5 to 9 years	11	89	229
	10 years or more	6	94	386
Tenure	Permanent	8	92	831
	Temporary - seasonal, agency or casual, fixed term, Other	19	81	52
Trade union membership	TU/SA member	6	94	386
	Not TU/SA member	11	89	489
Socio-economic classification	Managerial and professional occupations	4	96	502
	Intermediate occupations	11	89	128
	Routine and manual occupations	17	83	237

Table C3.39 Take-up of job-share working

		Yes	No	<i>Unweighted bases</i>
Sector	Private	11	89	402
	Public	7	93	467
Industry	Manufacturing	[5]	[95]	41
	Construction	*	*	19
	Distribution, retail, hotels & restaurants	10	90	101
	Transport, storage & communication	6	94	66
	Banking, insurance, professional and support services	8	92	106
	Public Admin, Education, Health	9	91	480
	Other activities	[19]	[81]	43
Size of workplace	Part of larger organisation: 1-9	12	88	52
	Part of larger organisation: 10-49	9	91	170
	Part of larger organisation: 50-249	8	92	175
	Part of larger organisation: 250+	4	96	220
	Single site: 1-9	[13]	[87]	48
	Single site: 10-49	15	85	84
	Single site: 50-249	7	93	53
	Single site: 250+	[4]	[96]	44

Base: Employees who reported job-share working to be available to them (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.40 Take-up of job-share working among parents

		Yes	No	<i>Unweighted bases</i>
Parent employees		10	90	664
Gender and parent status	Male with dependent children	4	96	216
	Female with dependent children	14	86	448
Family status	Lone parent	14	86	123
	Couple parent	9	91	536
Gender and partnership status	Coupled mother	14	86	332
	Lone mother	12	88	112
	Coupled father	4	96	204
	Lone father	*	*	11
Family employment status	Lone parent earner with children	14	86	123
	Single earner couple with children	5	95	119
	Dual earner couple with children	10	90	415
Age of youngest child	Dependent children under 6	13	87	278
	Dependent children of 6 and over	8	92	384

Base: Parent employees who reported job-share working to be available to them (Core and Boost sample).

Missing values: don't know / refusal

Row per cent

Table C3.41 Take-up of job-share working among carers

		Yes	No	<i>Unweighted bases</i>
Carer employees		9	91	414
Carer status	Yes, child	[17]	[83]	39
	Yes, relative in any household or non-relative adult in this household	7	93	337
	Yes, non-relative adult in another household	[15]	[85]	38
Gender	Female	9	91	292
	Male	8	92	122
Age	16-39	14	86	58
	40-49	5	95	140
	50+	8	92	209

Base: Carer employees who reported job-share working to be available to them (Core and Boost sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C3.42 Made a request to change regular working arrangements in the past 2 years

		Yes	No	<i>Unweighted bases</i>
All employees		22	78	1870
Gender	Female	28	72	1095
	Male	17	83	775
Age	16-24	21	79	111
	25-39	26	74	491
	40-49	21	79	554
	50-59	18	82	501
	60+	21	79	179
Ethnicity	White	22	78	1691
	Non-white	24	76	150
Parental status	Parent	27	73	773
	Non-parent	19	81	1097
Highest qualification level	None	17	83	152
	GCSEs/O Level/CSEs	19	81	372
	A Levels	23	77	293
	Degree/Professional qualifications	24	76	358
	Postgraduate degree	23	77	283
	Other vocational or academic qualifications, level not specified	25	75	254
	Other	23	77	119
Household income	Under £15,000	31	69	160
	£15,000 - £24,999	26	74	268
	£25,000 - £34,999	21	79	245
	£35,000 - £44,999	25	75	213
	£45,000 or more	23	77	506
Carer status	Yes, child	[23]	[77]	33

Table C3.42 Made a request to change regular working arrangements in the past 2 years

		Yes	No	<i>Unweighted bases</i>
	Yes, relative in any household or non-relative adult in this household	30	70	315
	Yes, non-relative adult in another household	[15]	[85]	33
	No	21	79	1489
Disability status	No	22	78	1593
	Yes	26	74	251
Religion or faith	None	26	74	565
	Christian	20	80	1173
	Other	17	83	99
Region	South	25	75	848
	North	20	80	414
	Midlands	22	78	312
	Wales	16	84	107
	Scotland	17	83	189
Full-time or part-time worker	Part-time	31	69	536
	Full-time	19	81	1315
Level of responsibility	Manager/supervisor	22	78	693
	Not manager/supervisor	22	78	1159
Time with current employer	Less than 6 months	17	83	85
	6 to 11 months	19	81	54
	1 year to 4 years	23	77	538
	5 to 9 years	25	75	475
	10 years or more	20	80	718
Flexible worker status	Part-time only	32	68	251
	Part-time and flexible working	38	62	363
	Flexible working other than part-time	20	80	449

Table C3.42 Made a request to change regular working arrangements in the past 2 years

		Yes	No	<i>Unweighted bases</i>
	No part-time or flexible working	14	86	597
Tenure	Permanent	22	78	1747
	Temporary - seasonal, agency or casual, Fixed term, Other	19	81	119
Trade union membership	TU/SA member	22	78	632
	Not TU/SA member	22	78	1214
Socio-economic classification	Managerial and professional occupations	22	78	889
	Intermediate occupations	26	74	274
	Routine and manual occupations	22	78	672
Sector	Private	21	79	1133
	Public	25	75	693
Industry	Manufacturing	15	85	183
	Construction	11	89	58
	Distribution, retail, hotels & restaurants	23	77	306
	Transport, storage & communication	24	76	147
	Banking, insurance, professional and support services	19	81	236
	Public Admin, Education, Health	26	74	762
	Other activities	27	73	112
Size of workplace	Part of larger organisation: 1-9	21	79	146
	Part of larger organisation: 10-49	28	72	359
	Part of larger organisation: 50-249	18	82	374
	Part of larger organisation: 250+	23	77	386
	Single site: 1-9	14	86	122
	Single site: 10-49	23	77	212
	Single site: 50-249	18	82	111

Table C3.42 Made a request to change regular working arrangements in the past 2 years

		Yes	No	<i>Unweighted bases</i>
Single site: 250+		26	74	78
Gender make-up of workplace	Mostly women	26	74	725
	Mostly men	16	84	494
	About half women and half men	24	76	628

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C3.43 Outcome of request to change working arrangements in last two years

		Accepted	Accepted after negotiation, compromise or appeal	Awaiting the outcome or decision	Declined or declined after appeal	<i>Unweighted bases</i>
All employees		61	18	8	13	435
Gender	Female	62	19	9	10	310
	Male	60	17	5	18	125
Age	16-39	62	19	7	12	161
	40-49	58	20	4	18	130
	50+	61	17	11	11	138
Ethnicity	White	63	18	7	12	393
	Non-white	[44]	[21]	[17]	[18]	37
Parental status	Parent	62	20	7	11	211
	Non-parent	60	17	8	15	224
Highest qualification level	None	[73]	[7]	[13]	[6]	28
	GCSEs/O Level/CSEs	67	15	5	13	82
	A Levels	54	28	9	9	68
	Degree/Professional qualifications	60	15	6	18	91
	Postgraduate degree	55	18	8	19	70
	Other vocational or academic qualifications, level not specified	65	20	6	8	65
	Other	[62]	[16]	[13]	[9]	25
Household income	Under £25,000	56	18	12	14	112
	£25,000 - £44,999	60	22	5	14	106

Table C3.43 Outcome of request to change working arrangements in last two years

		Accepted	Accepted after negotiation, compromise or appeal	Awaiting the outcome or decision	Declined or declined after appeal	<i>Unweighted bases</i>
	£45,000 or more	61	21	7	11	124
Carer status	Yes, child	* *		*	*	8
	Yes, relative in any household or non-relative adult in this household	66	17	6	11	102
	Yes, non-relative adult in another household	*			*	4
Disability status	No	60	19	8	13	321
	No	60	19	8	14	362
	Yes	68	16	9	8	69
Religion or faith	None	61	21	7	12	153
	Christian	61	19	6	14	254
	Other	*	*	*	*	20
Region	South	62	17	7	14	212
	North	58	24	2	16	96
	Midlands	63	20	9	8	72
	Wales	*	*	*	*	18
	Scotland	[58]	[8]	[23]	[11]	37
Full-time or part-time worker	Part-time	68	20	5	8	166
	Full-time	57	17	10	16	266
Level of responsibility	Manager/supervisor	62	21	5	12	160
	Not manager/supervisor	60	17	9	14	271
Time with current	Less than 5	61	16	10	12	153

Table C3.43 Outcome of request to change working arrangements in last two years

		Accepted	Accepted after negotiation, compromise or appeal	Awaiting the outcome or decision	Declined or declined after appeal	<i>Unweighted bases</i>
employer	years					
	5 to 9 years	58	24	5	13	125
	10 years or more	63	16	7	13	157
Flexible worker status	Part-time only	53	25	8	13	83
	Part-time and flexible working	78	14	4	5	132
	Flexible working other than part-time	60	16	8	15	94
	No part-time or flexible working	45	23	9	22	92
Trade union membership	TU/SA member	59	18	9	13	151
	Not TU/SA member	61	19	7	13	276
Socio-economic classification	Managerial and professional occupations	58	19	6	17	212
	Intermediate occupations	61	20	9	10	73
	Routine and manual occupations	64	17	9	10	146
Sector	Private	62	19	7	11	239
	Public	58	16	9	17	186
Industry	Manufacturing	[62]	[23]	[9]	[6]	28
	Construction	*	*		*	8
	Distribution, retail, hotels & restaurants	62	20	7	12	69
	Transport, storage &	[48]	[27]	[12]	[12]	33

Table C3.43 Outcome of request to change working arrangements in last two years

		Accepted	Accepted after negotiation, compromise or appeal	Awaiting the outcome or decision	Declined or declined after appeal	<i>Unweighted bases</i>
communication						
	Banking, insurance, professional and support services	[57]	[20]	[9]	[13]	49
	Public Admin, Education, Health	60	17	9	15	209
	Other activities	[79]	[14]	[2]	[5]	28
Size of workplace	1-9 employees	[60]	[26]	[4]	[11]	47
	10-49 employees	69	15	7	10	146
	50-249 employees	59	18	12	11	110
	250+ employees	52	21	6	21	118
Gender make-up of workplace	Mostly women	60	18	10	12	205
	Mostly men	64	17	3	17	82
	About half women and half men	60	20	8	12	145

Base: Employees who made a request to change regular working arrangements (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent.

Table C3.44 Communication of outcome of request

		Formal (written)	Informal (spoken)	<i>Unweighted bases</i>
All employees		30	70	395
Gender	Female	38	62	280
	Male	18	82	115
Age	16-39	33	67	149
	40-49	29	71	121
	50+	25	75	120
Ethnicity	White	29	71	359
	Non-white	[50]	[50]	31
Parental status	Parent	36	64	194
	Non-parent	25	75	201
Highest qualification level	None	[19]	[81]	25
	GCSEs/O Level/CSEs	19	81	78
	A Levels	34	66	60
	Degree/Professional qualifications	32	68	83
	Postgraduate degree	35	65	62
	Other vocational or academic qualifications, level not specified	38	62	58
	Other	*	*	24
Household income	Under £25,000	33	67	98
	£25,000 - £44,999	35	65	98
	£45,000 or more	32	68	115
Carer status	Yes, child	*	*	6
	Yes, relative in any household or non-relative adult in this	36	64	94

Table C3.44 Communication of outcome of request

		Formal (written)	Informal (spoken)	<i>Unweighted bases</i>
	household			
	Yes, non-relative adult in another household		*	3
	No	28	72	292
Disability status	No	30	70	330
	Yes	34	66	61
Religion or faith	None	32	68	139
	Christian	29	71	232
	Other	*	*	16
Region	South	29	71	199
	North	33	67	91
	Midlands	28	72	60
	Wales	*	*	16
	Scotland	[35]	[65]	29
Full-time or part-time worker	Part-time	31	69	156
	Full-time	30	70	236
Level of responsibility	Manager/supervisor	29	71	147
	Not manager/supervisor	31	69	244
Time with current employer	Less than 5 years	27	73	135
	5 to 9 years	34	66	117
	10 years or more	31	69	143
Flexible worker status	Part-time only	31	69	77
	Part-time and flexible working	33	67	124

Table C3.44 Communication of outcome of request

		Formal (written)	Informal (spoken)	Unweighted bases
	Flexible working other than part-time	29	71	82
	No part-time or flexible working	27	73	83
Trade union membership	TU/SA member	41	59	136
	Not TU/SA member	27	73	252
Socio-economic classification	Managerial and professional occupations	38	62	194
	Intermediate occupations	35	65	66
	Routine and manual occupations	20	80	131
Sector	Private	25	75	218
	Public	41	59	167
Industry	Manufacturing	[24]	[76]	26
	Construction	*	*	8
	Distribution, retail, hotels & restaurants	14	86	63
	Transport, storage & communication	[35]	[65]	30
	Banking, insurance, professional and support services	[39]	[61]	43
	Public Admin, Education, Health	37	63	187
	Other activities	[28]	[72]	27
Size of workplace	1-9 employees	[28]	[72]	42
	10-49 employees	21	79	132
	50-249 employees	36	64	100
	250+ employees	37	63	110

Table C3.44 Communication of outcome of request

		Formal (written)	Informal (spoken)	<i>Unweighted bases</i>
Gender make-up of workplace	Mostly women	36	64	181
	Mostly men	24	76	77
	About half women and half men	28	72	134

Base: Employees who made a request to change regular working arrangements (Core sample).

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent.

