

Maternal Well-Being Infant Feeding and Return to Paid Work

Technical Report: Maternal Experiences Survey

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Maternal Experiences Survey

Our maternal experiences survey was interested in the group of women who wished to continue to breastfeed upon return to work to understand barriers, experiences and what works. However, all women who had given birth in the UK in the last 5 years (since 2017 in the first round and 2018 in the second round) were eligible to take part. The first round of the survey ran from November 2022-March 2023 and then the survey was reopened in September 2023 to try to increase diversity of respondents and kept open until February 2024.

The survey collected information about birth and child characteristics, infant feeding experience (methods used, whether breastfeeding and duration of breastfeeding, reasons for breastfeeding/not breastfeeding), job characteristic, return to work experience, facilities and support in the workplace, experience of continuing to breastfeed upon return to work, maternal well-being and demographic variables. The focus was on the respondent's most recent birth for simplicity. Full questions can be found in appendix 1.

We received a total response of 1,865 responses. 1786 (96%) had breastfed their most recent child (with only 79 not having breastfed). 1292 had returned to work (94% of the 1380 who had worked whilst pregnant and had finished maternity leave), with 23 starting a job (of the 115 who had not worked whilst pregnant). 370 were currently on leave of which 347 were planning on returning to work (23 were not planning or were undecided on whether to return to work). 920 respondents reported they had continued to breastfeed upon return to work, and 211 yet to return expect to still be breastfeeding. Often, we are interested in the sample who have returned to work within 15 months which captures the 12 months leave women in the UK are entitled to plus annual leave (up to 3 months) accrued whilst on leave.

Appendix 1: **Maternal Experiences Survey Questions**

Welcome to our maternal well-being, infant feeding, and paid work experiences survey

We wish to survey mothers based in the UK who have given birth since January 2017. Participation is voluntary and the survey is entirely anonymous. It should take approximately 20-25 minutes of your time. The survey aims to capture mothers' experiences of infant feeding and return to work and forms part of a wider project in this area. We will ask a couple of questions about your birth which may be distressing if you had a difficult birth. Please note sensitive questions have a 'prefer not to say' option.

.This project has been subject to an ethical review and has been given a favourable ethical opinion for conduct by the Head of the School of Politics, Economics and International Relations. You can find out more information about the survey, how your data will be stored, used, retained and shared in our information sheet.

If you have any questions about the survey please e-mail X

I confirm the above and consent to take part in this study

Please confirm that: 1) I have read and understand the above information for this study and have had the opportunity to ask questions. 2) I agree to take part in this study.

About the birth of your child

First, we would like to ask for some basic information about your child and birth. This will help us better understand infant feeding decisions and experiences.

We are interested in mothers based in the UK who have given birth since 2017. Please answer the following questions in relation to your most recent birth. If you had twins, triplets or other multiple births please answer the questions as if they are applicable to any of your children.

1. Please specify the year your child was born

2017
2018
2019
2020
2021
2022
2023
2024

2. Please specify the month your child was born

January
February
March
April
May
June
July
August
September
October
November
December

3. Did you have twins, triplets or other multiple births?

No
Yes, twins
Yes, triplets or other multiple births

4. What is the sex of your child?

Female, Male, Both (twins, triplets or other multiple births), Prefer not to say

5. Was your child born?

Within a week of your due date
1 or more weeks after your due date
37-39 weeks
32-36 weeks
28-31 weeks
Before 28 weeks
Other [please specify]

Prefer not to say

6. What was the birth weight of your child?

Less than 2.5kg (5lbs 8oz)

2.5kg to 2.99kg (5lbs 8oz to 6lbs 9oz)

3kg to 3.49kg (6lbs 10oz to 7lbs 11 oz)

3.5kg to 3.99kg (7lbs 12oz to 8lbs 12oz)

4kg (8lbs 13 oz) and over

Prefer not to say

If you had twins, triplets or other multiple births, you can include additional information on birth weights if you wish

7. Please tell us which of the following best describes the delivery of your child

Vaginal birth

Assisted vaginal birth (forceps/ventouse)

Elective caesarean

Emergency caesarean

Prefer not to say

**8. Related to your birth, did you undergo/experience any of the following?
[Please select all that apply]**

An induction/acceleration of labour

An episiotomy and/or a tear

Postpartum haemorrhaging

Other complication

None of these

Prefer not to say

9. What day of the week did you give birth?

Monday-Thursday

Friday-Sunday

I don't remember

About how your child was fed

We will now ask some questions related to your intentions and actual feeding experiences of your most recent child. If you had twins, triplets or other multiple births please answer the question as if they are applicable to any of your children.

