

INEQUALITIES IN ACCESS TO PAID MATERNITY & PATERNITY LEAVE & FLEXIBLE WORK



REPORT

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Executive summary and policy recommendations

Policies to support working parents have developed slowly in Britain. The current provision of statutory Maternity Leave, Parental Leave, Paternity Leave, Shared Parental Leave and the Right to Request Flexible Working is complex in terms of eligibility conditions (see Appendix Boxes 1 and 2). However, despite their lack of generosity in duration and income replacement, particularly for fathers, these work-life balance measures have proved popular.

Recently concerns have increased about the reach of statutory work-life balance support to those who need it especially at key times in life such as the birth of a child and for those in low-income jobs (McKay, et al, 2016; TUC, 2017). These concerns have intensified with rising insecure employment contracts and practices creating precarious working conditions including zero-hours contracts, the so called “gig economy” (e.g. *The Taylor Review of Modern Working Practices*, 2017). Similarly, the growth in self-employment, accounting for 15 per cent of the British workforce (ONS, 2017) signals further reshaping of the economy, labour market and family life. In the UK, where eligibility for work-life balance support is dependent on strict conditionalities based on outdated definitions of work and employment (The Work and Pensions and Business, Energy and Industrial Strategy Committees, 2017) it is likely that there will be growing inequalities and divisions between workers with and without access to the benefits of paid leave and flexible working.

This briefing focuses on Britain. It examines the eligibility of those in employment to take advantage of family-friendly statutory support. This analysis of inequalities in individual access to paid maternity and paternity leave and flexible work arrangements uses nationally representative data from the UK Labour Force Survey LFS (January-March 2017) and Understanding Society USoc, the UK’s household longitudinal study (Wave 6, 2015)¹.

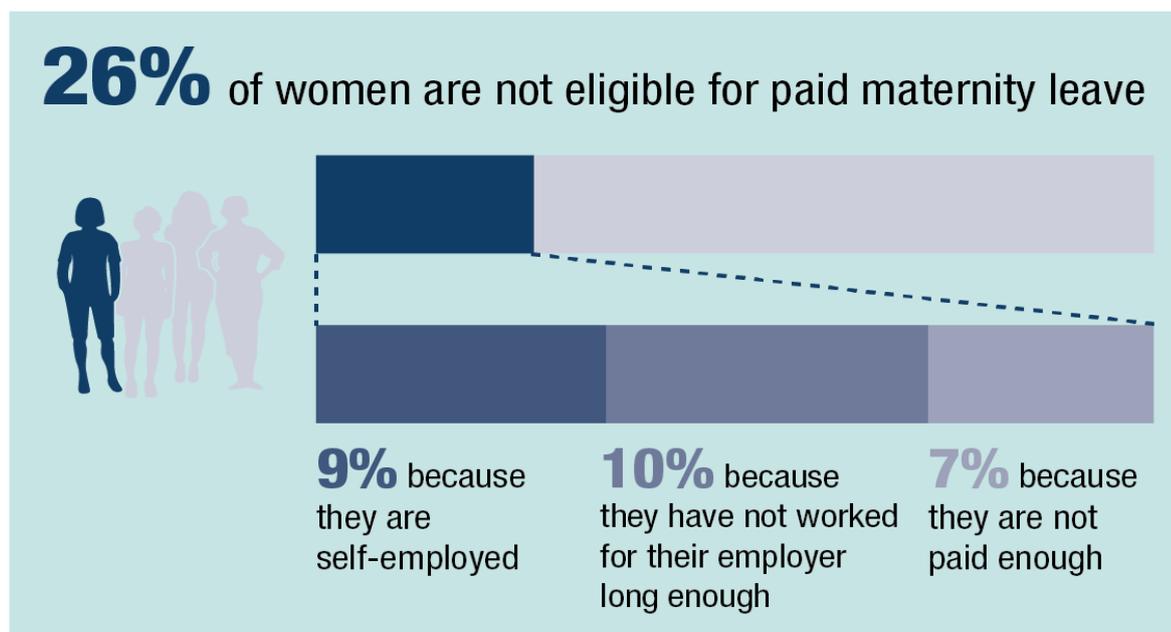
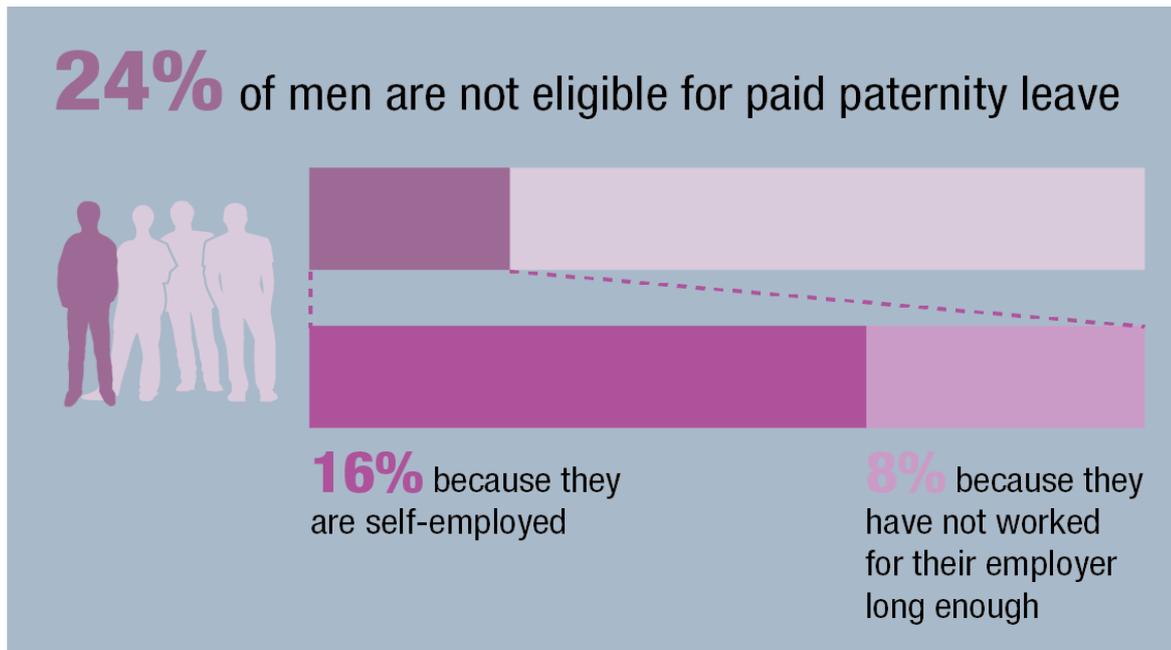
Who has poor access to paid family-friendly statutory support?