Table C3.45 Reason for not making request to work change working arrangements

		Personal reasons	Business/ employer reasons	Both personal and business/ employer reasons	Other	Unweighted bases
All employees		84	12	3	1	1399
Gender	Female	86	11	2	0	768
	Male	82	13	4	1	768
Age	16-24	88	9	2	1	84
	25-39	84	12	3	0	349
	40-49	85	11	3	0	413
	50-59	79	17	3	1	395
	60+	85	10	4	1	133
Ethnicity	White	84	12	3	1	1267
	Non-white	85	14	1		111
Parental status	Parent	85	12	3	1	543
	Non-parent	84	13	3	0	856
Highest qualification level	None	82	8	8	2	121
	GCSEs/O Level/CSEs	84	11	3	2	286
	A Levels	91	7	1	1	221
	Degree/Professional qualifications	83	15	1		260
	Postgraduate degree	79	17	4		204
	Other vocational or academic qualifications, level not specified	82	16	2		185
	Other	79	14	6	0	91

Table C3.45 Reason for not making request to work change working arrangements

		Personal reasons	Business/ employer reasons	Both personal and business/ employer reasons	Other	Unweighted bases
Household income	Under £15,000	80	17	3		113
	£15,000 - £24,999	84	12	2	1	196
	£25,000 - £34,999	81	14	4	1	190
	£35,000 - £44,999	86	8	5	1	156
	£45,000 or more	85	12	3	1	369
Carer status	Yes, child	[89]	[1]	[10]		25
	Yes, relative in any household or non-relative adult in this household	81	14	5		209
	Yes, non-relative adult in another household	[94]	[2]	[4]		27
	No	84	13	3	1	1138
Disability status	No	85	12	3	1	1202
	Yes	77	19	4	0	177
Religion or faith	None	81	14	4	1	402
	Christian	85	12	3	0	898
	Other	89	9	2		76
Region	South	82	14	3	1	617
	North	84	12	3	0	311
	Midlands	87	9	3	0	236
	Wales	83	9	6	1	88
	Scotland	86	11	3	1	147
Full-time or part-time	Part-time	91	7	2		365

Table C3.45 Reason for not making request to work change working arrangements

		Personal reasons	Business/ employer reasons	Both personal and business/ employer reasons	Other	Unweighted bases
worker						
	Full-time	82	14	3	1	1019
Level of responsibility	Manager/ supervisor	82	13	4	1	518
	Not manager /supervisor	85	12	3	1	869
Time with current employer	Less than 12 months	86	10	3		105
	1 year to 4 years	84	13	3	1	402
	5 to 9 years	82	14	4	0	345
	10 years or more	85	12	3	1	547
Flexible worker status	Part-time only	85	13	2		165
	Part-time and flexible working	92	7	1		228
	Flexible working other than part-time	90	8	1	0	344
	No part-time or flexible working	80	15	5	1	491
Tenure	Permanent	85	12	3	1	1299
	Temporary - seasonal, agency or casual, Fixed term, Other	76	21	3		98
Trade union membership	TU/SA member	80	14	4	1	475
	Not TU/SA member	85	12	2	1	910
Socio-economic	Managerial and professional	83	14	3	1	656

Table C3.45 Reason for not making request to work change working arrangements

		Personal reasons	Business/ employer reasons	Both personal and business/ employer reasons	Other	<i>Unweighted bases</i>
classification	occupations					
	Intermediate occupations	86	12	2		199
	Routine and manual occupations	85	11	3	1	518
Sector	Private	84	12	3	1	873
	Public	83	14	3	0	498
Industry	Manufacturing	80	12	7	1	152
	Construction	[83]	[14]		3	48
	Distribution, retail, hotels & restaurants	91	7	2	1	230
	Transport, storage & communication	85	12	3		110
	Banking, insurance, professional and support services	83	13	3	1	182
	Public Admin, Education, Health	82	15	3	0	542
	Other activities	82	13	3	2	84
Size of workplace	Part of larger organisation: 1-9	87	9	4		117
	Part of larger organisation: 10-49	84	13	3	1	258
	Part of larger organisation: 50-249	82	16	1	1	284
	Part of larger organisation: 250+	80	15	5	0	277
	Single site: 1-9	89	8	2		99

Table C3.45 Reason for not making request to work change working arrangements

		Personal reasons	Business/ employer reasons	Both personal and business/ employer reasons	Other	<i>Unweighted bases</i>
	Single site: 10-49	88	8	4	1	158
	Single site: 50-249	76	18	6		86
	Single site: 250+	92	3	5		59
Gender make-up of workplace	Mostly women	87	11	2	0	505
	Mostly men	81	13	4	2	404
	About half women and half men	84	14	2		472

Base: Employees who did not make a request in past 2 years (Core sample).

Missing values: don't know / refusal

Row per cent.

Table C4.1 Importance of availability of flexible working arrangements when initially deciding to work for employer

		Very important	Quite important	Not important	<i>Unweighted bases</i>
All employees (core sample)		23	18	58	1858
Gender	Female	33	20	47	1089
	Male	14	17	70	769
Age	16-24	26	23	51	111
	25-39	21	19	60	489
	40-49	28	16	55	550
	50-59	20	16	64	501
	60+	21	20	59	175
Ethnicity	White	23	18	60	1681
	Non-white	31	26	43	149
Parental status	Parent	32	17	51	769
	Non-parent	18	19	62	1089
Highest qualification level	None	21	20	59	150
	GCSEs/O Level/CSEs	21	22	57	371
	A Levels	23	19	58	290
	Degree/Professional qualifications	26	15	58	355
	Postgraduate degree	21	16	62	283
	Other vocational or academic qualifications, level not specified	23	19	58	253
	Other	32	15	53	117
Household income	Under £15,000	32	25	43	159
	£15,000 - £24,999	29	18	53	266
	£25,000 - £34,999	21	19	60	245
	£35,000 - £44,999	27	15	58	213
	£45,000 or more	18	14	68	503

Table C4.1 Importance of availability of flexible working arrangements when initially deciding to work for employer

		Very important	Quite important	Not important	Unweighted bases
Carer status	Yes, child	[39]	[12]	[48]	33
	Yes, relative in any household or non-relative adult in this household	31	20	49	314
	Yes, non-relative adult in another household	[29]	[11]	[60]	31
	No	22	18	60	1480
Disability status	No	23	18	59	1582
	Yes	26	18	57	251
Religion or faith	None	20	17	63	561
	Christian	25	18	57	1166
	Other	25	27	48	99
Region	South	24	18	57	838
	North	19	20	61	412
	Midlands	30	18	52	311
	Wales	27	11	63	107
	Scotland	16	18	67	190
Full-time or part-time worker	Part-time	45	23	32	534
	Full-time	16	16	68	1306
Work status and gender	Male full-time	10	15	74	672
	Female full-time	24	18	58	634
	Male part-time	37	25	38	90
	Female part-time	48	22	30	444
Level of responsibility	Manager/supervisor	22	15	63	690
	Not manager/supervisor	24	20	55	1151

Table C4.1 Importance of availability of flexible working arrangements when initially deciding to work for employer

		Very important	Quite important	Not important	<i>Unweighted bases</i>
Time with current employer	Less than 6 months	27	16	58	84
	6 to 11 months	31	6	63	54
	1 year to 4 years	25	23	52	535
	5 to 9 years	23	19	58	470
	10 years or more	20	14	66	715
Flexible worker status	Part-time only	39	26	35	250
	Part-time and flexible working	45	17	39	361
	Flexible working other than part-time	21	20	59	446
	No part-time or flexible working	13	15	72	593
Tenure	Permanent	24	18	59	1736
	Temporary - seasonal, agency or casual	[24]	[27]	[50]	34
	Fixed term	19	15	66	69
	Other	*	*	*	15
Trade union membership	TU/SA member	23	15	62	630
	Not TU/SA member	24	19	57	1205
Socio-economic classification	Managerial and professional occupations	22	14	63	885
	Intermediate occupations	25	18	57	274
	Routine and manual occupations	24	22	53	665
Sector	Private	22	19	59	1128
	Public	27	16	57	689
Industry	Manufacturing	14	12	74	181
	Construction	6	19	75	57

Table C4.1 Importance of availability of flexible working arrangements when initially deciding to work for employer

		Very important	Quite important	Not important	<i>Unweighted bases</i>
	Distribution, retail, hotels & restaurants	30	26	44	304
	Transport, storage & communication	13	11	76	148
	Banking, insurance, professional and support services	20	16	64	236
	Public Admin, Education, Health	29	19	52	757
	Other activities	25	18	57	111
Size of workplace	Part of larger organisation: 1-9	30	12	58	144
	Part of larger organisation: 10-49	27	20	53	358
	Part of larger organisation: 50-249	18	20	61	371
	Part of larger organisation: 250+	18	15	67	384
	Single site: 1-9	33	18	48	122
	Single site: 10-49	27	20	53	211
	Single site: 50-249	20	17	64	111
	Single site: 250+	22	22	57	77

Base: All employees (Core sample)

Missing values: don't know / refusal

Row per cent

Table C4.2 Importance of availability of flexible working arrangements when initially deciding to work for employer - parents

		Very important	Quite important	Not important	Unweighted bases
All parent employees (boost sample)		32	16	52	1358
Gender and parent status	Male with dependent children	17	15	68	550
	Female with dependent children	47	17	36	808
Family status	Lone parent	46	20	34	243
	Couple parent	31	15	54	1102
Gender and partnership status	Coupled mother	47	16	37	592
	Lone mother	50	18	32	210
	Coupled father	16	14	69	510
	Lone father	[25]	[31]	[44]	33
Family employment status	Lone parent earner with children	46	20	34	243
	Single earner couple with children	21	16	63	271
	Dual earner couple with children	34	15	51	828
Age of youngest child	Dependent children under 6	32	14	54	578
	Dependent children aged 6 to 11	35	18	47	391
	Dependent children aged 12 and over	32	16	52	389

Base: All parent employees (Boost sample)

Missing values: don't know / refusal

Row per cent

Table C4.3 Importance of availability of flexible working arrangements when initially deciding to work for employer - carers

		Very important	Quite important	Not important	<i>Unweighted bases</i>
All carers (boost sample)		31	18	51	821
Carer status	Child	38	14	48	85
	Relative in any household or non-relative adult in this household	30	19	51	669
	Non-relative adult in another household	34	18	48	67
Full-time or part-time worker	Part-time	52	20	28	262
	Full-time	22	18	60	551
Gender	Female	39	19	42	536
	Male	21	18	61	285
Parental status	Parent	38	15	47	298
	Non-parent	27	20	53	522
Age	16-44	35	21	44	248
	45-54	27	18	55	316
	55+	28	14	59	243

Base: All carer employees (Boost sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C4.4 Importance of availability of flexible working now

		Very important	Quite important	Not important	Unweighted bases
All employees (Core sample)		31	26	43	1864
Gender	Female	40	26	35	1091
	Male	23	26	50	1091
Age	16-24	25	27	48	111
	25-39	37	26	37	489
	40-49	32	26	42	553
	50-59	27	25	49	502
	60+	31	27	42	175
	Ethnicity	White	31	25	44
	Non-white	39	33	28	150
Parental status	Parent	42	27	31	772
	Non-parent	25	26	49	1092
Highest qualification level	None	23	20	57	151
	GCSEs/O Level/CSEs	26	28	47	373
	A Levels	30	30	40	291
	Degree/Professional qualifications	38	24	38	357
	Postgraduate degree	33	26	41	282
	Other vocational or academic qualifications, level not specified	31	25	44	252
	Other	44	24	32	119
Household income	Under £15,000	34	28	38	160
	£15,000 - £24,999	30	28	42	267
	£25,000 - £34,999	26	32	41	245
	£35,000 - £44,999	37	25	37	213
	£45,000 or more	34	23	43	506

Table C4.4 Importance of availability of flexible working now

		Very important	Quite important	Not important	Unweighted bases
Carer status	Yes, child	[50]	[19]	[31]	33
	Yes, relative in any household or non-relative adult in this household	40	27	33	315
	Yes, non-relative adult in another household	[38]	[37]	[25]	31
	No	29	26	45	1485
Disability status	No	31	26	43	1587
	Yes	33	28	39	251
Religion or faith	None	31	24	45	563
	Christian	31	27	43	1170
	Other	40	29	31	98
Region	South	33	25	42	844
	North	29	29	42	412
	Midlands	34	24	43	312
	Wales	27	30	43	107
	Scotland	28	26	46	189
Full-time or part-time worker	Part-time	50	28	22	534
	Full-time	25	25	50	1312
Work status and gender	Male full-time	21	26	54	676
	Female full-time	31	24	44	636
	Male part-time	41	32	27	90
	Female part-time	53	27	20	444
Level of responsibility	Manager/supervisor	33	25	43	694
	Not manager/supervisor	31	27	42	1152
Time with current employer	Less than 6 months	30	17	53	84
	6 to 11 months	37	13	50	54

Table C4.4 Importance of availability of flexible working now

		Very important	Quite important	Not important	<i>Unweighted bases</i>
	1 year to 4 years	32	26	42	536
	5 to 9 years	33	27	39	474
	10 years or more	29	28	44	716
Flexible worker status	Part-time only	41	30	29	250
	Part-time and flexible working	53	25	22	361
	Flexible working other than part-time	39	29	32	448
	No part-time or flexible working	15	24	61	594
Tenure	Permanent	31	26	43	1741
	Temporary - seasonal, agency or casual	[31]	[37]	[32]	34
	Fixed term	29	24	47	69
	Other	*	*	*	16
Trade union membership	TU/SA member	28	27	45	630
	Not TU/SA member	33	25	42	1210
Socio-economic classification	Managerial and professional occupations	34	24	42	888
	Intermediate occupations	37	23	40	274
	Routine and manual occupations	27	29	44	667
Sector	Private	29	27	44	1130
	Public	37	24	39	691
Industry	Manufacturing	21	22	57	182
	Construction	15	29	56	58
	Distribution, retail, hotels & restaurants	35	29	36	305
	Transport, storage & communication	27	26	47	149
	Banking, insurance, professional and support services	30	28	42	235