10. Before your most recent child was born, how would you describe your intentions for feeding your child?

I wanted to breastfeed only

I wanted to express breast milk only

I wanted to formula feed only

I wanted to breastfeed and express breast milk

I wanted to mix feed (breastfeed and/or express breast milk and give formula milk as well)

I had not decided how I was going to feed my child

Other

If you selected Other, please specify:

11. Have you ever breastfed or expressed breast milk for your child?

Yes

No

12. Which of the following best describes your reasons why you did not breastfeed your child [Please select all that apply] [Asked if Q11=No]

I did not want to breastfeed

Previous experience(s) with another child(ren)

I could not breastfeed for health reasons

I could not breastfeed due to birth complications

My child was premature

My child had health issues

My child had problems latching

I had low milk supply

It allowed my partner to be involved

It allowed others to help feed my child

Because it was easier for when I return to work

I feel it is what is expected

Cultural/religious reasons

Other

If you selected Other, please specify:

13. Which of the following best describes your reasons for breastfeeding/expressing breast milk? [Please select all that apply] [asked if Q11=yes]

A health professional advised me to (e.g. nurse, doctor, midwife or health visitor)

My partner, friend and/or relative advised me to

Previous experience(s) with another child(ren)

Child health benefits

Mother health benefits

To bond with my child

To save on the cost of formula

Cultural/religious reasons

Other

If you selected Other, please specify:

14. You may have used different methods at different times but which feeding method(s) have you used? [Please select all that you used]

[Asked if Q11=Yes]

I breastfed only

I expressed breast milk only

I formula fed only

I breastfed and expressed breast milk

I mix fed (breastfed and/or expressed breast milk and gave formula milk as well)

Other

If you selected Other, please specify:

15. Which of the following best describes your reasons for giving formula milk? [Please select all that apply] [Asked if Q14=I formula fed only or I mix fed]

A health professional advised me to (e.g. nurse, doctor, midwife or health visitor)

My partner, friend and/or relative advised me to

Previous experience(s) with another child(ren)

I had milk supply issues/problems breastfeeding

I had concerns about how much milk my child was getting/weight gain

I had health issues

It allowed my partner to be involved

It allowed others to help feed my child

Because it was easier for when I return to work

It made breastfeeding more manageable

I feel it is what is expected

Cultural/religious reasons

Other [please specify]

The following questions are asked to those for which Q11=Yes

16. Which of the following statements best describes your feelings about how long you breastfed/expressed breast milk for your child?

I am still breastfeeding/expressing breast milk

I would have liked to have breastfed /expressed breast milk for longer

I breastfed/expressed breast milk for as long as I wanted

I breastfed/expressed breast milk for longer than I wanted

What age was your child when last breastfed/given expressed breast milk? [You can answer in days, weeks or months; if you had twins, triplets or other multiple birth, please answer for the child you breastfed/expressed breast milk for the longest]

17. During the first 6 months of your child's life, was/is anyone else involved in regularly feeding your child milk during the day? [Please select all that apply]

- No
- Yes, my partner
- Yes, other family member
- Yes, childcare provider
- Yes, other
- No

18. During the first 6 months of your child's life, was/is anyone else involved in regularly feeding your child milk during the night? [Please select all that apply]

- Yes, my partner
- Yes, other family member
- Yes, childcare provider
- Yes, other

The following questions are asked to all respondents

19. Do you know whether you were fed with breast milk or formula milk when you were a baby?

- Fed with breast milk entirely or almost entirely
- Fed with formula entirely or almost entirely
- Fed with both breast milk and formula milk
- I don't know

20. Was this your first child?

- Yes
- No

Asked to those for which Q20=No

21. Excluding your most recent child, how many other children do you have? [Exclude any step or adoptive children]

- 1
- 2
- 3
- 4
- 5+

22. Excluding your most recent child, were any of your other children breastfed?

- Yes
- No

The following questions were asked to all

23. Do most of the mothers you know...?

- Breastfeed and/or express breast milk only
- Formula feed only
- Mix feed (breastfeed and/or express breast milk and give formula milk as well)

Mothers I know use a variety of methods

24. Are most of the mothers that you know employed?

I'm not sure

All or most

Around half

Less than half

I'm not sure

Return to paid work

We will now ask you some questions about whether you returned to work after the birth of your child. We are interested in your experience whether you undertook paid work or not. If you were self employed please answer the return to work questions, as we will ask later specific questions related to self-employment if this applies to you.