Who appears to be denied paid family-friendly statutory support? Who is at a disadvantage? How can policy be adapted to support a wider range of parents & parents/ carers- to-be and include recognition of new forms of employment?

¹ Both sources of data were made available through the UK Data Archive (<http://www.data-archive.ac.uk>)

Paid paternity and maternity leave

LFS estimates of potential parents-to-be, 26,634 individuals who are employed and aged 20-49 years, the peak fertility and employment period show that:



- 12% of women would be ineligible for both paid maternity leave and maternity allowance payment because they have not worked in their current job for more than 26 weeks.

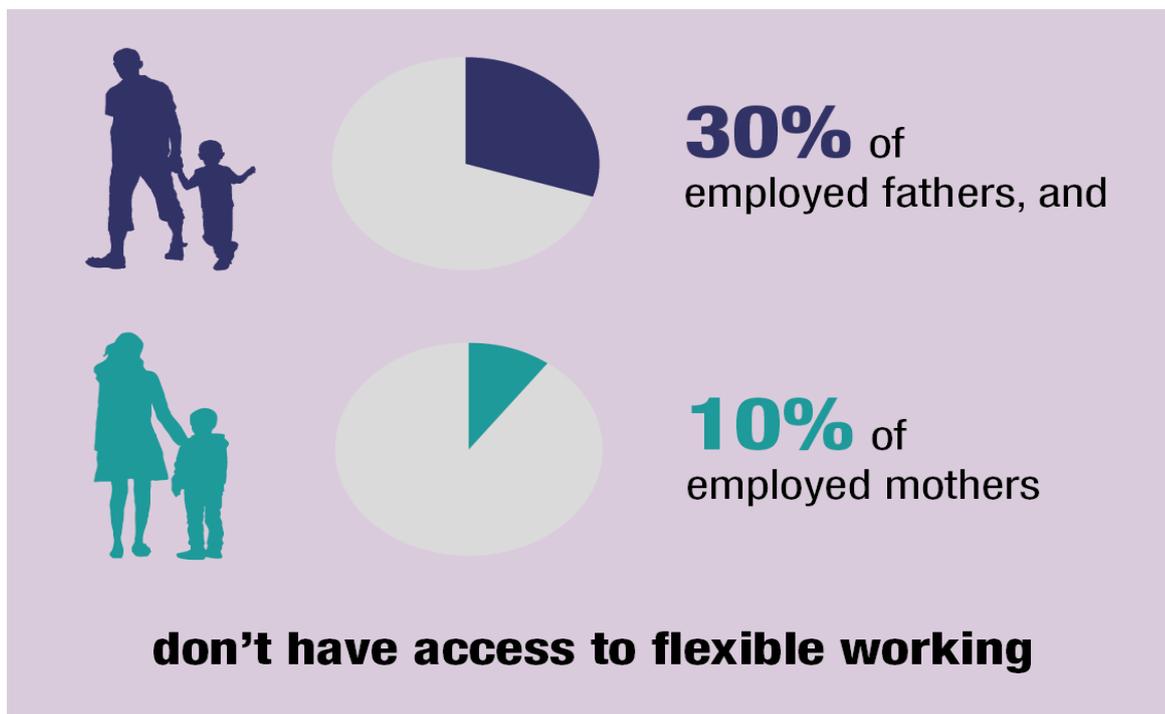
- New fathers, or potential fathers/ carers-to-be, wishing to take paternity leave and who do not meet statutory paternity pay employment conditions have no access to a paternity allowance as the provision does not exist in British employment law.

Flexible work arrangements in the workplace

Reported access to flexible arrangements in the workplace is investigated through USoc for employed parents with a dependent child aged under 16 or aged 16-18 and in education (N= 8,176).

When presented with 8 flexible working arrangements (flexi-time, part-time working, working a compressed week, to work from home on a regular basis, working term-time only, job sharing, to work annualised hours, other flexible working arrangements, or “none of these”) and asked *if you personally needed any, which of the arrangements are available at your workplace?*

Fathers are much more likely than mothers to report they have access to “none of these”. Poor access to family-friendly flexible work arrangements is more common for male-dominated sectors.



Percentage of fathers with no access to flexible working by industry



Male dominated industries



Female dominated industries



Even balanced industries



Priority areas for policy and practice

1. Greater clarity about statutory definitions of employment status in recognition of new forms of employment

Employment rights and entitlements are linked to employment status. Only individuals who are classified as “employees” have access to the full complement of statutory family-friendly employment rights although statutory maternity and paternity pay may be possible in some circumstances for those classified as “workers”.

Self-employed people, those who run their own businesses, have very few statutory employment rights, although self-employed mothers do have access to the maternity allowance benefit, some protection for health and safety purposes, and some protection against discrimination.

Individuals working in non-standard employment conditions in the new economy (e.g. across intermediary digital platforms, gig workers) can be classified as “workers”, “self-employed” or other categories with consequential employment status uncertainty.

In order to improve access to family-friendly employment rights and entitlements there should be legislation to clarify statutory definitions of and protections linked to employment status. In particular greater clarity is needed about the national insurance and tax contributions the self-employed and “worker” status individuals need to make in order to secure access to paid family-friendly statutory support.

Enhanced and proactive public awareness of any new clarification should take place so that citizens can plan for a sustainable and affordable work-family balance over their life course.

2. A flexible 26 week qualifying period

In recognition of new forms of discontinuous employment, more flexibility about the timing of the 26 week qualifying period is required to extend the reach of family-friendly support.

Consideration should be given of a flexible 26 week employment-qualifying period which can be discontinuous and can occur over a longer period before the baby is due. One example is over 66 weeks (15 months) in line with the current design of maternity allowance.