Table C4.4 Importance of availability of flexible working now

		Very important	Quite important	Not important	<i>Unweighted bases</i>
	Public Admin, Education, Health	38	24	38	757
	Other activities	31	25	44	112
Size of workplace	Part of larger organisation: 1-9	27	30	42	144
	Part of larger organisation: 10-49	33	27	41	357
	Part of larger organisation: 50-249	28	26	46	373
	Part of larger organisation: 250+	33	26	42	387
	Single site: 1-9	41	22	37	123
	Single site: 10-49	32	25	43	210
	Single site: 50-249	22	25	52	111
	Single site: 250+	34	34	31	78

Base: All employees (Core sample)

Missing values: don't know / refusal

Row per cent

Table C4.5 Importance of availability of flexible working now - parents

		Very important	Quite important	Not important	Unweighted bases
All parent employees (boost sample)		43	27	30	1361
Gender and parent status	Male with dependent children	28	31	42	554
	Female with dependent children	58	23	19	807
Family status	Lone parent	50	26	23	243
	Couple parent	42	27	31	1105
Gender and partnership status	Coupled mother	59	23	18	591
	Lone mother	54	23	23	210
	Coupled father	27	31	42	514
Family employment status	Lone father	[33]	[41]	[26]	33
	Lone parent earner with children	50	26	23	243
	Single earner couple with children	32	27	41	272
	Dual earner couple with children	46	27	28	830
Age of youngest child	Dependent children under 6	50	25	25	579
	Dependent children aged 6 to 11	44	27	29	392
	Dependent children aged 12 and over	30	30	40	390

Base: All parent employees (boost sample)

Missing values: don't know / refusal

Row per cent

Table C4.6 Importance of availability of flexible working arrangements now - carers

		Very important	Quite important	Not important	<i>Unweighted bases</i>
All carers (boost sample)		40	27	33	824
Carer status	Yes, child	44	21	35	85
	Yes, relative in any household or non-relative adult in this household	38	28	34	671
	Yes, non-relative adult in another household	51	26	23	68
Full-time or part-time worker	Part-time	54	28	18	263
	Full-time	34	26	40	553
Gender	Female	44	29	27	537
	Male	34	25	41	287
Parental status	Parent	45	25	30	300
	Non-parent	37	28	35	523
Age	16-24	44	28	29	248
	45-54	35	30	36	318
	55+	37	23	41	244

Base: All carer employees (Boost sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C4.7 Satisfaction with current working arrangements

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Unweighted bases
All employees (Core sample)		37	48	8	6	2	1873
Gender	Female	40	46	6	6	2	1096
	Male	34	50	9	6	2	777
Age	16-24	34	48	12	4	1	111
	25-39	35	50	7	7	1	490
	40-49	38	45	9	5	3	555
	50-59	36	47	6	9	2	504
	60+	51	43	3	3		179
Ethnicity	White	37	48	7	6	2	1694
	Non-white	32	49	8	8	4	150
Parental status	Parent	39	49	6	5	1	773
	Non-parent	36	47	8	7	2	773
Highest qualification level	None	35	52	6	5	2	153
	GCSEs/O Level/CSEs	40	47	5	7	2	373
	A Levels	35	54	6	4	0	293
	Degree/Professional qualifications	38	44	10	7	2	358
	Postgraduate degree	35	45	10	6	3	283
	Other vocational or academic qualifications, level not specified	39	46	7	7	2	254
	Other	32	45	10	10	3	119

Table C4.7 Satisfaction with current working arrangements

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Unweighted bases
Household income	Under £15,000	36	51	5	5	2	160
	£15,000 - £24,999	38	45	6	7	4	269
	£25,000 - £34,999	34	54	6	5	1	246
	£35,000 - £44,999	38	47	7	7	1	213
	£45,000 or more	37	45	10	5	3	507
Carer status	Yes, child	[46]	[42]	[2]	[10]		33
	Yes, relative in any household or non-relative adult in this household	35	47	6	10	1	316
	Yes, non-relative adult in another household	[28]	[49]	[22]			33
	No	37	48	8	6	2	1491
Disability status	No	37	48	8	6	1	1595
	Yes	35	46	6	9	5	252
Religion or faith	None	36	47	9	6	2	566
	Christian	38	47	6	7	1	1175
	Other	31	51	10	5	4	99
Region	South	36	47	8	7	2	849
	North	35	49	8	7	1	414
	Midlands	37	50	7	4	2	313
	Wales	47	45	4	2	1	107
	Scotland	37	47	10	4	1	190
Full-time or part-time worker	Part-time	45	44	8	3	1	537
	Full-time	34	49	8	7	2	1317

Table C4.7 Satisfaction with current working arrangements

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Unweighted bases
Level of responsibility	Manager/supervisor	36	49	8	6	2	696
	Not manager/supervisor	38	47	7	6	2	1159
Time with current employer	Less than 6 months	32	51	9	5	3	85
	6 to 11 months	40	48	5	1	5	54
	1 year to 4 years	35	47	8	8	1	537
	5 to 9 years	39	46	8	4	2	476
	10 years or more	37	49	6	7	1	721
Flexible worker status	Part-time only	37	46	8	8	2	251
	Part-time and flexible working	46	45	7	1	2	364
	Flexible working other than part-time	40	46	8	4	2	450
	No part-time or flexible working	31	52	8	9	1	597
Tenure	Permanent	37	49	7	6	1	1749
	Temp, fixed or other	32	38	14	9	8	120
Trade union membership	TU/SA member	36	47	7	8	2	633
	Not TU/SA member	37	48	8	5	2	1216
Socio-economic classification	Managerial and professional occupations	38	46	8	6	2	891
	Intermediate occupations	40	43	11	5	1	273
	Routine and manual	34	51	7	7	2	674

Table C4.7 Satisfaction with current working arrangements

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Unweighted bases
	occupations						
Sector	Private	35	49	8	6	2	1135
	Public	41	44	7	6	2	694
Industry	Manufacturing	37	48	5	8	2	183
	Construction	30	53	5	12		58
	Distribution, retail, hotels & restaurants	31	54	9	5	1	307
	Transport, storage & communication	41	39	8	9	3	149
	Banking, insurance, professional and support services	35	47	10	4	4	236
	Public Admin, Education, Health	41	47	6	6	1	762
	Other activities	42	37	12	7	2	112
Size of workplace	Part of larger organisation: 1-9	40	40	14	3	3	146
	Part of larger organisation: 10-49	39	47	6	6	2	359
	Part of larger organisation: 50-249	26	56	8	8	1	373
	Part of larger organisation: 250+	39	41	8	10	2	388
	Single site: 1-9	43	47	6	3	1	124
	Single site: 10-49	38	52	7	1	2	212
	Single site: 50-249	34	52	6	6	1	111
	Single site: 250+	44	46	5	5		78

Base: All employees (Core sample)

Missing values: don't know / refusal

Row per cent

Table C4.8 Attitudes towards work-life balance: It is not the employer's responsibility to help people balance their work and life

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
All employees (Core sample)		4	22	20	39	15	1854
Gender	Female	3	23	20	39	14	1087
	Male	4	22	20	39	15	767
Age	16-24	2	27	34	31	7	111
	25-39	4	20	18	43	14	488
	40-49	2	22	17	41	18	554
	50-59	3	24	15	39	19	503
	60+	10	22	19	40	9	176
	Ethnicity	White	4	22	20	40	13
	Non-white	3	23	12	35	26	149
Parental status	Parent	3	20	17	42	18	771
	Non-parent	4	24	22	38	13	1083
Highest qualification level	None	9	27	20	39	6	151
	GCSEs/O Level/CSEs	5	26	24	34	11	373
	A Levels	2	25	20	40	12	292
	Degree/Professional qualifications	2	18	17	44	19	358
	Postgraduate degree	5	16	14	42	24	281
	Other vocational or academic qualifications, level not specified	1	25	24	37	13	252
	Other	5	19	20	43	13	119
Household income	Under £15,000	6	25	19	40	11	159

Table C4.8 Attitudes towards work-life balance: It is not the employer's responsibility to help people balance their work and life

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
	£15,000 - £24,999	4	25	18	37	17	268
	£25,000 - £34,999	3	25	21	39	12	244
	£35,000 - £44,999	2	22	21	39	16	213
	£45,000 or more	2	16	17	45	20	508
Carer status	Yes, carer	3	21	19	38	18	381
	No	4	23	20	40	14	1473
Disability status	No	4	23	20	40	14	1587
	Yes	4	20	20	35	21	252
Religion or faith	None	4	19	26	39	12	564
	Christian	3	24	17	40	15	1170
	Other	3	29	7	38	22	99
Region	South	4	23	20	38	15	840
	North	2	21	19	40	17	413
	Midlands	5	22	19	42	12	311
	Wales	2	25	17	40	15	104
	Scotland	3	23	21	40	13	186
Full-time or part-time worker	Part-time	5	23	25	35	12	534
	Full-time	3	22	18	41	16	1303
Level of responsibility	Manager/supervisor	2	22	14	43	18	694
	Not manager/supervisor	4	23	23	37	13	1153
Time with current employer	Less than 6 months	3	19	26	35	16	84
	6 to 11 months		33	17	39	11	52

Table C4.8 Attitudes towards work-life balance: It is not the employer's responsibility to help people balance their work and life

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
	1 year to 4 years	4	24	20	39	13	536
	5 to 9 years	2	19	20	44	14	468
	10 years or more	5	23	18	37	17	714
Flexible worker status	Part-time only	4	20	30	34	12	250
	Part-time and flexible working	5	23	22	35	14	360
	Flexible working other than part-time	3	18	16	42	21	450
	No part-time or flexible working	2	26	18	42	12	588
Tenure	Permanent	3	22	20	39	15	1730
	Temp, fixed or other	5	24	19	41	11	120
Trade union membership	TU/SA member	4	17	16	43	21	631
	Not TU/SA member	4	25	21	38	12	1211
Socio-economic classification	Managerial and professional occupations	3	19	16	43	19	887
	Intermediate occupations	3	18	24	41	14	273
	Routine and manual occupations	4	29	22	34	10	670
Sector	Private	3	24	20	38	13	1129
	Public	4	18	19	42	17	692
Industry	Manufacturing	3	27	18	38	14	181
	Construction	11	31	14	33	11	58
	Distribution, retail, hotels &	1	26	25	38	9	307

Table C4.8 Attitudes towards work-life balance: It is not the employer's responsibility to help people balance their work and life

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
	restaurants						
	Transport, storage & communication	5	22	27	32	14	147
	Banking, insurance, professional and support services	3	18	18	44	17	234
	Public Admin, Education, Health	4	19	16	43	18	760
Size of workplace	Part of larger organisation: 1-9	4	28	29	28	12	145
	Part of larger organisation: 10-49	5	23	18	39	14	358
	Part of larger organisation: 50-249	3	23	19	40	15	372
	Part of larger organisation: 250+	2	19	16	44	19	387
	Single site: 1-9	6	22	26	37	9	123
	Single site: 10-49	5	25	22	36	11	210
	Single site: 50-249	4	17	21	45	13	111
	Single site: 250+	3	13	22	42	20	78

Base: All employees (Core sample)

Missing values: don't know / refusal

Row per cent

Table C4.9 Parents' attitudes towards work-life balance: It is not the employer's responsibility to help people balance their work and life

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
All parents (boost sample)		4	22	16	41	17	1359
Gender and parent status	Male with dependent children	4	24	16	40	16	550
	Female with dependent children	3	21	16	41	18	809
Family status	Lone parent	5	26	19	33	17	244
	Couple parent	3	22	16	42	17	1107
Gender and partnership status	Coupled mother	3	20	15	43	18	594
	Lone mother	4	23	21	33	19	211
	Coupled father	3	23	17	40	16	513
	Lone father	[15]	[37]	[5]	[33]	[10]	33
Family employment status	Lone parent earner with children	5	26	19	33	17	244
	Single earner couple with children	4	23	18	38	17	271
	Dual earner couple with children	3	21	15	43	17	833
Work status and gender	Male full-time	3	23	16	41	17	506
	Female full-time	2	20	16	39	22	419
	Male part-time	[17]	[36]	[19]	[23]	[4]	40
	Female part-time	4	22	17	42	15	385
Age of youngest child	Dependent children under 6	4	18	14	45	18	244
	Dependent children aged 6 to 11	3	25	17	38	16	271
	Dependent children aged 12 and over	3	26	19	35	17	833

Base: All parent employees (Boost sample)

Missing values: don't know / refusal

Row per cent

Table C4.10 Attitudes to work-life balance: Having more choice in working arrangements improves workplace morale

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
All employees (Core sample)		38	52	6	4	1	1857
Gender	Female	40	51	6	3	1	1089
	Male	37	53	5	5	1	768
Age	16-24	22	67	11			110
	25-39	45	48	3	3	1	490
	40-49	42	49	4	4	1	552
	50-59	38	49	6	6	1	503
	60+	27	56	9	6	1	179
Ethnicity	White	37	52	6	4	1	1691
	Non-white	48	49	1	0	1	148
Parental status	Parent	44	49	3	3	1	768
	Non-parent	35	53	7	4	1	1089
Highest qualification level	None	19	63	7	11		153
	GCSEs/O Level/CSEs	33	56	7	4	1	372
	A Levels	37	52	9	2	0	292
	Degree/Professional qualifications	47	49	3	1	0	358
	Postgraduate degree	51	38	4	6	1	283
	Other vocational or academic qualifications, level not specified	36	54	5	3	1	252
	Other	33	58	6	2	1	119
Household	Under £15,000	37	50	9	3		158

Table C4.10 Attitudes to work-life balance: Having more choice in working arrangements improves workplace morale

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
income							
	£15,000 - £24,999	38	50	6	3	2	268
	£25,000 - £34,999	38	56	2	4	0	246
	£35,000 - £44,999	37	54	4	5	0	213
	£45,000 or more	49	42	5	3	1	507
Carer status	Yes, child	[43]	[47]	[5]	[4]		33
	Yes, relative in any household or non-relative adult in this household	44	46	5	4	1	314
	Yes, non-relative adult in another household	[46]	[52]	[2]			33
	No	37	53	6	4	1	1477
Disability status	No	38	52	6	4	1	1591
	Yes	39	49	6	4	2	252
Religion or faith	None	38	52	6	3	0	564
	Christian	38	51	6	4	1	1174
	Other	39	56	3	2		97
Region	South	39	51	7	3	1	839
	North	39	50	6	4	0	414
	Midlands	30	59	6	3	1	311
	Wales	41	52	1	7		105
	Scotland	44	46	3	6	1	188
Full-time or part-time worker	Part-time	36	55	6	2	0	532
	Full-time	39	50	6	4	1	1307
Level of responsibility	Manager/supervisor	42	48	5	4	1	695

Table C4.10 Attitudes to work-life balance: Having more choice in working arrangements improves workplace morale

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
	Not manager/supervisor	36	54	6	4	0	1155
Time with current employer	Less than 6 months	26	65	8	0	1	84
	6 to 11 months	46	43	2	10		52
	1 year to 4 years	36	53	7	4	1	534
	5 to 9 years	40	52	5	3	0	472
	10 years or more	41	49	5	5	1	715
Flexible worker status	Part-time only	32	57	8	3	1	250
	Part-time and flexible working	42	50	5	2	0	359
	Flexible working other than part-time	50	43	4	2	1	451
	No part-time or flexible working	33	55	6	5	0	589
Tenure	Permanent	38	52	6	3	1	1733
	Temporary - seasonal, agency or casual	[29]	[59]	[5]	[8]		34
	Fixed term	34	55	2	6	3	70
	Other	*	*				16
Trade union membership	TU/SA member	46	46	4	3	0	633
	Not TU/SA member	35	54	6	4	1	1211
Socio-economic classification	Managerial and professional occupations	47	43	5	4	1	888
	Intermediate occupations	34	60	4	1	1	274
	Routine and manual	29	59	7	4	0	671

Table C4.10 Attitudes to work-life balance: Having more choice in working arrangements improves workplace morale

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
	occupations						
Sector	Private	37	53	5	4	1	1130
	Public	43	47	7	3	1	694
Industry	Manufacturing	34	56	6	4	1	182
	Construction	20	60	12	7	1	58
	Distribution, retail, hotels & restaurants	32	57	7	3	1	306
	Transport, storage & communication	39	50	7	3	1	149
	Banking, insurance, professional and support services	46	44	3	6	1	236
	Public Admin, Education, Health	42	49	5	3	0	760
	Other activities	42	49	7	2		111
Size of workplace	Part of larger organisation: 1-9	35	55	7	2	1	146
	Part of larger organisation: 10-49	35	54	7	3	1	358
	Part of larger organisation: 50-249	40	49	4	6	1	372
	Part of larger organisation: 250+	44	49	4	3		388
	Single site: 1-9	34	52	10	3	1	124
	Single site: 10-49	29	62	6	3		210
	Single site: 50-249	44	42	10	5		111
	Single site: 250+	53	43	1	1	2	78

Base: All employees (Core sample)

Missing values: don't know / refusal

Row per cent

Table C4.11 Parents' attitudes towards work-life balance: Having more choice in working arrangements improves workplace morale

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
All parents (boost sample)		41	51	4	3	1	1357
Gender and parent status	Male with dependent children	37	54	4	4	1	549
	Female with dependent children	46	48	4	2		808
Family status	Lone parent	44	46	6	3	1	243
	Couple parent	41	52	4	3	1	1106
Gender and partnership status	Coupled mother	45	49	3	2	1	594
	Lone mother	46	45	5	3		210
	Coupled father	37	54	4	4	1	512
	Lone father	[34]	[48]	[11]	[4]	[2]	33
Family employment status	Lone parent earner with children	44	46	6	3	1	243
	Single earner couple with children	39	53	4	3	1	273
	Dual earner couple with children	41	51	3	3	1	830
Work status and gender	Male full-time	38	53	4	4	1	506
	Female full-time	48	46	3	3	1	419
	Male part-time	[32]	[57]	[6]	[3]	[2]	39
	Female part-time	44	51	4	1		384

Base: All parent employees (Boost sample)

Missing values: don't know / refusal

Row per cent

Table C4.12 Attitudes to work-life balance: People who work flexibly create more work for others.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
All employees (Core sample)		7	28	22	35	9	1830
Gender	Female	6	24	22	37	10	1073
	Male	7	33	22	32	7	757
Age	16-24	9	27	27	35	4	111
	25-39	5	28	22	34	11	486
	40-49	8	26	21	35	11	542
	50-59	7	29	21	34	8	494
	60+	5	38	21	32	3	175
Ethnicity	White	7	27	23	36	8	1666
	Non-white	7	42	19	21	12	147
Parental status	Parent	5	28	20	36	12	758
	Non-parent	7	28	23	34	7	1072
Highest qualification level	None	7	41	18	28	6	149
	GCSEs/O Level/CSEs	7	31	27	27	7	367
	A Levels	6	28	19	38	8	288
	Degree/Professional qualifications	5	28	21	37	9	353
	Postgraduate degree	6	20	20	41	14	280
	Other vocational or academic qualifications, level not specified	8	25	22	37	8	252
	Other	9	30	31	23	7	114
Household income	Under £15,000	9	39	19	29	5	154

Table C4.12 Attitudes to work-life balance: People who work flexibly create more work for others.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
	£15,000 - £24,999	9	32	19	33	7	265
	£25,000 - £34,999	7	26	25	32	10	244
	£35,000 - £44,999	9	34	16	30	10	207
	£45,000 or more	5	21	24	39	12	505
Carer status	Yes, child	[3]	[51]	[14]	[26]	[7]	32
	Yes, relative in any household or non-relative adult in this household	10	30	24	27	10	309
	Yes, non-relative adult in another household	[13]	[44]	[8]	[25]	[10]	33
	No	6	27	22	36	8	1456
Disability status	No	7	28	22	35	8	1569
	Yes	5	32	23	28	12	247
Religion or faith	None	6	27	20	36	10	560
	Christian	7	28	23	34	8	1152
	Other	8	41	21	23	8	97
Region	South	6	29	21	34	9	829
	North	7	29	22	36	7	406
	Midlands	9	27	23	33	8	307
	Wales	4	30	19	38	8	102
	Scotland	4	24	25	36	11	186
Full-time or part-time worker	Part-time	9	30	22	30	9	524
	Full-time	5	28	22	36	9	1288
Level of responsibility	Manager/supervisor	7	25	22	36	11	688
	Not manager/supervisor	6	30	22	33	8	1136

Table C4.12 Attitudes to work-life balance: People who work flexibly create more work for others.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
	r						
Time with current employer	Less than 6 months	2	34	21	33	10	83
	6 to 11 months	14	21	18	40	8	52
	1 year to 4 years	6	30	23	33	8	528
	5 to 9 years	6	25	23	36	10	463
	10 years or more	8	28	21	35	8	704
Flexible worker status	Part-time only	7	31	26	30	6	244
	Part-time and flexible working	9	30	15	37	9	359
	Flexible working other than part-time	5	19	22	41	14	444
	No part-time or flexible working	6	32	23	31	7	580
Tenure	Permanent	7	28	22	35	8	1706
	Temporary - seasonal, agency or casual		[54]	[15]	[26]	[5]	34
	Fixed term	7	23	23	36	11	70
	Other	*	*	*	*	*	16
Trade union membership	TU/SA member	6	27	23	34	10	624
	Not TU/SA member	7	29	22	35	8	1194
Socio-economic classification	Managerial and professional occupations	5	24	22	38	11	880
	Intermediate occupations	4	18	25	44	9	270
	Routine and manual occupations	9	36	21	27	6	657

Table C4.12 Attitudes to work-life balance: People who work flexibly create more work for others.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
Sector	Private	7	29	22	35	7	1115
	Public	5	26	22	34	12	685
Industry	Manufacturing	6	27	27	33	6	180
	Construction	8	46	11	27	7	54
	Distribution, retail, hotels & restaurants	10	35	21	28	6	303
	Transport, storage & communication	7	24	22	36	11	147
	Banking, insurance, professional and support services	2	24	21	45	8	232
	Public Admin, Education, Health	6	26	22	35	11	750
	Other activities	5	26	24	36	9	111
Size of workplace	Part of larger organisation: 1-9	6	31	19	37	7	144
	Part of larger organisation: 10-49	10	28	23	26	13	354
	Part of larger organisation: 50-249	6	29	26	34	5	369
	Part of larger organisation: 250+	5	23	20	41	10	382
	Single site: 1-9	8	33	17	37	5	122
	Single site: 10-49	8	33	20	31	7	205
	Single site: 50-249	4	19	33	36	8	110
Single site: 250+	4	20	14	46	15	78	

Base: All employees (Core sample).

Missing values: don't know / refusal

Row per cent

Table C4.13 Parents' attitudes towards work-life balance: People who work flexibly create more work for others.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
All parent employees (Boost sample)		6	26	20	36	12	1340
Gender and parent status	Male with dependent children	6	29	22	33	9	545
	Female with dependent children	6	23	18	39	14	545
Family status	Lone parent	12	28	15	34	11	242
	Couple parent	5	26	21	36	12	1091
Gender and partnership status	Coupled mother	5	21	19	40	14	583
	Lone mother	10	28	16	35	11	209
	Coupled father	6	29	23	33	9	508
	Lone father	[24]	[25]	[11]	[30]	[10]	33
Family employment status	Lone parent earner with children	12	28	15	34	11	242
	Single earner couple with children	5	32	25	31	8	271
	Dual earner couple with children	6	23	20	38	13	817
Work status and gender	Male full-time	6	28	22	33	10	502
	Female full-time	5	24	19	39	13	410
	Male part-time	[4]	[37]	[19]	[36]	[4]	39
	Female part-time	7	22	18	39	14	380

Base: All parent employees (Boost sample)

Missing values: don't know / refusal

Row per cent.

Table C4.14 Attitudes to work-life balance: People who work flexibly are less likely to get promoted.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
All employees (Core sample)		6	26	24	37	7	1812
Gender	Female	6	22	25	40	7	1060
	Male	7	30	22	34	7	752
Age	16-24	3	28	24	40	5	110
	25-39	7	24	24	37	8	485
	40-49	8	26	23	36	7	537
	50-59	6	29	21	37	7	485
	60+	6	25	26	34	9	174
Ethnicity	White	5	26	24	38	7	1647
	Non-white	17	27	21	32	3	149
Parental status	Parent	8	27	21	37	7	754
	Non-parent	5	26	25	37	7	1058
Highest qualification level	None	7	32	18	38	5	148
	GCSEs/O Level/CSEs	5	20	29	41	6	361
	A Levels	6	29	21	36	7	290
	Degree/Professional qualifications	9	24	25	36	6	348
	Postgraduate degree	6	27	22	35	10	279
	Other vocational or academic qualifications, level not specified	7	28	21	36	8	246
	Other	7	28	22	35	7	115

Table C4.14 Attitudes to work-life balance: People who work flexibly are less likely to get promoted.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
Household income	Under £15,000	13	19	21	42	6	156
	£15,000 - £24,999	9	23	23	35	10	264
	£25,000 - £34,999	5	24	23	44	4	241
	£35,000 - £44,999	4	36	20	33	8	205
	£45,000 or more	6	29	22	34	9	496
Carer status	Yes, child	[4]	[39]	[16]	[39]	[2]	31
	Yes, relative in any household or non-relative adult in this household	7	27	22	34	9	305
	Yes, non-relative adult in another household	[11]	[13]	[23]	[45]	[8]	32
	No	6	26	24	37	7	1444
Disability status	No	6	26	23	38	7	1554
	Yes	9	27	27	29	9	246
Religion or faith	None	6	27	26	34	7	546
	Christian	5	27	22	39	7	1148
	Other	20	22	19	33	5	98
Region	South	8	28	23	35	6	819
	North	4	27	21	41	7	403
	Midlands	7	20	26	36	11	306
	Wales	5	21	19	45	9	101
	Scotland	6	27	30	33	4	183
Full-time or part-time worker	Part-time	8	24	26	34	8	516

Table C4.14 Attitudes to work-life balance: People who work flexibly are less likely to get promoted.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
	Full-time	6	27	23	38	7	1278
Level of responsibility	Manager/supervisor	7	25	20	39	9	681
	Not manager/supervisor	6	27	25	36	6	1126
Time with current employer	Less than 6 months	0	30	25	35	10	81
	6 to 11 months	8	31	14	36	11	52
	1 year to 4 years	6	30	24	34	6	524
	5 to 9 years	9	22	22	41	6	456
	10 years or more	6	24	25	38	8	699
Flexible worker status	Part-time only	9	29	32	25	6	245
	Part-time and flexible working	7	20	24	42	7	347
	Flexible working other than part-time	3	21	17	45	13	437
	No part-time or flexible working	6	32	23	35	4	580
Tenure	Permanent	6	26	23	37	7	1691
	Temporary - seasonal, agency or casual	[9]	[26]	[35]	[30]		34
	Fixed term	5	34	20	40	2	67
	Other	*	*	*	*	*	16
Trade union membership	TU/SA member	6	27	23	35	9	617
	Not TU/SA member	6	26	24	38	7	1184

Table C4.14 Attitudes to work-life balance: People who work flexibly are less likely to get promoted.