3. Paternity allowance

A majority of men ineligible for statutory paternity pay are self-employed. Unlike self-employed mothers, self-employed fathers have no alternative allowance. Men who have not worked with their employer for the 26 week qualifying period are in the same situation.

In order to reduce gender inequalities between men and women at this this time consideration should be given to an allowance to men who do not meet statutory paternity pay employment conditions - a form of paternity allowance.

4. Supporting cultural change in male dominated work-places

Almost one-third of fathers report not having access to flexible working arrangements in their workplace. This perception varies by industry and is as high as 37% in male dominated industries, 27% in industries where the gender composition is equal and 17% in female dominated industries.

Employers should review practices, particularly in male dominated and mixed workplaces, where local norms (peer and employer) may not be supporting access to visible family-friendly arrangements. Mentoring, training and awareness raising to support organisational change, for instance as part of future gender pay gap audits are recommended.

5. Government commitment to timely data collection of statutory leave and flexible work arrangements and usage

The UK Government does not routinely collect data about access to and take-up of leaves and flexible work.

The most recent publically available nationally representative survey was conducted nearly 10 years ago: the *Maternity and Paternity Rights and Women Returners Survey 2009/10* (Chanfreau et al, 2011). This joint survey for the Department for Work and Pensions with the Department for Business, Innovation and Skills provided a detailed, statistically representative profile of maternity and paternity leave and pay and maternity allowance.

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Full briefing

1. Introduction and background

The late 20th and early 21st centuries have witnessed a global expansion of parental leave and flexible working as managing work-life balance has become more difficult especially for parents and younger generations (ILO, 2014; Moss & Deven, 2015; World Bank, 2016). Even market-oriented countries such as the UK have expanded a role for governments in developing parental leave policies, extending their duration and increasing the payment level, for fathers as well as mothers.

Recently concerns have increased about the reach of statutory work-life balance support to those who need it especially at key times in life such as the birth of a child and for those in low-income jobs (McKay, et al, 2016; TUC, 2016). These concerns have intensified with rising insecure employment contracts and practices creating precarious working conditions including zero-hours contracts, the so called “gig economy” (e.g. *The Taylor Review of Modern Working Practices*, 2017; Clarke, 2017). Similarly, the growth in self-employment, accounting for 15 per cent of the British workforce (ONS, 2017) signals further reshaping of the economy, labour market and family life. For countries where eligibility for work-life balance support is dependent on strict conditionalities based on outdated definitions of employment (The Work and Pensions and Business, Energy and Industrial Strategy Committees, 2017) it is likely that there will be growing inequalities and divisions between workers with and without access to the benefits of paid leave and flexible working.

This briefing focuses on Britain. It examines the individual eligibility of those in employment to take advantage of statutory paid maternity and paternity leave and flexible work measures. It uses nationally representative data from the 2017 Labour Force Survey and the 2015 Understanding Society to examine how extensive poor access to paid family-friendly statutory support is amongst the British workforce and to uncover typical individual and workplace inequalities in access to statutory provision.

The analysis focuses on those employed parents or potential parents (men and women) who may have no individual access to statutory work-life balance provisions.

Background

Policies to support working parents, particularly mothers, have developed slowly in Britain since the introduction of statutory Maternity Leave in 1977. Parental Leave available to both mothers and fathers arrived in 1999, Paternity Leave and the Right to Request Flexible Working in 2003, followed by Additional Paternity Leave in 2011 and Shared Parental Leave in 2015². Despite their lack of generosity in duration and income replacement, particularly for fathers, these work-life balance measures have proved popular.

² The focus in this briefing is upon individual access to statutory support, we therefore do not discuss access to shared parental leave. However, many of the inequalities which we identify, particularly in relation to individual access to paid maternity leave, will also apply to shared parental leave.

Conditionalities for Leave and Payment (Appendix Box 1 & 2)

Paternity and maternity leave vary in *duration* and *payment* levels. Statutory paternity leave is two weeks in duration and both weeks are paid at a flat rate. Statutory maternity leave is 52 weeks in duration and only paid for 39 weeks, at a flat rate for 33 weeks, after a six-week period which is compensated at 90 per cent of average weekly earnings.

All employed women who have a baby are eligible for 52 weeks maternity leave, regardless of length of employment service. All employed men (or partner of the woman) are eligible for paid paternity leave if they are the biological father of the child, or the child's adopter or the mother's husband, partner or civil partner; and if they expect to have responsibility for the child's upbringing. There is no unpaid paternity leave.

Eligibility for *paid* paternity and maternity leave is based on three conditions: employment status, length of service/ continuous employment at the employer, and income:

- Individuals who are classed 'employees' (typically with a written employment contract) are eligible for paid maternity and paid paternity leave but those classed 'self-employed' are not and generally those classified as 'workers' are not.³
- A continuous employment-qualifying period of working for an employer for 26 weeks (just over 6 months) by the end of the 15th week before the expected week of childbirth are required for paid maternity and paternity leave.
- An economic activity test with an earnings threshold is required for paid maternity and paternity leave. Gross weekly earnings need to be at least equal to the lower earnings limit for National Insurance in order to secure the financial contribution (£113 in 2016-17).

There is a further payment provision, maternity allowance, for those women on maternity leave who are not able to meet any of the three employment conditions. It is paid at a less generous flat rate for 39 weeks (Appendix Box 2). Eligibility is more inclusive than for paid maternity leave but conditionalities remain:

- Employment status is extended to include the self-employed: employees and self-employed are eligible.
- A flexible 26 week employment-qualifying period which can be discontinuous and can occur over a longer period before the baby is due (over 66 weeks [15 months]).
- Lower earnings threshold (more than £30 weekly in 13 of the 66 weeks in 2016-2017).

There is no paternity allowance for men.

Conditionalities for access to flexible work arrangements

Eligibility to access the statutory right to request flexible working (e.g. to reduce working hours or work flexitime) is a universal right independent of the parental responsibility or family status of an employee, although its original target group were parents with a responsibility for children under 6 years (or under 18 years in the case of disabled children).

³ <https://www.gov.uk/employment-status/selfemployed-contractor-although-statutory-maternity-and-paternity-pay-may-be-possible-in-some-circumstances-for-those-classified-as-workers>.