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
Socio-economic classification	Managerial and professional occupations	6	26	23	37	8	866
	Intermediate occupations	3	22	27	42	6	268
	Routine and manual occupations	8	28	23	34	6	658
Sector	Private	8	27	23	36	6	1106
	Public	4	24	25	38	9	675
Industry	Manufacturing	10	28	26	30	6	178
	Construction	9	23	20	40	8	55
	Distribution, retail, hotels & restaurants	7	26	21	39	8	305
	Transport, storage & communication	8	28	19	36	9	148
	Banking, insurance, professional and support services	5	27	24	38	6	228
	Public Admin, Education, Health	5	26	25	37	7	738
	Other activities	8	25	28	34	6	108
Size of workplace	Part of larger organisation: 1-9	6	22	32	35	5	143
	Part of larger organisation: 10-49	7	26	22	37	8	350
	Part of larger organisation: 50-249	7	28	22	36	6	362
	Part of larger organisation:	5	24	22	41	8	384

Table C4.14 Attitudes to work-life balance: People who work flexibly are less likely to get promoted.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
250+						
Single site: 1-9	5	29	23	36	7	120
Single site: 10-49	5	31	24	33	7	203
Single site: 50-249	7	20	30	34	10	105
Single site: 250+	6	20	23	44	7	78

Base: All employees (Core sample)

Missing values: don't know / refusal

Row per cent.

Table C4.15 Parents' attitudes towards work-life balance: People who work flexibly are less likely to get promoted

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Unweighted bases
All parent employees		7	28	21	37	7	1332
Gender and parent status	Male with dependent children	7	26	23	37	8	538
	Female with dependent children	7	30	19	37	6	794
Family status	Lone parent	7	28	20	36	10	238
	Couple parent	7	28	21	37	6	1087
Gender and partnership status	Coupled mother	6	31	20	38	5	586
	Lone mother	8	29	19	33	11	205
	Coupled father	7	26	23	36	8	501
	Lone father		[20]	[24]	[49]	[8]	33
Family employment status	Lone parent earner with children	7	28	20	36	10	238
	Single earner couple with children	6	26	22	37	8	268
	Dual earner couple with children	7	29	21	37	6	816
Work status and gender	Male full-time	7	27	24	36	7	498
	Female full-time	6	28	20	39	7	410
	Male part-time	[11]	[18]	[17]	[42]	[13]	36
	Female part-time	8	33	19	36	5	379

Base: All parent employees (Boost sample)

Missing values: don't know / refusal

Row per cent.

Table C5.1 Characteristics of parents by age of child

		Dependent children under 6	Dependent children aged 6 to 11	Dependent children aged 12+	Unweighted bases
All parent employees		46	28	26	1366
Gender	Female	41	29	30	811
	Male	51	27	22	555
Age	39 or under	74	19	6	574
	40-49	24	41	36	595
	50+	9	18	74	178
Ethnicity	White	45	28	27	1201
	Non-white	57	25	18	151
Highest qualification level	None	40	32	28	61
	GCSEs/O Level/CSEs	36	30	35	254
	A Levels	52	26	22	204
	Degree/Professional qualifications	58	23	19	307
	Postgraduate degree	47	30	23	236
	Other vocational or academic qualifications, level not specified	42	33	25	187
	Other	34	26	41	94
Household income	Under £15,000	53	22	25	97
	£15,000 - £24,999	41	32	26	192
	£25,000 - £34,999	51	26	24	179
	£35,000 - £44,999	51	28	21	162
	£45,000 or more	48	27	26	450

Table C5.1 Characteristics of parents by age of child

		Dependent children under 6	Dependent children aged 6 to 11	Dependent children aged 12+	Unweighted bases
Disability status	No	47	28	25	1210
	Yes	33	25	42	142
Religion or faith	None	58	21	21	431
	Christian	39	32	29	836
	Other	55	24	20	84
Region	South	48	28	24	612
	North	46	30	24	336
	Midlands	44	26	30	225
	Wales	43	23	34	75
	Scotland	44	28	28	118
Full-time or part-time worker	Part-time	45	31	23	428
	Full-time	46	27	27	930
Level of responsibility	Manager/supervisor	45	29	26	577
	Not manager/supervisor	47	27	26	778
Time with current employer	Less than 6 months	49	29	22	53
	6 to 11 months	52	28	19	50
	1 year to 4 years	50	27	23	403
	5 to 9 years	49	26	25	388
	10 years or more	38	31	31	471
Flexible worker status	Part-time only	45	28	27	175
	Part-time and flexible working	45	31	23	316
	Flexible working other than part-time	44	27	29	346
	No part-time or flexible working	49	24	26	377

Table C5.1 Characteristics of parents by age of child

		Dependent children under 6	Dependent children aged 6 to 11	Dependent children aged 12+	<i>Unweighted bases</i>	
Tenure	Permanent	47	27	26	1297	
	temp, fixed or other	37	38	25	66	
Trade union membership	TU/SA member	40	29	31	459	
	Not TU/SA member	49	27	24	893	
Socio-economic classification	Managerial and professional occupations	47	28	25	734	
	Intermediate occupations	52	26	22	200	
	Routine and manual occupations	42	29	29	415	
Sector	Private	49	27	24	786	
	Public	40	30	30	547	
Industry	Manufacturing	47	29	24	113	
	Construction	[50]	[32]	[18]	36	
	Distribution, retail, hotels & restaurants	50	22	28	193	
	Transport, storage & communication	50	34	16	112	
	Banking, insurance, professional and support services	51	27	22	192	
	Public Admin, Education, Health	40	29	30	614	
	Other activities	50	25	25	69	
	Size of workplace	Part of larger organisation: 1-9	40	28	32	87
		Part of larger organisation: 10-49	43	27	30	296
		Part of larger organisation: 50-249	47	26	27	276
Part of larger organisation: 250+		48	30	23	302	

Table C5.1 Characteristics of parents by age of child

	Dependent children under 6	Dependent children aged 6 to 11	Dependent children aged 12+	<i>Unweighted bases</i>
Single site: 1-9	40	31	29	85
Single site: 10-49	51	30	20	138
Single site: 50-249	41	31	29	77
Single site: 250+	53	26	20	56

Base: Parent employees (Boost sample)

Missing values: don't know / refusal,

Row per cent

Table C5.2 Characteristics of carers by type of responsibility

		Yes, child	Yes, relative in any household or non-relative adult in this household	Both	<i>Unweighted bases</i>
All carer employees		10	83	8	829
Gender	Female	10	83	7	540
	Male	9	83	8	289
Age	39 years or under	10	82	8	147
	40-49	15	77	8	261
	50+	5	88	7	407
Ethnicity	White	10	83	7	758
	Non-white	7	80	14	58
Highest qualification level	None	11	82	7	80
	GCSEs/O Level/CSEs	12	84	4	147
	A Levels	8	86	6	112
	Degree/Professional qualifications	10	82	9	155
	Postgraduate degree	10	78	12	103
	Other vocational or academic qualifications, level not specified	10	85	4	124
	Other	6	81	14	89
Household income	Under £15,000	3	85	12	68
	£15,000 - £24,999	12	76	13	138
	£25,000 - £34,999	12	86	2	122
	£35,000 - £44,999	15	78	7	95
	£45,000 or more	5	88	6	218
Disability status	No	11	82	8	662
	Yes	7	87	7	156

Table C5.2 Characteristics of carers by type of responsibility

		Yes, child	Yes, relative in any household or non-relative adult in this household	Both	<i>Unweighted bases</i>
Religion or faith	None	15	76	8	176
	Christian	8	85	7	584
	Other	9	79	11	53
Region	South	8	82	10	353
	North	12	84	4	208
	Midlands	12	82	7	143
	Wales	[13]	[84]	[3]	43
	Scotland	9	82	9	82
Full-time or part-time worker	Part-time	14	76	11	264
	Full-time	8	86	6	556
Level of responsibility	Manager/supervisor	11	82	7	329
	Not manager/supervisor	9	83	8	492
Time with current employer	Less than 12 months	7	79	14	60
	1 year to 4 years		82	8	196
	5 to 9 years	12	82	5	210
	10 years or more	9	84	7	362
Flexible worker status	Part-time only	16	75	8	130
	Part-time and flexible working	9	79	12	176
	Flexible working other than part-time	13	81	5	198
	No part-time or flexible working	8	87	5	246
Tenure	Permanent	9	83	8	762
	temp, fixed or other	14	82	4	64
Trade union	TU/SA member	11	84	5	320

Table C5.2 Characteristics of carers by type of responsibility

		Yes, child	Yes, relative in any household or non-relative adult in this household	Both	<i>Unweighted bases</i>
membership					
	Not TU/SA member	9	82	9	502
Socio-economic classification	Managerial and professional occupations	9	84	7	419
	Intermediate occupations	9	86	5	121
	Routine and manual occupations	11	80	9	275
Sector	Private	7	84	9	436
	Public	14	80	6	373
Industry	Manufacturing	7	84	9	71
	Construction	[5]	[83]	[12]	26
	Distribution, retail, hotels & restaurants	6	80	14	108
	Transport, storage & communication	10	84	6	50
	Banking, insurance, professional and support services	7	90	3	96
	Public Admin, Education, Health	12	81	6	414
	Other activities	[17]	[76]	[7]	42
	Size of workplace	Part of larger organisation: 1-9	5	78	17
	Part of larger organisation: 10-49	13	82	5	165
	Part of larger organisation: 50-249	15	77	8	165
	Part of larger organisation: 250+	6	86	8	191
	Single site: 1-9	11	79	11	59
	Single site: 10-49	8	87	5	74
	Single site: 50-249	[8]	[88]	[4]	45
	Single site: 250+	[5]	[94]	[1]	28

Base: Carer employees (Boost sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C5.3 Whether working time disrupted by child's illness in past 3 months

		Yes	No	<i>Unweighted bases</i>
All parent employees		29	71	1362
Gender	Female	31	69	809
	Male	27	73	553
Age	39 or under	32	68	573
	40-49	30	70	593
	50+	13	87	178
Ethnicity	White	29	71	1199
	Non-white	31	69	150
Highest qualification level	None	19	81	61
	GCSEs/O Level/CSEs	23	77	253
	A Levels	26	74	204
	Degree/Professional qualifications	34	66	307
	Postgraduate degree	38	62	234
	Other vocational or academic qualifications, level not specified	28	72	187
	Other	21	79	94
Household income	Under £15,000	34	66	97
	£15,000 - £24,999	28	72	191
	£25,000 - £34,999	30	70	178
	£35,000 - £44,999	26	74	162
	£45,000 or more	30	70	449
Carer status	Carer	33	67	301
	No	28	72	1061
Disability status	No	29	71	1207
	Yes	28	72	142

Table C5.3 Whether working time disrupted by child's illness in past 3 months

		Yes	No	<i>Unweighted bases</i>
Religion or faith	None	29	71	430
	Christian	29	71	836
	Other	30	70	82
Family status	Lone parent	35	65	244
	Couple parent	28	72	1106
Gender and partnership status	Coupled mother	30	70	592
	Lone mother	36	64	211
	Coupled father	27	73	514
	Lone father	[26]	[74]	33
Family employment status	Lone parent earner with children	35	65	244
	Single earner couple with children	22	78	272
	Dual earner couple with children	30	70	831
Region	South	29	71	609
	North	34	66	336
	Midlands	23	77	224
	Wales	33	67	75
	Scotland	22	78	118
Full-time or part-time worker	Part-time	29	71	426
	Full-time	29	71	928
Work status and gender	Male full-time	27	73	510
	Female full-time	32	68	418
	Male part-time	[23]	[77]	39
	Female part-time	30	70	387
Level of responsibility	Manager/supervisor	32	68	574

Table C5.3 Whether working time disrupted by child's illness in past 3 months

		Yes	No	<i>Unweighted bases</i>
	Not manager/supervisor	27	73	778
Length of service	Less than 12 months	25	75	103
	1 year to 4 years	31	69	402
	5 to 9 years	30	70	385
	10 years or more	27	73	471
Flexible worker status	Part-time only	26	74	174
	Part-time and flexible working	32	68	315
	Flexible working other than part-time	34	66	346
	No part-time or flexible working	25	75	375
Tenure	Permanent	29	71	1293
	Temp, fixed or other	28	72	66
Trade union membership	TU/SA member	29	71	457
	Not TU/SA member	29	71	892
Socio-economic classification	Managerial and professional occupations	33	67	731
	Intermediate occupations	31	69	200
	Routine and manual occupations	22	78	415
Sector	Private	27	73	784
	Public	33	67	546
Industry	Manufacturing	33	67	113
	Construction	[20]	[80]	36
	Distribution, retail, hotels & restaurants	21	79	192
	Transport, storage & communication	29	71	112
	Banking, insurance, professional and support services	28	72	192
	Public Admin, Education, Health	33	67	613
	Other activities	26	74	68

Table C5.3 Whether working time disrupted by child's illness in past 3 months

		Yes	No	<i>Unweighted bases</i>
Size of workplace	Part of larger organisation: 1-9	32	68	86
	Part of larger organisation: 10-49	26	74	294
	Part of larger organisation: 50-249	28	72	276
	Part of larger organisation: 250+	29	71	302
	Single site: 1-9	36	64	85
	Single site: 10-49	30	70	138
	Single site: 50-249	33	67	77
	Single site: 250+	23	77	56
Age of youngest child	Dependent children under 6	34	66	581
	Dependent children aged 6 to 11	31	69	389
	Dependent children aged 12 and over	17	83	392

Base: Parent employees (Boost sample)

Missing values: don't know / refusal

Row per cent

Table C5.4 Arrangements when working time disrupted due to child's illness in past 3 months

		Worked flexibly, including from home	Arranged care, including child's other parent and formal or informal childcare	Took paid or unpaid leave	A combination of arranging care and taking leave	Other	Unweighted base
All parent employees who had working time disrupted (boost sample)		30	19	31	16	5	412
Gender	Female	25	18	35	17	5	258
	Male	35	21	26	14	4	152
Age	under 39	30	18	29	18	5	195
	40+	30	21	33	12	4	213
Age of child	Dependent children under 6	26	20	29	20	5	209
	Dependent children aged 6 to 11	34	21	27	13	5	128
	Dependent children aged 12 and over	33	14	44	7	2	73
Ethnicity	White	31	15	33	16	5	358
	Non-white	[18]	[48]	[15]	[15]	[4]	49
Highest qualification level	None	*	*	*		*	10
	GCSEs/O Level/CSEs	30	16	33	14	7	59
	A Levels	27	19	32	16	6	55
	Degree/Professional qualifications	27	19	33	17	4	113
	Postgraduate degree	39	17	21	17	6	91
	Other vocational or academic qualifications, level not specified	27	20	38	13	1	54

Table C5.4 Arrangements when working time disrupted due to child's illness in past 3 months

		Worked flexibly, including from home	Arranged care, including child's other parent and formal or informal childcare	Took paid or unpaid leave	A combination of arranging care and taking leave	Other	<i>Unweighted base</i>
	Other	*	*	*	*	*	22
Household income	Under £24,999	28	23	34	13	2	94
	£25,000 - £44,999	25	15	34	18	8	101
	£45,000 or more	36	18	23	19	3	140
Carer status	Carer	27	21	36	15	1	104
	No	31	19	29	16	6	306
Disability status	No	30	19	31	15	5	362
	Yes	[24]	[20]	[34]	[19]	[3]	45
Religion or faith	None	32	16	32	16	4	136
	Christian	31	19	31	14	5	246
	Other	[11]	[39]	[24]	[23]	[3]	26
Family status	Lone parent	30	11	39	15	5	94
	Couple parent	30	21	30	16	5	315
Gender and partnership status	Coupled mother	24	20	33	17	5	173
	Lone mother	27	13	40	15	5	84
	Coupled father	35	22	26	14	4	142
	Lone father	*		*	*	*	10
Family employment status	Lone parent earner with children	30	11	39	15	5	94

Table C5.4 Arrangements when working time disrupted due to child's illness in past 3 months

		Worked flexibly, including from home	Arranged care, including child's other parent and formal or informal childcare	Took paid or unpaid leave	A combination of arranging care and taking leave	Other	Unweighted base
	Single earner couple with children	43	18	27	9	3	57
	Dual earner couple with children	26	21	30	17	5	257
Region	South	38	18	24	14	6	182
	North	23	19	32	21	6	119
	Midlands	31	19	41	8	1	52
	Wales	[19]	[30]	[35]	[17]		25
	Scotland	[10]	[20]	[43]	[23]	[5]	32
Full-time or part-time worker	Part-time	25	21	33	16	5	127
	Full-time	31	19	30	16	5	281
Work status and gender	Male full-time	35	18	28	15	4	144
	Female full-time	25	20	33	17	5	137
	Male part-time	*	*			*	7
	Female part-time	25	16	36	18	5	120
Level of responsibility	Manager/supervisor	33	23	24	16	3	189
	Not manager/supervisor	27	16	36	15	6	218
Time with current employer	Less than 12 months	[25]	[24]	[24]	[25]	[1]	27
	1 year to 4 years	28	19	32	15	6	130

Table C5.4 Arrangements when working time disrupted due to child's illness in past 3 months

		Worked flexibly, including from home	Arranged care, including child's other parent and formal or informal childcare	Took paid or unpaid leave	A combination of arranging care and taking leave	Other	Unweighted base
	5 to 9 years	26	25	31	11	7	124
	10 years or more	35	14	31	19	2	129
Flexible worker status	Part-time only	[20]	[14]	[38]	[19]	[9]	44
	Part-time and flexible working	27	22	31	18	2	104
	Flexible working other than part-time	42	16	23	18	1	119
	No part-time or flexible working	17	23	40	15	6	101
Tenure	Permanent	29	20	31	16	4	386
	temp, fixed or other	*	*	*	*	*	23
Trade union membership	TU/SA member	17	20	42	19	2	137
	Not TU/SA member	35	19	26	14	6	271
Socio-economic classification	Managerial and professional occupations	35	19	25	18	4	252
	Intermediate occupations	12	22	47	14	5	63
	Routine and manual occupations	27	19	36	11	6	92
Sector	Private	36	20	28	10	5	214
	Public	20	18	34	24	4	188
Industry	Manufacturing	[34]	[17]	[36]	[10]	[5]	37
	Construction	*	*	*	*	*	7

Table C5.4 Arrangements when working time disrupted due to child's illness in past 3 months

		Worked flexibly, including from home	Arranged care, including child's other parent and formal or informal childcare	Took paid or unpaid leave	A combination of arranging care and taking leave	Other	Unweighted base
	Distribution, retail, hotels & restaurants	[31]	[30]	[28]	[9]	[1]	43
	Transport, storage & communication	[44]	[15]	[30]	[9]	[3]	30
	Banking, insurance, professional and support services	47	7	24	16	5	56
	Public Admin, Education, Health	17	21	35	22	6	207
	Other activities	*	*	*	*		20
Size of workplace	Part of larger organisation: 1-49	20	16	37	24	4	109
	Part of larger organisation: 50+	30	20	29	16	5	174
	Single site: 1-49	36	24	25	9	5	72
	Single site: 50+	[43]	[18]	[27]	[5]	[7]	43

Base: Parent employees who had working time disrupted (Boost sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C5.5 Whether father took time off for antenatal appointments

		Yes	No	<i>Unweighted bases</i>
All parent employees with child aged under 6 (boost sample)		54	46	577
Household income	Under £24,999	41	59	110
	£25,000 - £44,999	56	44	158
	£45,000 or more	65	35	207
Carer in household	Yes	40	60	78
	No	56	44	494
Disabled adult in household	No	55	45	524
	Yes	[45]	[55]	42
Family status	Lone parent	21	79	56
	Couple parent	57	43	512
Family employment status	Lone parent earner with children	21	79	56
	Single earner couple with children	49	51	149
	Dual earner couple with children	60	40	362
Region	South	53	47	265
	North	55	45	140
	Midlands	60	40	93
	Wales	[47]	[53]	30
	Scotland	[51]	[49]	44

Base: Male employees with child under 6, or female employees with child under 6 asked about their partners' time off (Parent employees - Boost sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C5.6 How many antenatal appointments were attended and how time off was taken (fathers)

How many appointments father attended	%
1	6
2	29
3	21
4	10
5	8
6	10
7	1
8	3
10	6
12	1
Don't know	6
How father took time off	%
Paid time off in additional to annual leave	39
Annual leave	29
Time off in lieu	24
Unpaid leave	9
Sick leave	2
Other	6
<i>Unweighted base</i>	155

Base: Male employees with child under 6 who had time off for antenatal appointment (Parents Boost sample)

Missing values: don't know / refusal

Row per cent

Table C5.7 Parental leave in past 12 months

In the last 12 months and with your current employer, have you taken any parental leave?

		Yes	No	<i>Unweighted bases</i>
Parent employees with children aged under 6		11	89	579
Gender	Female	10	90	298
	Male	12	88	281
Age	under 40	11	89	403
	40+	10	90	170
Ethnicity	White	11	89	495
	Non-white	13	87	80
Highest qualification	None or other, inc voc/acad level not specified	6	94	125
	GCSEs/O Level/CSEs	18	82	82
	A Levels	11	89	95
	Degree/Professional qualifications	10	90	164
	Postgraduate degree	11	89	107
Annual household income	Under £24,999	15	85	110
	£25,000 - £44,999	13	87	161
	£45,000 or more	7	93	210
Caring responsibilities	Yes	14	86	79
	No	10	90	500
Disability status	No	11	89	530
	Yes	[11]	[89]	43
Religion or faith	None	11	89	223
	Christian	10	90	311
	Other	[15]	[85]	41
Family status	Lone parent	20	80	58
	Couple parent	10	90	517

Table C5.7 Parental leave in past 12 months

In the last 12 months and with your current employer, have you taken any parental leave?

		Yes	No	<i>Unweighted bases</i>
Gender and partnership status	Coupled mother	8	92	246
	Lone mother	21	79	51
	Coupled father	12	88	271
	Lone father	*	*	7
Family employment status	Lone parent earner with children	20	80	58
	Single earner couple with children	9	91	152
	Dual earner couple with children	11	89	364
Region	South	10	90	270
	North	10	90	143
	Midlands	14	86	93
	Wales	[17]	[83]	30
	Scotland	[4]	[96]	43
Full-time or part-time worker	Part-time	13	87	179
	Full-time	10	90	397
Level of responsibility	Manager/supervisor	12	88	242
	Not manager/supervisor	10	90	334
Time with current employer	Less than 12 months	[8]	[92]	46
	1 year to 4 years	9	91	186
	5 to 9 years	13	87	169
	10 years or more	11	89	177
Flexible worker status	Part-time only	15	85	73
	Part-time and flexible working	11	89	134
	Flexible working other than part-time	14	86	143
	No part-time or flexible working	8	92	170

Table C5.7 Parental leave in past 12 months

In the last 12 months and with your current employer, have you taken any parental leave?

		Yes	No	<i>Unweighted bases</i>
	Permanent	11	89	556
	Temp, fixed or other	*	*	23
Trade union membership	TU/SA member	11	89	172
	Not TU/SA member	11	89	403
Socio-economic classification	Managerial and professional occupations	11	89	326
	Intermediate occupations	6	94	91
	Routine and manual occupations	12	88	158
Sector	Private	11	89	363
	Public	11	89	205
Industry	Manufacturing	6	94	56
	Construction	*	*	15
	Distribution, retail, hotels & restaurants	14	86	91
	Transport, storage & communication	[10]	[90]	49
	Banking, insurance, professional and support services	10	90	98
	Public Admin, Education, Health	10	90	229
	Other activities	[12]	[88]	28
Size of workplace	Single site: 1-49	11	89	155
	Single site: 50+	11	89	253
	Part of larger organisation: 1-49	10	90	94
	Part of larger organisation:50+	11	89	58

Base: Parent employees with children aged under 6 (Parents Boost sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C5.8 Time off to care for dependants in past 12 months

In the last 12 months and with your current employer have you taken leave under these circumstances?

		Yes	No	<i>Unweighted bases</i>
All employees (core sample)		19	81	1871
Gender	Female	20	80	1095
	Male	18	82	776
Age	16-24	15	85	111
	25-39	21	79	490
	40-49	21	79	555
	50+	18	82	682
Ethnicity	White	20	80	1694
	Non-white	12	88	149
Parental status	Parent	23	77	773
	Non-parent	17	83	1098
Highest qualification level	None	15	85	153
	GCSEs/O Level/CSEs	22	78	373
	A Levels	20	80	292
	Degree/Professional qualifications	19	81	358
	Postgraduate degree	14	86	283
	Other vocational or academic qualifications, level not specified	19	81	254
	Other	27	73	119
	Household income	Under £15,000	22	78
	£15,000 - £24,999	19	81	268
	£25,000 - £34,999	18	82	246
	£35,000 - £44,999	27	73	213
	£45,000 or more	18	82	508

Table C5.8 Time off to care for dependants in past 12 months

In the last 12 months and with your current employer have you taken leave under these circumstances?

		Yes	No	<i>Unweighted bases</i>
Carer status	Yes	29	71	381
	No	17	83	1490
Disability status	No	19	81	1593
	Yes	20	80	253
Religion or faith	None	21	79	566
	Christian	19	81	1174
	Other	8	92	99
Region	South	21	79	849
	North	17	83	414
	Midlands	16	84	312
	Wales	15	85	106
	Scotland	22	78	190
Full-time or part-time worker	Part-time	19	81	536
	Full-time	19	81	1316
Work status and gender	Male full-time	19	81	678
	Female full-time	19	81	638
	Male part-time	9	91	90
	Female part-time	22	78	446
Level of responsibility	Manager/supervisor	19	81	695
	Not manager/supervisor	19	81	1159
Time with current employer	Less than 12 months	7	93	139
	1 year to 4 years	19	81	537
	5 to 9 years	23	77	475
	10 years or more	20	80	720

Table C5.8 Time off to care for dependants in past 12 months

In the last 12 months and with your current employer have you taken leave under these circumstances?

		Yes	No	<i>Unweighted bases</i>
Flexible worker status	Part-time only	16	84	250
	Part-time and flexible working	23	77	364
	Flexible working other than part-time	21	79	450
	No part-time or flexible working	18	82	597
Tenure	Permanent	20	80	1747
	Temp, fixed or other	12	88	120
Trade union membership	TU/SA member	18	82	634
	Not TU/SA member	20	80	1214
Socio-economic classification	Managerial and professional occupations	18	82	891
	Intermediate occupations	18	82	274
	Routine and manual occupations	21	79	672
Sector	Private	20	80	1133
	Public	18	82	695
Industry	Manufacturing	19	81	183
	Construction	20	80	58
	Distribution, retail, hotels & restaurants	17	83	307
	Transport, storage & communication	18	82	149
	Banking, insurance, professional and support services	21	79	236
	Public Admin, Education, Health	18	82	761
	Other activities	26	74	112
Size of workplace	Part of larger organisation: 1-9	19	81	146
	Part of larger organisation: 10-49	20	80	358

Table C5.8 Time off to care for dependants in past 12 months

In the last 12 months and with your current employer have you taken leave under these circumstances?