Conditions for eligibility:

- Individuals who are classed ‘employees’ (typically with a written employment contract) have a legal right to apply to their employers to work flexibly and employers have a legal duty to consider these requests. The provision is deemed not relevant for self-employed workers.
- Continuous employment test /qualifying periods: employees must have worked for their employer continuously for 26 weeks before applying.

2. Data and Methodology

This analysis uses nationally representative data from the UK Labour Force Survey (January-March 2017) and Understanding Society, the UK’s household longitudinal study (Wave 6, 2015).

To assess access to paid maternity and paternity leave we use cross-sectional data from the first quarter of the UK Labour Force Survey collected in 2017. For this analysis, we define two categories:

- “*New parents*” - individuals who are employed (employees and self-employed) and have had a child in the last year. The total N in our sample is 1,410 employed parents: 652 mothers, 758 fathers.
- “*Potential parents*” – individuals who are employed (employees and self-employed) and aged 20-49 years, the peak fertility and employment period (ONS, 2017a). The total N in our sample is: 26,634 in employment: 13,165 women, 13,469 men. See Table 9.

Our analysis focuses on those individuals whose employment conditions constrain their eligibility for statutory paid maternity and paternity leave and maternity allowance – the “not eligible”. The selected indicators are Employed < 6 months (less than 6 months); Paid < threshold (less than £113 gross weekly); and Employed < 6 month and paid < threshold.

To assess access to flexible work arrangements we use cross-sectional data from one year of Understanding Society, Wave 6, collected in 2015. There is no nationally representative data set to assess the profile of formal requests for flexible work arrangements or employer responses.

For this analysis, we define ‘employed parents’ as employed males or females with responsibility for one or more dependent children within their household. A dependent child is defined as one aged under 16 or aged 16-18 and in school or non-advanced further education, not married and living with a parent. Types of parenthood covered under this definition are biological parents, adoptive parents, foster parents, and step parents. The total N in our sample is 8,176 employed parents: 3,965 mothers, 4,211 fathers (see Table 10).

In the Understanding Society Wave 6 individual respondent survey, each employed participant was asked:

I would like to ask about working arrangements at the place where you work. If you personally needed any, which of the arrangements listed on the card are available at your workplace?

The options given on the card were: flexi-time, part-time working, working a compressed week, to work from home on a regular basis, working term-time only, job sharing, to work annualised hours, other flexible working arrangements, none of these.

Our analysis focuses on those who indicated ‘none of these’. Although we note that the reported absence of “no flexible working options available” may not always be the same as actual absence (Dex & Smith, 2002).

We present stepwise weighted logit regression estimates for each survey sample. We control for a standard set of variables both at employee level and workplace level for the following characteristics: qualifications, ethnicity and age, occupation, sector, industry composition, gender composition of workplace, plus trade union membership (USoc only).

Separate analyses and tables are presented for men and women.

3. Findings

Paid leave

Over **one-quarter (28%)** of men and women in employment do not have access to paid paternity or maternity leave (see Table 1).

New parents

- 27% of employed fathers who have had a child in the last year were not eligible for paid paternity leave. This is due to their employment status rather than failing to reach the earnings threshold – self-employment (20%), employed < 6 months (7%).
- A minority (16%) of employed mothers who have had a child in the last year were not eligible for paid maternity leave because their earnings fell below the economic activity test earnings threshold (7%), were self-employed (7%) or did not meet the continuous employment condition (2%).
- 4% of new mothers were not eligible for the maternity allowance payment (see Table 2).

Potential parents

- 24% of men aged 20-49 years and in employment would not be eligible for paid paternity leave. This is mostly due to self-employment (16%) and failing to meet the continuous employment condition (8%).
- 26% of women aged 20-49 years and in employment would not be eligible for paid maternity leave. This is partly due to self-employment (9%), failing to meet the continuous employment condition (10%) and failing to meet the earnings threshold (7%).
- 12% of women aged 20-49 years would be ineligible for both paid maternity leave and the maternity allowance payment.

Who has poor access to paid family-friendly leave provision?

Those in self-employment, flexible or low paid work are not eligible because of the conditionalities in accessing paid paternity or maternity leave.

Men are further disadvantaged by virtue of not having access to a paternity allowance benefit.

Our multivariate analysis focuses upon **employees** and explores the extent to which being paid leave poor relates to individual characteristics (age, ethnicity), qualifications, socio-economic class, industry and sector of employment (see Tables 5 and 6):

- Younger employees are less likely to be eligible for paid paternity and maternity leave;
- Pakistani men and women are less likely to be eligible for paid paternity and maternity leave;
- Those working in intermediate, semi-routine or routine occupations are less likely to be eligible for paid paternity and maternity leave;
- Men working in male dominated industries are less likely to be eligible for paid paternity leave.

Flexible working arrangements

Amongst parents who are **employees** (see Table 3):

- 30% of fathers report no access to flexible working options in the work-place (70% have access to at least one form of flexible working);
- 10% for mothers (90% of whom had access to at least one form of flexible working).

When the type of available flexible work arrangement is examined (see Table 4):

- part-time employment, the most frequently mentioned form, is significantly less likely to be reported by fathers than mothers (42% of fathers and 78% of mothers);
- access to flexi-time, the second most common form, is reported by similar proportions of fathers and mothers (38% of fathers and 37% of mothers);
- access to job shares and term-time working are more likely to be reported by mothers than fathers (31% vs 19% and 28% vs 13% respectively);
- whereas, access to working from home is more likely to be reported by fathers than mothers (23% of fathers and 19% of mothers).

Who has poor access to family-friendly flexible work arrangements?

Fathers are much less likely than mothers to have access to flexible working arrangements.

Our multivariate analysis focuses upon **employees** and explores the extent to which being flexible working poor relates to individual characteristics (age, ethnicity), qualifications, socio-economic class, industry, sector of employment and trade union representation (see Tables 7 and 8).