	Yes	No	<i>Unweighted bases</i>
Part of larger organisation: 50-249	19	81	374
Part of larger organisation: 250+	17	83	388
Single site: 1-9	21	79	124
Single site: 10-49	22	78	211
Single site: 50-249	23	77	111
Single site: 250+	20	80	78

Base: All employees (Core sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C5.9 Type of childcare support provided by employer

		Childcare facility	Financial help	Help with arrangements during holidays	Information	Other	None	<i>Unweighted bases</i>
All parent employees		10	28	2	3	1	57	1286
Gender	Female	12	28	2	4	1	54	778
	Male	8	27	2	3	0	60	508
Age	16-24	[13]	[22]	[2]		[3]	[60]	30
	25-39	8	34	1	3	0	54	513
	40-49	11	25	2	5	1	56	569
	50+	10	15	3	2		70	161
Ethnicity	White	10	27	2	3	0	57	1134
	Non-white	12	27	1	3	2	55	145
Highest Qualification Level	None	1	14	3			81	54
	GCSEs/O Level/CSEs	9	15	1	4	0	70	237
	A Levels	7	30	2	2	1	57	194
	Degree/Professional qualifications	12	36	2	4	0	45	
								292

Table C5.9 Type of childcare support provided by employer

		Childcare facility	Financial help	Help with arrangements during holidays	Information	Other	None	<i>Unweighted bases</i>
	Postgraduate degree	16	35	1	4	1	43	230
	Other vocational or academic qualifications, level not specified	8	30	0	2	1	59	175
	Other	5	18	5	5		67	88
Annual household income	Under £15,000	6	15		1	4	74	90
	£15,000 - £24,999	9	17	2	4		68	183
	£25,000 - £34,999	7	22	1	5		65	167
	£35,000 - £44,999	13	25	5	3		55	153
	£45,000 or more	10	40	1	4	1	44	428
Carer status	Yes, child	13	24	1	3		58	64
	Yes, relative in any household or non-relative adult in this household	8	26	2	5		58	200
	Yes, non-relative adult in another household	*	*	*	*		*	18
	No	10	28	2	3	1	57	1004

Table C5.9 Type of childcare support provided by employer

		Childcare facility	Financial help	Help with arrangements during holidays	Information	Other	None	<i>Unweighted bases</i>
Disability status	No	10	28	2	4	1	56	1145
	Yes	9	24	3	2		61	134
Religion/faith	None	9	29	2	4	0	56	408
	Christian	11	27	1	3	1	57	790
	Other	5	27	4	2		62	80
Family status	Lone parent	12	23	2	4	1	58	228
	Couple parent	10	28	2	3	1	57	1051
Gender and partnership status		11	29	2	4	1	53	574
	Coupled mother							
	Lone mother	13	23	2	3	1	58	200
	Coupled father	8	27	2	3	0	60	477
	Lone father	[6]	[23]	[3]	[4]	[2]	[61]	28
Family employment status	Lone parent earner with children	12	23	2	4	1	58	228
	Single earner couple with children	10	27	2	3	1	58	228
	Dual earner couple with children	10	29	2	4	1	56	228

Table C5.9 Type of childcare support provided by employer

		Childcare facility	Financial help	Help with arrangements during holidays	Information	Other	None	<i>Unweighted bases</i>
Region	South	9	31	3	3	1	53	581
	North	10	25	1	3		61	316
	Midlands	11	24	1	4		59	208
	Wales	14	25		3		57	69
	Scotland	8	26	1	5		61	112
Full-time or part-time worker	Part-time	9	22	2	5	1	62	410
	Full-time	10	30	2	3	1	54	868
Work status and gender	Male full-time	8	28	2	3	1	58	467
	Female full-time	14	33	2	2	1	48	401
	Male part-time	[3]	[15]	[3]	[2]		[76]	37
	Female part-time	10	23	2	5	1	60	373
Level of responsibility	Manager/supervisor	10	32	2	3	1	51	549
	Not manager/supervisor	9	24	1	4	0	61	732
Length of service	Less than 12 months	6	19		1		74	93

Table C5.9 Type of childcare support provided by employer

		Childcare facility	Financial help	Help with arrangements during holidays	Information	Other	None	<i>Unweighted bases</i>
	1 year to 4 years	8	25	2	4	1	60	381
	5 to 9 years	10	32	2	3	1	52	369
	10 years or more	12	28	2	4	0	54	442
Flexible worker status	Part-time only	10	22	1			67	168
	Part-time and flexible working	9	25	2	6	2	56	300
	Flexible working	13	37	2	4	1	42	
	other than part-time							322
	No part-time or flexible working	9	25	1	2	0	62	353
Tenure	Permanent	10	28	2	3	1	56	1222
	Temporary - seasonal, agency or casual	11	15	2	4		68	61
Trade union membership	TU/SA member	15	28	2	4	1	50	427
	Not TU/SA member	8	27	2	3	1	60	851
Socio-Economic Group	Managerial and professional occupations	12	36	2	4	1	45	
								704

Table C5.9 Type of childcare support provided by employer

		Childcare facility	Financial help	Help with arrangements during holidays	Information	Other	None	<i>Unweighted bases</i>
Sector	Intermediate occupations	13	30	2	3		52	188
	Routine and manual occupations	5	14	2	2	1	77	383
	Private	5	27	2	2	1	64	751
	Public	20	29	2	6	0	41	511
SIC	Manufacturing	3	20	2	3		72	108
	Construction	[8]	[16]	[5]			[70]	33
	Distribution, retail, hotels & restaurants	2	15	3	2	1	77	183
	Transport, storage & communication	2	49	1	1		48	104
	Banking, insurance, professional and support services	9	47	1	1		42	184
	Public Admin, Education, Health	19	25	2	6	1	47	579
Size	Other activities	3	24	1	1	4	66	66
	Part of larger organisation: 1-9	1	20	6	2	2	70	82

Table C5.9 Type of childcare support provided by employer

	Childcare facility	Financial help	Help with arrangements during holidays	Information	Other	None	<i>Unweighted bases</i>
Part of larger organisation: 10-49	10	24	1	4	0	61	277
Part of larger organisation: 50-249	9	33	1	5	1	50	264
Part of larger organisation: 250+	19	41	1	3		37	280
Single site: 1-9		6	3	5	1	84	84
Single site: 10-49	7	13	1	0	1	78	132
Single site: 50-249	5	32	2	5		56	73
Single site: 250+	23	41		2	1	34	53

Base: Parent employees (core + boost sample)

Missing values: don't know / refusal

Row per cent

Table C6.1 Flexible working by full-time employees

		Full-time flexible working	Full-time, no flexible working	Unweighted bases
All full-time employees		40	60	1048
Gender	Female	42	58	539
	Male	39	61	509
Age	16-24	[12]	[88]	43
	25-39	43	57	282
	40-49	48	52	324
	50-59	39	61	305
	60+	35	65	76
Ethnicity	White	42	58	946
	Non-white	31	69	87
Parental status	Parent	45	55	415
	Non-parent	38	62	633
Highest qualification level	None	18	82	72
	GCSEs/O Level/CSEs	25	75	190
	A Levels	32	68	152
	Degree/Professional qualifications	57	43	215
	Postgraduate degree	61	39	184
	Other vocational or academic qualifications, level not specified	38	62	157
Household income	Other	32	68	58
	Under £15,000	21	79	55
	£15,000 - £24,999	37	63	142
	£25,000 - £34,999	35	65	139
	£35,000 - £44,999	43	57	135
	£45,000 or more	52	48	344
Carer status	Yes, any	48	52	198
	No	39		850

Table C6.1 Flexible working by full-time employees

		Full-time flexible working	Full-time, no flexible working	Unweighted bases
Disability status	No	41	59	893
	Yes	40	60	893
Religion or faith	None	43	57	333
	Christian	41	59	638
	Other	26	74	60
Region	South	41	59	474
	North	41	59	240
	Midlands	37	63	165
	Wales	45	55	57
	Scotland	37	63	112
Level of responsibility	Manager/supervisor	48	52	476
	Not manager/supervisor	34	66	562
Time with current employer	Less than 12 months	24	76	71
	1 year to 4 years	39	61	259
	5 to 9 years	45	55	277
	10 years or more	41	59	441
Trade union membership	TU/SA member	48	52	393
	Not TU/SA member	37	63	641
Socio-economic classification	Managerial and professional occupations	53	47	582
	Intermediate occupations	34	66	146
	Routine and manual occupations	20	80	300
Sector	Private	34	66	614
	Public	55	45	417
Industry	Manufacturing	22	78	111
	Construction	[41]	[59]	35

Table C6.1 Flexible working by full-time employees

		Full-time flexible working	Full-time, no flexible working	Unweighted bases
	Distribution, retail, hotels & restaurants	18	82	135
	Transport, storage & communication	45	55	92
	Banking, insurance, professional and support services	43	57	147
	Public Admin, Education, Health	52	48	441
	Other activities	48	52	50
Size of workplace	Part of larger organisation: 1-9	28	72	68
	Part of larger organisation: 10-49	32	68	197
	Part of larger organisation: 50-249	44	56	219
	Part of larger organisation: 250+	49	51	255
	Single site: 1-9	[41]	[59]	42
	Single site: 10-49	32	68	112
	Single site: 50-249	49	51	69
	Single site: 250+	58	42	54
Personal earned income	Under £10,000	[21]	[79]	47
	£10,000 - £14,999	22	78	106
	£15,000 - £24,999	35	65	275
	£25,000 - £39,999	47	53	280
	£40,000 or more	59	41	198
Gender make-up of workplace	Mostly women	46	54	353
	Mostly men	28	72	301
	About half women and half men	46	54	386
Employment contract of terms and conditions	Yes	42	58	966
	No	24	76	80
Usual hours worked - banded	Up to 35 hours	40	60	225

Table C6.1 Flexible working by full-time employees

		Full-time flexible working	Full-time, no flexible working	<i>Unweighted bases</i>
	>35 - 40 hours	41	59	617
	>40 - 48 hours	29	71	122
	More than 48 hours	53	47	80
Family employment status	No children	38	62	618
	Lone parent earner with children	55	45	57
	Single earner couple with children	37	63	106
	Dual earner couple with children	48	52	249

Base: All full-time employees (Core sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C6.2 Flexible working by part-time employees

		Part-time and flexible working	Part-time, no flexible working	<i>Unweighted bases</i>
All part-time employees		43	57	601
Gender	Female	57	43	490
	Male	56	44	125
Age	16-24	51	49	60
	25-39	56	44	146
	40-49	64	36	174
	50-59	61	39	139
	60+	54	46	86
	Ethnicity	White	56	44
	Non-white	[65]	[35]	46
Parental status	Parent	62	38	287
	Non-parent	54	46	328
Highest qualification level	None	49	51	60
	GCSEs/O Level/CSEs	56	44	144
	A Levels	47	53	113
	Degree/Professional qualifications	69	31	102
	Postgraduate degree	67	33	70
	Other vocational or academic qualifications, level not specified	53	47	68
	Other	[67]	[33]	44
Household income	Under £15,000	60	40	93
	£15,000 - £24,999	54	46	99
	£25,000 - £34,999	56	44	73
	£35,000 - £44,999	62	38	50
	£45,000 or more	74	26	109
Carer status	Yes, any	62	38	151

Table C6.2 Flexible working by part-time employees

		Part-time and flexible working	Part-time, no flexible working	Unweighted bases
	No	56	44	464
Disability status	No	57	43	521
	Yes	54	46	521
Religion or faith	None	58	42	177
	Christian	56	44	398
	Other	[67]	[33]	29
Region	South	63	37	286
	North	49	51	134
	Midlands	46	54	106
	Wales	[52]	[48]	35
	Scotland	63	37	54
Level of responsibility	Manager/supervisor	67	33	140
	Not manager/supervisor	54	46	471
Time with current employer	Less than 12 months	40	60	54
	1 year to 4 years	59	41	213
	5 to 9 years	58	42	146
	10 years or more	60	40	202
Trade union membership	TU/SA member	66	34	174
	Not TU/SA member	54	46	435
Socio-economic classification	Managerial and professional occupations	70	30	208
	Intermediate occupations	48	52	109
	Routine and manual occupations	53	47	290
Sector	Private	51	49	356
	Public	72	28	239
Industry	Manufacturing	*	*	24

Table C6.2 Flexible working by part-time employees

		Part-time and flexible working	Part-time, no flexible working	Unweighted bases
	Construction	*	*	9
	Distribution, retail, hotels & restaurants	47	53	154
	Transport, storage & communication	[72]	[28]	28
	Banking, insurance, professional and support services	57	43	61
	Public Admin, Education, Health	65	35	280
	Other activities	[64]	[36]	45
Size of workplace	Part of larger organisation: 1-9	56	44	57
	Part of larger organisation: 10-49	57	43	133
	Part of larger organisation: 50-249	48	52	106
	Part of larger organisation: 250+	49	51	90
	Single site: 1-9	61	39	67
	Single site: 10-49	67	33	72
	Single site: 50-249	[56]	[44]	31
	Single site: 250+	*	*	20
Personal earned income	Under £10,000	47	53	266
	£10,000 - £14,999	67	33	114
	>£15,000	74	26	78
Gender make-up of workplace	Mostly women	52	48	333
	Mostly men	71	29	76
	About half women and half men	56	44	195
Employment contract of terms and conditions	Yes	58	42	506
	No	52	48	102
Usual hours worked - banded	Less than 30 hours	54	46	503
	More than 30 hours	68	32	109

Table C6.2 Flexible working by part-time employees

		Part-time and flexible working	Part-time, no flexible working	<i>Unweighted bases</i>
Family employment status	No children	54	46	321
	Lone parent earner with children	57	43	65
	Single earner couple with children	[79]	[21]	27
	Dual earner couple with children	60	40	194

Base: All part-time employees (Core sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Table C6.3 Flexible working by full-time employees who do not have the legal right to flexible working

		Full-time flexible working	Full-time, no flexible working	Unweighted bases
All full-time employees		35	65	510
Gender	Female	34	66	281
	Male	36	64	229
Age	16-24	*	*	34
	25-39	41	59	121
	40-49	46	54	113
	50-59	38	62	181
	60+	34	66	51
Ethnicity	White	35	65	472
	Non-white	[41]	[59]	28
Highest qualification level	None	[18]	[82]	46
	GCSEs/O Level/CSEs	22	78	103
	A Levels	24	76	82
	Degree/Professional qualifications	58	42	99
	Postgraduate degree	62	38	77
	Other vocational or academic qualifications, level not specified	27	73	72
	Other	*	*	19
Household income	Under £25,000	29	71	100
	£25,000 - £34,999	39	61	74
	£35,000 - £44,999	45	55	55
	£45,000 or more	44	56	142
Disability status	No	35	65	432
	Yes	40	60	432
Religion or faith	None	37	63	179

Table C6.3 Flexible working by full-time employees who do not have the legal right to flexible working

		Full-time flexible working	Full-time, no flexible working	Unweighted bases
Region	Christian	34	66	302
	South	38	62	244
	North	35	65	106
	Midlands	37	63	64
	Wales	[33]	[67]	33
	Scotland	25	75	63
Level of responsibility	Manager/supervisor	41	59	202
	Not manager/supervisor	32	68	301
Time with current employer	Less than 12 months	[15]	[85]	36
	1 year to 4 years	38	62	129
	5 to 9 years	42	58	123
	10 years or more	34	66	222
	Trade union membership	TU/SA member	44	56
	Not TU/SA member	32	68	316
Socio-economic classification	Managerial and professional occupations	48	52	264
	Intermediate occupations	27	73	82
	Routine and manual occupations	19	81	150
Sector	Private	28	72	303
	Public	52	48	194
Industry	Manufacturing	21	79	59
	Construction	*	*	15
	Distribution, retail, hotels & restaurants	14	86	74
	Transport, storage & communication	[34]	[66]	42

Table C6.3 Flexible working by full-time employees who do not have the legal right to flexible working

		Full-time flexible working	Full-time, no flexible working	Unweighted bases
	Banking, insurance, professional and support services	36	64	68
	Public Admin, Education, Health	50	50	201
	Other activities	[46]	[54]	26
Size of workplace	1-9	19	81	55
	10-49	28	72	149
	50-249	43	57	146
	250+	44	56	142
Personal earned income	Under £15,000	14	86	88
	£15,000 - £24,999	33	67	138
	£25,000 - £39,999	45	55	134
	£40,000 or more	60	40	68
Gender make-up of workplace	Mostly women	38	62	171
	Mostly men	21	79	145
	About half women and half men	44	56	189
Employment contract of terms and conditions	Yes	37	63	467
	No	[18]	[82]	41
Usual hours worked - banded	Up to 35 hours	32	68	107
	>35 - 40 hours	37	63	310
	More than 40 hours	35	65	91

Base: All full-time employees (Core sample)

Some categories collapsed due to small cell sizes

Missing values: don't know / refusal

Row per cent

Annex D: Multivariate output

Tables D1.1 to D1.3 show the output from logistic regression models. Regression analysis was used to identify the individual, job and employer characteristics associated with flexible working for all full-time employees, all part-time employees and full-time employees without the right to flexible working. The same methods were used for each analysis. All variables that were found to be significantly related to the outcome (flexible worker status) in the bivariate analysis were included in a stepwise regression model. Variables that were significantly associated with the outcome in the stepwise model were included in a final model. The final models are presented below; only those variables significantly related to the outcome are included. More details on the analysis methods are given in Annex A.

Table D1.1 Results of logistic regression - characteristics associated with full-time flexible working

		Odds ratio	95 % confidence interval	
			Lower	Upper
Industry	Manufacturing	0.44	0.20	0.99
	Construction	1.02	0.35	2.97
	Distribution, retail, hotels & restaurants	0.32	0.14	0.74
	Transport, storage & communication	0.87	0.40	1.89
	Banking, insurance, professional and support services	0.56	0.26	1.21
	Public Admin, Education, Health	0.76	0.38	1.52
	Other activities	1.00		
Gender make-up of workplace	Mostly women	1.86	1.18	2.93
	About half women and half men	1.79	1.18	2.73
	Mostly men	1.00		
Socio-economic classification	Managerial and professional occupations	2.19	1.40	3.42

Table D1.1 Results of logistic regression - characteristics associated with full-time flexible working

		Odds ratio	95 % confidence interval	
			Lower	Upper
	Intermediate occupations	1.24	0.71	2.19
	Routine and manual occupations	1.00		
Age	16-24	1.00		
	25-39	4.01	1.35	11.87
	40-49	5.47	1.85	16.19
	50-59	4.15	1.39	12.38
	60+	4.40	1.32	14.67
	Highest qualification level	None	0.92	0.39
A Levels		1.65	0.92	2.96
Degree/Professional qualifications		2.52	1.49	4.27
Postgraduate degree		2.45	1.40	4.30
Other vocational or academic qualifications, level not specified		1.52	0.89	2.59
Other		1.27	0.58	2.82
GCSE/O level/CSEs		1.00		
Constant		0.06	0.02	0.23

Response is: 1 = flexible worker, 0 = not flexible worker

Rows with blank confidence intervals signify the reference categories

Figures in bold vary significantly from the baseline (95% level)

Table D1.2 Results of logistic regression - characteristics associated with part-time flexible working

		Odds ratio	95 % confidence interval	
			Lower	Upper
Gender make-up of workplace	Mostly women	0.39	0.20	0.76
	About half women and half men	0.50	0.25	1.00
	Mostly men	1.00		
Sector	Public	2.40	1.51	3.80
	Private	1.00		
Personal earned income	Missing	1.52	0.83	2.80
	£10,000 - £14,999	1.89	1.07	3.34
	£15,000 - £24,999	2.08	1.03	4.21
	£25,000 or more	3.40	1.49	7.76
	Less than £10,000	1.00		
Constant		1.53	0.82	2.88

Response is: 1 = flexible worker, 0 = not flexible worker

Rows with blank confidence intervals signify the reference categories

Figures in bold vary significantly from the baseline (95% level)

Table D1.3 Results of logistic regression - characteristics associated with flexible working of full-time employees without the legal right to flexible working

		Odds ratio	95 % confidence interval	
			Lower	Upper
Personal earned income	Missing	2.36	0.88	6.31
	£15,000 - £24,999	3.03	1.26	7.26
	£25,000 - £39,999	3.44	1.39	8.53
	£40,000 or more	6.45	2.47	16.85
	Less than £15,000	1.00		
Gender make-up of workplace	Mostly women	2.66	1.36	5.19
	About half women and half men	2.70	1.47	4.95
	Mostly men	1.00		
Sector	Public	1.73	1.06	2.83
	Private	1.00		
Highest qualification level	None	1.24	0.41	3.79
	A Levels	1.03	0.44	2.41
	Degree/Professional qualifications	2.91	1.31	6.44
	Postgraduate degree	2.77	1.19	6.45
	Other	1.01	0.42	2.42
	GCSE/O level/CSEs	1.00		
Constant		0.05	0.02	0.15

Response is: 1 = flexible worker, 0 = not flexible worker

Rows with blank confidence intervals signify the reference categories

Figures in bold vary significantly from the baseline (95% level)

Annex E: Correlations of take-up

Tables E1.1 to E1.3 show the correlation between different forms of flexible working arrangements for employees who had taken up more than one form of flexible working. Pearson's correlation coefficients, p-values from two-tailed significance tests and unweighted bases are given for all pairs of flexible working arrangements. The results are presented as a matrix. Those wishing to find the correlation between take up of working temporarily reduced hours and take up of flexitime would find the point at which these two measures crossed. Table E1.1 shows the correlation of these two measures to be -.143, a negative correlation that is statistically significant at the five per cent level (p-value <0.05). This means flexitime is negatively and significantly correlated with temporarily reduced hours; an employee is unlikely to work this particular combination of arrangements.

Table E1.1 Correlation of take up of flexible working arrangements

		Worked part-time in past year	Worked school term-time only in past year	Worked a job share in past year	Worked flexitime in past year	Worked temporarily reduce hours in past year	Worked from home in past year	Worked compressed hours in past year	Worked annualised hours in past year
Worked part-time in past year	Pearson Correlation	1	.221	.264	-.157	.155	-.287	-.074	-.018
	P-value		.000	.000	.004	.005	.000	.218	.842
	N	475	247	285	334	331	179	280	131
Worked school term-time only in past year	Pearson Correlation		1	.050	-.253	-.105	-.189	-.023	.307
	P-value			.509	.001	.169	.069	.788	.004
	N		257	173	170	173	93	140	86
Worked a job share in past year	Pearson Correlation			1	-.165	-.047	-.259	.005	.091
	P-value				.018	.497	.003	.953	.364
	N			296	207	213	126	171	100

Table E1.1 Correlation of take up of flexible working arrangements

		Worked part-time in past year	Worked school term-time only in past year	Worked a job share in past year	Worked flexitime in past year	Worked temporarily reduce hours in past year	Worked from home in past year	Worked compressed hours in past year	Worked annualised hours in past year
Worked flexitime in past year	Pearson Correlation				1	-0.143	.077	-.104	-.030
	P-value					.021	.310	.096	.762
	N				367	260	176	258	107
Worked temporarily reduce hours in past year	Pearson Correlation					1	.013	.131	.012
	P-value						.875	.048	.902
	N					354	144	229	110
Worked from home in past year	Pearson Correlation						1	-.092	.092
	P-value							.280	.482
	N						202	139	61
Worked compressed hours in past year	Pearson Correlation							1	.112
	P-value								.243
	N							304	110
Worked annualised hours in past year	Pearson Correlation								1
	P-value								
	N								144

Notes: Significant correlations are highlighted. Green shading highlights a positive correlation, blue shading highlights a negative correlation.

Base: Employees who took up more than one flexible working arrangement

Table E1.2 Correlation of take up of flexible working arrangements by parents

		Worked part-time in past year	Worked school term-time only in past year	Worked a job share in past year	Worked flexitime in past year	Worked temporarily reduce hours in past year	Worked from home in past year	Worked compressed hours in past year	Worked annualised hours in past year
Worked part-time in past year	Pearson Correlation	1	.295	.292	-.219	.067	-.302	-.079	-.053
	P-value		.000	.000	.000	.276	.000	.242	.585
	N	396	218	240	262	265	166	223	109
Worked school term-time only in past year	Pearson Correlation		1	.058	-.462	.006	-.080	.006	.291
	P-value			.467	.000	.944	.458	.947	.008
	N		228	158	139	152	89	114	81
Worked a job share in past year	Pearson Correlation			1	-.121	.073	-.387	-.021	.175
	P-value				.112	.325	.000	.798	.123
	N			257	173	183	115	148	79
Worked flexitime in past year	Pearson Correlation				1	-.043	.075	.086	-.119
	P-value					.516	.346	.218	.261
	N				296	226	161	206	91
Worked temporarily reduce hours in past year	Pearson Correlation					1	.059	.138	.006
	P-value						.485	.050	.957
	N					295	144	201	96
Worked from home in past year	Pearson Correlation						1	-.122	.155
	P-value							.164	.237
	N						196	131	60
Worked compressed hours in past year	Pearson Correlation							1	.241
	P-value								.024

Table E1.2 Correlation of take up of flexible working arrangements by parents

		Worked part-time in past year	Worked school term-time only in past year	Worked a job share in past year	Worked flexitime in past year	Worked temporarily reduce hours in past year	Worked from home in past year	Worked compressed hours in past year	Worked annualised hours in past year
	N							245	88
Worked annualised hours in past year	Pearson Correlation								1
	P-value								
	N								121

Notes: Significant correlations are highlighted. Green shading highlights a positive correlation, blue shading highlights a negative correlation.

Base: Parents who took up more than one flexible working arrangement

Table E1.3 Correlation of take up of flexible working arrangements by carers

		Worked part-time in past year	Worked school term-time only in past year	Worked a job share in past year	Worked flexitime in past year	Worked temporarily reduce hours in past year	Worked from home in past year	Worked compressed hours in past year	Worked annualised hours in past year
Worked part-time in past year	Pearson Correlation	1	.240	.319	-.175	.111	-.041	.022	-.114
	P-value		.004	.000	.020	.140	.673	.793	.334
	N	249	142	155	178	178	106	146	74
Worked school term-time only in past year	Pearson Correlation		1	.107	-.336	-.081	-.335	-.089	.280
	P-value			.289	.001	.424	.015	.431	.043
	N		142	101	93	100	52	81	53
Worked a job share in past year	Pearson Correlation			1	-.203	-.012	-.041	-.150	-.090
	P-value				.030	.889	.735	.140	.489
	N			157	115	129	71	98	61
Worked flexitime in past year	Pearson Correlation				1	-.150	.203	-.206	.115
	P-value					.073	.041	.017	.375
	N				190	145	102	133	62
Worked temporarily reduce hours in past year	Pearson Correlation					1	-.172	.145	-.099
	P-value						.108	.112	.424
	N					184	89	122	67
Worked from home in past year	Pearson Correlation						1	-.218	.246
	P-value							.045	.111
	N						114	85	43
Worked compressed hours in past	Pearson Correlation							1	-.043
	P-value								.733

Table E1.3 Correlation of take up of flexible working arrangements by carers

		Worked part-time in past year	Worked school term-time only in past year	Worked a job share in past year	Worked flexitime in past year	Worked temporarily reduce hours in past year	Worked from home in past year	Worked compressed hours in past year	Worked annualised hours in past year
year	N							155	65
Worked annualised hours in past year	Pearson Correlation								1
	P-value								
	N								76

Notes: Significant correlations are highlighted. Green shading highlights a positive correlation, blue shading highlights a negative correlation.

Base: Carers who took up more than one flexible working arrangement

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Any enquiries regarding this publication should be sent to:

Department for Business, Innovation and Skills
1 Victoria Street
London SW1H 0ET
Tel: 020 7215 5000

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