- Fathers with qualifications below degree are less likely to have access to flexible working;
- Fathers in lower supervisory and technical; routine occupations are less likely to have access to flexible working compared to professional and managerial fathers;
- Fathers and mothers working in the private sector or in workplaces without trade unions are less likely to have access to flexible working than those working in the public sector and those in workplaces with a trade union or staff association present;
- Fathers working in male-dominated sectors (rather than those with equal gender representation) are more likely to report no access to flexible working.

4. Priority areas for policy and practice innovation

It is notable that civil society and professional bodies have started lobbying government about perceived injustices for employed parents, especially the self-employed.

For instance, the *Six Week Support* campaign, launched by NHS doctors in 2017 has started a national petition “Self-employed women receive less maternity pay than their employed equivalents. They receive the same government (state) maternity allowance as people who are employed by a company, however, they do not receive the first 6 weeks of 90% of their annual weekly salary, as employed people do.” <https://www.gpdq.co.uk/sign-the-petition-here/>.

The Campaign for Parental Pay Equality, launched in 2017 by the Music Producers Guild is focusing on lobbying for Shared Parental Pay to be available to all self-employed people. “The current system of Maternity Allowance for the self-employed places the entire burden of childcare onto the mother and offers no financial support for self-employed fathers or same-sex partners wanting to share childcare. We would like to see ShPP implemented for self-employed parents, as it would allow them more flexibility to successfully run their businesses without claiming any more money from the government than the mothers are currently entitled to.” <https://www.mpg.org.uk/news/parental-pay-equality-campaign-petition/>.

Similarly, journalists and other workers in the creative industries, many of who work as freelancers, have started writing about and campaigning for a modernization of employment law as regards parental rights e.g. The Evening Standard (Britain’s self-employed army needs modern solutions such as parental leave and a new-tech tax system, Rohan Silva November 16th).

The evidence from this report suggests five priority areas for policy and practice innovation:

Greater clarity about statutory definitions of employment status in recognition of new forms of employment

Employment rights and entitlements are closely associated with employment status. Only individuals who are classified as “employees” have access to the full complement of statutory family-friendly employment rights although statutory maternity and paternity pay may be possible in some circumstances for those classified as “workers”.

Self-employed people, those who run their own businesses, have very few statutory employment rights, although self-employed mothers do have access to the maternity allowance benefit, some protection for health and safety purposes, and some protection against discrimination.

Individuals working in non-standard employment conditions in the new economy (e.g. across intermediary digital platforms, gig workers) can be classified as “workers”, “self-employed” or other categories with consequential employment status uncertainty.

In order to improve access to family-friendly employment rights and entitlements there should be legislation to clarify statutory definitions of and protections linked to employment status. In particular greater clarity is needed about the national insurance and tax contributions the self-employed and “worker” status individuals need to make in order to secure access to paid family-friendly statutory support.

Enhanced and proactive public awareness of any new clarification should take place so that citizens can plan for a sustainable and affordable work-family balance over their life course.

A flexible 26 week qualifying period

In recognition of new forms of discontinuous employment, more flexibility about the timing of the 26 week qualifying period is required to extend the reach of family-friendly support.

Consideration should be given to a flexible 26 week employment-qualifying period which can be discontinuous and can occur over a longer period before the baby is due. One example is over 66 weeks (15 months) in line with the current design of maternity allowance.

Paternity allowance

A majority of men ineligible for statutory paternity pay are self-employed. Unlike self-employed mothers, self-employed fathers have no alternative allowance. Men who have not worked with their employer for the 26 week qualifying period are in the same situation.

In order to reduce gender inequalities between men and women at this time, consideration should be given to an allowance to men who do not meet statutory paternity pay employment conditions - a form of paternity allowance.

Supporting cultural change in male dominated work-places

Almost one-third of fathers report not having access to flexible working arrangements in their workplace. This perception varies by industry and is as high as 37% in male dominated industries, 27% in industries where the gender composition is equal and 17% in female dominated industries.

Employers should review practices, particularly in male dominated and mixed workplaces, where local norms (peer and employer) may not be supporting access to visible family-friendly arrangements. Mentoring, training and awareness raising to support organisational change, for instance as part of future gender pay gap audits are recommended.

Government commitment to timely data collection of statutory leave and flexible work arrangements and usage

The UK Government does not routinely collect data about access to and take-up of leaves and flexible work.

The most recent publically available nationally representative survey was conducted nearly 10 years ago: the *Maternity and Paternity Rights and Women Returners Survey 2009/10* (Chanfreau et al, 2011). This joint survey for the Department for Work and Pensions with the Department for Business, Innovation and Skills provided a detailed, statistically representative profile of maternity and paternity leave and pay and maternity allowance.

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Appendices

Box 1: Paid Leave conditions and payments (2014-2017) with other selected weekly benefit and wage comparators

	2014-2015	2016-2017
Economic activity test/earnings threshold	<p>Maternity and paternity pay: £111 a week (gross)</p> <p>Maternity allowance £31 Must have earned more than £30 a week in 13 of 66 weeks (15 months) before baby is due. Earnings can added together earnings from more than one job.</p> <p>Pay can include holiday pay, bonuses, overtime, sick pay and any previous periods of Statutory Maternity Pay, but not periods of Maternity Allowance itself.</p> <p>Self- employed weeks can be included as have either paid Class 2 National Insurance contributions (NICs) or could have paid Class 2 NICs but did not do so</p> <p>Paternity allowance (does not exist)</p> <p>Shared parental leave: Mother - £111 a week (gross)</p> <p>Partner must have earned at least £390 in total in 13 of the 66 weeks before the week the baby's due.</p> <p>Parental leave: None as unpaid</p>	<p>Maternity and paternity pay: £113 a week (gross)</p> <p>Maternity allowance £31 Must have earned more than £30 a week in 13 of 66 weeks (15 months) before baby is due. Earnings can added together earnings from more than one job.</p> <p>Pay can include holiday pay, bonuses, overtime, sick pay and any previous periods of Statutory Maternity Pay, but not periods of Maternity Allowance itself.</p> <p>Self-employed weeks can be included as have either paid Class 2 National Insurance contributions (NICs) or could have paid Class 2 NICs but did not do so</p> <p>Paternity allowance (does not exist)</p> <p>Shared parental leave: Mother - £113 a week (gross)</p> <p>Partner must have earned at least £390 in total in 13 of the 66 weeks before the week the baby's due.</p> <p>Parental leave: None as unpaid</p>

	2014-2015	2016-2017
Continuous employment test /qualifying periods	<p>Maternity and paternity pay: Must have worked continuously for their employer for 26 weeks, ending with the fifteenth week before the baby is due and remain employed at the time of the child's birth.</p> <p>Maternity Allowance: must have worked for at least 26 weeks in the 66 weeks (15 months) before the baby is due. The work does not have to be continuous, or for the same employer, and can include periods of self - employed work.</p> <p>Shared parental leave: Same requirement; partner must also have worked for 26 weeks out of the 66 weeks before the expected week of childbirth and have earned at least £30 per week for 13 of these weeks).</p> <p>Parental leave: employees must have completed one year's continuous employment with their present employer.</p> <p>Right to request Flexible work Employees must have worked for their employer continuously for 26 weeks before applying.</p>	<p>Maternity and paternity pay: Must have worked continuously for their employer for 26 weeks, ending with the fifteenth week before the baby is due and remain employed at the time of the child's birth.</p> <p>Maternity Allowance: must have worked for at least 26 weeks in the 66 weeks (15 months) before the baby is due. The work does not have to be continuous, or for the same employer, and can include periods of self - employed work.</p> <p>Shared parental leave: Same requirement; partner must also have worked for 26 weeks out of the 66 weeks before the expected week of childbirth and have earned at least £30 per week for 13 of these weeks).</p> <p>Parental leave: employees must have completed one year's continuous employment with their present employer.</p> <p>Right to request Flexible work Employees must have worked for their employer continuously for 26 weeks before applying.</p>

Note: Earnings threshold

The earnings threshold is the gross weekly earnings which need to be at least equal to the lower earnings limit for National Insurance (NI) purposes. The lower earnings limit is the point at which a person starts to be treated as if they have paid NI contributions. It changes every year. See <https://www.gov.uk/government/publications/maternity-benefits-technical-guidance/maternity-benefits-technical-guidance#statutory-maternity-pay-smp>

Box 2: Weekly Rates

	2014-2015	2016-2017
Maternity leave	First 6 weeks: 90% of average weekly earnings (AWE) before tax Next 33 weeks: £139.58 or 90% of their AWE (whichever is lower) Remaining 13 weeks are unpaid	First 6 weeks: 90% of their average weekly earnings (AWE) before tax Next 33 weeks: £140.98 or 90% of their AWE (whichever is lower) Remaining 13 weeks are unpaid
Paternity leave	The statutory weekly rate of Paternity Pay is £139.58, or 90% of AWE (whichever is lower)	The statutory weekly rate of Paternity Pay is £140.98, or 90% of AWE (whichever is lower)
Maternity allowance	£139.58 a week or 90% of your average weekly earnings (whichever is less) for 39 weeks.	£140.98 a week or 90% of your average weekly earnings (whichever is less) for 39 weeks. Or, if not eligible for full amount, either: £27 a week for 39 weeks £27 a week for 14 weeks.
Shared parental leave	£139.58 a week or 90% of your average weekly earnings, whichever is lower.	£140.98 a week or 90% of your average weekly earnings, whichever is lower.
Sick pay	<u>£87.55</u> up to 28 weeks. You need to <u>qualify</u> for SSP and have been off work sick for 4 or more days in a row (including non-working days).	<u>£89.35</u> for up to 28 weeks. You need to <u>qualify</u> for SSP and have been off work sick for 4 or more days in a row (including non-working days).
Minimum wage	2015 (age 21 and over): £6.70/hour 2014: £6.50/hour	April 2017: 21-24 £7.05/hour 18-20 £5.60/hour Oct 2016-Mar 2017: 21-24 £6.95/hour 18-20 £5.55/hour Apr-Sept 2016: 21-24 £6.70/hour 18-20 £5.30/hour https://www.gov.uk/national-minimum-wage-rates

	2014-2015	2016-2017
Living wage	Did not exist in 2014-2015.	<p>National Living Wage (introduced April 2016, applies to those aged 25 and older- the minimum wage still applies for workers aged 24 and under):</p> <p>April 2017: £7.50/hour April 2016 to March 2017: £7.20/hour</p>
Average female wage and male wage	<p>2015 Median average earnings excluding overtime Men £576 Women £471</p>	<p>2016 Median average weekly earnings excluding overtime, full time employees, gross Men £578 Women £480 Source: ONS Annual Survey of Hours and Earnings</p>

Table 1: Men and Women in employment, individual eligibility for paid paternity or paid maternity leave

	<i>New Parents in employment</i>		<i>Aged 20-49 in employment</i>		<i>Employed – all ages</i>	
	Men	Women	Men	Women	Men	Women
<i>Employee and eligible</i>	73	84	76	74	72	72
<i>Employee and not eligible</i>	6	10	8	17	9	17
Employed < 6 months	6	2	7	10	6	8
Paid < threshold	0	7	1	5	2	7
Employed < 6 month and paid < threshold	0	1	0	2	1	2
<i>Self-employed</i>	20	7	16	9	19	11
	100	100	100	100	100	100
N	758	652	13,469	13,165	21,700	20,688

Note: New parents = parents of a child < 1 year old

Source: Individual LFS data January-March 2017

Table 2: Mothers in employment, eligibility for maternity allowance payment

	New mothers in employment	Employed women, aged 20-49	Employed women, all ages
Not eligible, self-employed or employed < 6 months	4.1	12	10
Not eligible, employee paid < threshold		0.2	0.5
Not eligible, employed < 6 month and paid < threshold		0.1	0.2
Eligible, self-employed > 6 months	19.5	23.8	27.6
Eligible, employee > 6 months and paid above threshold	76.4	63.8	61.7
Total	100%	100%	100
	652	13,165	20,688

Note: New mothers = mother of a child < 1 year old, employment eligibility is based on 26 weeks of continuous employment, and the LFS does not provide data on the earnings of the self-employed

Source: Individual LFS data January-March 2017

Table 3: Eligibility for flexible working amongst parent employees

	Fathers	Mothers	All parents
No access to flexible working	30%	10%	20%
Access to at least one form of flexible working	70%	90%	80%
	100%	100%	100%
N	2,862	3,072	5,934

Notes: All employed, coupled parents (weighted measures) excluding missing occupation/self-employed

Source: Understanding Society Wave 6

Table 4: Availability of different types of flexible working amongst parent employees

	Fathers	Mothers	All parents
Part-time working	42%	78%	59%
Term-time working	13%	28%	20%
Job share	19%	30%	24%
Flexitime	38%	37%	38%
Compressed week	18%	18%	18%
Annualised hours	7%	8%	8%
Working from home	23%	19%	21%
Other flexible arrangements	29%	24%	27%
N	2862	3,072	5,934

Notes: All employed, coupled parents (weighted measures) excluding missing occupation/self-employed

Source: Understanding Society Wave 6

Table 5: Odds ratios from logistic regression model for 'not eligible for paid paternity leave': Men

	(1)	(2)	(3)	(4)
	Individual characteristics	Plus SEC	Plus workplace	Plus TU±
Constant	12.43***	7.93***	3.22**	
Highest qualification				
Base category: degree or equivalent				
A level or equivalent	0.73**	0.70**	0.76*	
GCSE or equivalent	0.82	0.73*	0.79	
Other qualification	0.95	0.80	0.87	
No qualification	1.47	1.28	1.34	
Qualification missing, inapplicable or no answer	1.10	1.01	1.13	
Ethnicity				
Base category: White				
Mixed	1.57	1.55	1.73	
Indian	1.17	1.13	1.21	
Pakistani	2.39*	2.32*	2.29*	
Bangladeshi	0.76	0.71	0.67	
Other Asian	0.51	0.49	0.47	
Black African/Black Caribbean	1.28	1.19	1.13	
Other ethnicity	1.19	1.16	1.09	
Ethnicity missing, inapplicable or no answer				
Age				
Age in years	0.81***	0.83***	0.84***	
Age in years squared	1.00***	1.00***	1.00***	
Age missing, inapplicable or no answer				
Occupation (SEC)				
Base category: managerial and professional				
Intermediate		1.18	1.24	
Lower supervisory & technical		0.69*	0.76	

Semi-routine and routine		1.50**	1.50**
Occupation missing, inapplicable or no answer		1.49	1.54
Sector of employment			
Base category: Public sector			
Private sector			0.78*
Other type of organisation			2.44***
Sector missing, inapplicable or no answer			
Gender composition of industry sector			
Base category: equal distribution			
Male dominated sector			1.80***
Female dominated sector			1.09
Industry sector missing, inapplicable or no answer			
Union or staff assoc. at workplace			
Base category: union or staff assoc. at workplace			
No union or staff assoc. at workplace			
Union status missing, not applicable or no answer			
<i>Base</i>	4,780	4,780	4,756

Source: UK Labour Force Survey, individual January-March 2017. Weighted estimates.

Self-employed excluded.

'Not eligible' (N=520 in male employee sample) compared to 'Eligible' (N=4267 in male employee sample)

Exponentiated coefficients (Odds ratios)

* $p < 0.01$, ** $p < 0.05$, *** $p < 0.001$

± No data on TU membership in LFS

Table 6: Odds ratios from logistic regression model for 'not eligible for paid maternity leave': Women

	(1)	(2)	(3)	(4)
	Individual characteristics	Plus SEC	Plus workplace	Plus TU±
Constant	11.24***	5.94***	4.79***	
Highest qualification				
Base category: degree or equivalent				
A level or equivalent	0.93	0.72**	0.72**	
GCSE or equivalent	0.92	0.67**	0.67***	
Other qualification	1.28	0.82	0.86	
No qualification	1.23	0.75	0.78	
Qualification missing, inapplicable or no answer	0.58	0.44	0.57	
Ethnicity				
Base category: White				
Mixed	1.57	1.65	1.70	
Indian	0.86	0.87	0.89	
Pakistani	2.54**	2.31**	1.99	
Bangladeshi	1.68	1.85	1.83	
Other Asian	1.02	0.96	0.95	
Black African/Black Caribbean	1.72**	1.69	1.54	
Other ethnicity	2.97***	2.99***	2.96***	
Ethnicity missing, inapplicable or no answer	1.48	1.23	1.22	
Age				
Age in years	0.83***	0.85***	0.85***	
Age in years squared	1.00***	1.00***	1.00***	
Age missing, inapplicable or no answer				
Occupation (SEC)				
Base category: managerial and professional				
Intermediate		1.55***	1.56***	
Lower supervisory & technical		0.63	0.64	
Semi-routine and routine		2.49***	2.36***	
Occupation missing, inapplicable or no answer		1.93***	1.87***	

Sector of employment

Base category: Public sector

Private sector 0.68**

Other type of organisation 1.23*

Sector missing, inapplicable or no answer

Gender composition of industry sector

Base category: equal distribution

Male dominated sector 1.22

Female dominated sector 1.04

Industry sector missing, inapplicable or no answer

Union or staff assoc. at workplace

Base category: union or staff assoc. at workplace

No union or staff assoc. at workplace

Union status missing, not applicable or no answer

Base 5,187 5,187 5,161

Source: UK Labour Force Survey, individual January-March 2017. Weighted estimates.

Self-employed excluded.

'Not eligible' (N=540 in female employee sample) compared to 'Eligible' (N=4787 in female employee sample)

Exponentiated coefficients (Odds ratios)

* $p < 0.01$, ** $p < 0.05$, *** $p < 0.001$

± No data on TU membership in LFS

Table 7: Odds ratios from logistic regression model for 'no flexible working options available': Fathers

	(1) Individual characteristic s	(2) Plus SEC	(3) Plus workplace	(4) Plus TU
Constant	.430	.212	.148	.174
Highest qualification				
Base category: degree or equivalent				
A level or equivalent	2.307***	1.721***	1.628***	1.674***
GCSE or equivalent	2.661***	1.826***	1.649**	1.662***
Other qualification	3.200***	1.834**	1.613*	1.580*
No qualification	2.300**	1.294	1.148	1.080
Qualification missing, inapplicable or no answer	3.209	2.653	2.722	2.573
Ethnicity				
Base category: White				
Mixed	0.920	0.944	0.952	0.973
Indian	1.447	1.429	1.464	1.408
Pakistani	0.605	0.598	0.634	0.638
Bangladeshi	0.719	0.710	0.797	0.752
Other Asian	1.207	1.038	1.151	1.101
Black African/Black Caribbean	0.623	0.596	0.629	0.612
Other ethnicity	0.403	0.401	0.426	0.411
Ethnicity missing, inapplicable or no answer	1.478	1.702	1.850	2.129
Age				
Age in years	0.965	0.990	0.986	0.973
Age in years squared	1.001	1.000	1.000	1.001
Age missing, inapplicable or no answer				

Occupation

Base category: managerial and professional

Intermediate	0.799	0.923	1.010
Lower supervisory & technical	2.862 ^{***}	2.649 ^{***}	2.878 ^{***}
Semi-routine and routine	2.093 ^{***}	2.043 ^{***}	2.144 ^{***}
Occupation missing, inapplicable or no answer	0.779	0.836	0.935

Sector of employment

Base category: Public sector

Private sector		1.572 ^{**}	1.124
Other type of organisation		0.876	0.721
Sector missing, inapplicable or no answer		0.426	0.353

Gender composition of industry sector

Base category: equal distribution

Male dominated sector		1.327 [*]	1.335 [*]
Female dominated sector		0.852	0.865
Industry sector missing, inapplicable or no answer		0.867	0.781

Union or staff assoc. at workplace

Base category: union or staff assoc. at workplace

No union or staff assoc. at workplace			1.763 ^{***}
Union status missing, not applicable or no answer			1.427

Base	2,862	2,862	2,862	2,862
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Source: Understanding Society, Wave 6. Weighted estimates.

Self-employed excluded.

'No flexible working options' (N= 885 in employee father sample) compared to 'at least one' (N=1,977 in employee father sample)

Exponentiated coefficients (Odds ratios)

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 8: Odds ratios from logistic regression model for ‘no flexible working options available’: Mothers

	(1) Individual characteristics .037	(2) Plus SEC .028	(3) Plus workplace .016	(4) Plus TU .023
Highest qualification				
Base category: degree or equivalent				
A level or equivalent	1.078	1.022	1.022	1.000
GCSE or equivalent	1.155	1.066	1.054	1.042
Other qualification	1.528	1.369	1.307	1.291
No qualification	1.432	1.252	1.327	1.210
Qualification missing, inapplicable or no answer	-	-	-	-
Ethnicity				
Base category: White				
Mixed	0.969	1.020	0.977	1.150
Indian	1.396	1.369	1.367	1.364
Pakistani	2.516	2.463	2.621	2.371
Bangladeshi	1.630	1.622	1.549	1.715
Other Asian	1.159	1.125	1.044	0.981
Black African/Black Caribbean	1.847	1.782	1.821	1.770
Other ethnicity	1.622	1.589	1.708	1.743
Ethnicity missing, inapplicable or no answer	-	-	-	-
Age				
Age in years				
Age in years squared	1.025	1.035	1.036	1.015
Age missing, inapplicable or no answer	-	-	-	-
Occupation				
Base category: managerial and professional				
Intermediate		1.021	0.969	0.974
Lower supervisory & technical		1.604	1.520	1.429
Semi-routine and routine		1.215	1.162	1.131
Occupation missing, inapplicable or no answer		2.075	2.090	2.270

Sector of employment

Base category: Public sector

Private sector 1.561* 0.972

Other type of organisation 1.010 0.636

Sector missing, inapplicable or no answer 1.216 1.085

Gender composition of industry sector

Base category: equal distribution

Male dominated sector 1.536 1.467

Female dominated sector 1.446* 1.509*

Industry sector missing, inapplicable or no answer 6.661 8.620

Union or staff assoc. at workplace

No union or staff assoc. at workplace 2.309***

Union status missing, not applicable or no answer 1.016

Base 3,072 3,072 3,072 3,072

Source: Understanding Society, Wave 6. Weighted estimates.

Self-employed excluded.

'No flexible working options' (N= 333 in employee mother sample) compared to 'at least one' (N= 2,739 in employee mother sample)

Exponentiated coefficients (Odds ratios)

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 9: Sample characteristics of those in employment – UK Labour Force Survey, January-March 2017

	Men	Women	All in employment
<i>Age group</i>			
16-24	12%	13%	13%
25-34	24%	23%	24%
35-44	23%	22%	22%
45-59	34%	36%	35%
60+	6%	6%	6%
Total	100%	100%	100%
<i>NS-SEC occupations</i>			
Managerial/professional	45%	45%	45%
Intermediate	8%	20%	14%
Small employers and own account workers	15%	8%	11%
Lower supervisory & technical	11%	5%	8%
Semi-routine & routine	22%	23%	22%
Total	100%	100%	100%
<i>Ethnic group</i>			
White British	88%	89%	88%
Mixed	1%	1%	1%
Indian	3%	2%	3%
Pakistani	2%	1%	1%
Bangladeshi	1%	0%	1%
Asian	2%	2%	2%
Black	3%	3%	3%
Other	2%	1%	2%
Total	100%	100%	100%
N	21,700	20,688	42,388

Table 10: Sample characteristics – Understanding Society, Wave 6

	Fathers	Mothers	All parents
<i>Age group</i>			
16-24	1%	1%	1%
25-34	21%	24%	24%
35-44	42%	45%	45%
45-59	35%	29%	29%
60+	1%	1%	1%
Total	100%	100%	100%
<i>Average no. children</i>			
	1.83	1.76	
<i>NS-SEC occupations</i>			
Managerial/professional	48%	48%	47%
Intermediate	7%	7%	12%
Lower supervisory & technical	11%	11%	8%
Semi-routine & routine	19%	19%	21%
Missing	15%	15%	13%
occupation/self-employed			
Total	100%	100%	100%
<i>Ethnic group</i>			
White British	82%	84%	83%
White other	7%	7%	7%
Mixed	1%	1%	1%
Asian	7%	5%	6%
Black	2%	2%	2%
Other	1%	1%	1%
Unknown	<1%	<1%	<1%
	100%	100%	100%
N	4211	3695	8176