25. Did you undertake paid work whilst pregnant with your most recent child?

Yes
No

26. Did you start a paid job within 12 months after giving birth? [asked if Q25=No]

Yes
No

27. If you would like to have worked did you face any barriers to working?
[Please select all that apply] [Asked if Q26=No]

I did not want to work
I did not face any barriers
I could not find a job with the desired hours
I could not find a job in a suitable location
I would lose benefits if I started work
Working would have made it difficult to feed my child the way I wanted
I could not find suitable childcare
I could not find a job that paid enough to afford childcare
I prefer to look after my child myself
Other [Please specify]

28. Were you previously employed in paid work? [Asked if Q26=No]

Yes
No

29. What was the occupation/job title of the last job you had? [Asked if Q28=Yes]

30. Did you return to paid work after giving birth? [Asked in Q25=Yes]

Yes
I am still on leave
No

The following are asked if Q30=Yes or Q26=Yes

31. How old in months was your child when you returned to paid work?

1
2
3

- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15

Other [Please specify]

32. Which of the following best describes your reasons for returning to paid work after the birth of your child? [Please select all that apply to you]

Financial reasons

Career reasons

Job security

It felt like it was what was expected

Personal desire/I enjoy working

I did not want to be a stay at home parent

I wanted the routine

For a sense of identity

Other [please specify]

33. Did you feel any conflict between return to paid work after the birth of your child and how you wanted to feed your child?

Yes, I was not able to feed my child in a way I would have liked for as long as I would have liked as a result of returning to work

Yes, I returned to paid work later than I would have liked so I could feed my child in the way I wanted

No, I did not feel any conflict

Other {please specify]

34. How is/was your child cared for whilst you are/were at work? [Please select all that apply]

Myself

Looked after by partner

Looked after by grandparent(s)

Looked after by other family member

Child attends/attended workplace nursery

Child attends/attended other nursery

Child minder

Nanny/carers in home

Other [please specify]

35. Did you make any voluntary adjustments to your working patterns after the birth of your child? [Please select all that apply]

- No, I did not make any adjustments
- I increased my work hours worked
- I decreased my work hours worked
- I changed shift patterns
- I started a flexible working arrangement
- I started a job share
- Other [please specify]

36. On average, how many hours a week were you working when you returned to work?

- Less than 10 hours
- 10-19 hours
- 20-29 hours
- 30-35 hours
- 36-40 hours
- More than 40 hours

37. On average, how many hours a day were you working when you returned to work?

About your job [asked to Q30=Yes or Q26=Yes]

We will now ask you about your job. We want to understand how experiences vary across different types of job/work. Please answer the following questions in relation to the job you were doing upon return to work after giving birth to your most recent child. If you had more than one job please answer for the job you considered to be your main job.

38. Did/do you have more than one job?

Yes

No

39. What is the occupation/job title of your job?

40. What is/was your contract type?

Permanent

Fixed term

Agency/Casual work

Zero hours contract

Self-employed/freelance

I don't know

Other [please specify]

If Q40 is equal to self-employed individual routed to Q56

41. Were you eligible for any enhanced occupational maternity/parental pay? [By enhanced occupational maternity/parental pay we mean pay paid by your employer on top of statutory maternity/parental pay]

Yes

No

42. How many weeks of enhanced occupational maternity/parental pay did you take? [If Q41=Yes]

43. Did you return to the same job(s) that you did prior to giving birth?

Yes, I returned to the same employer and job

No, I returned to the same employer but a different job role/title

No, I returned to a different employer

44. If you changed employer/job role/title please state the occupation/job title you were doing prior to giving birth

45. Did/does your job involve any of the following working arrangements? [Please select all that apply]

Working most/every weekend

Working some weekends

Overnight travel

Unsocial working hours e.g. evenings/nights

On call working

Driving or travelling around

Attending client or customer premises

None of these

46. Did/does your job (after the birth of your child) allow you to work from home at all?

Yes

No

47. How often do/did you typically work from home? [asked if Q46=Yes]

I work(ed) entirely from home

3+ days per week

1-2 days per week

Less often

I never work(ed) from home

48. Compared to before you gave birth to your child, did the amount of time working from home...? [asked if iQ46=yes]

Increase

Decrease

Stay the same

Not applicable

About your employer

We will now ask some questions about the employer you were working for upon return to work after giving birth to your most recent child. If you had more than one job please answer for the job you considered to be your main job.

49. What does the organisation/firm you work(ed) for mainly make or do?

50. Do you work in the public sector?

Yes

No

51. How many people does the organisation you work(ed) for employ?

Under 25 employees

25 to 99 employees

100-249 employees

250-499 employees

500+

I don't know but less than 250 employees

I don't know but 250+ employees

52. Does/did your employer offer any of the following to support mothers returning to work? [possible answers: Yes No I don't know]

A designated place to rest and lie down if necessary

A designated place to breastfeed/express breast milk

Facilities to store breast milk

Shorter working days

Longer/extended breaks (which may include time to express breast milk/breastfeed)

Additional leave/holiday

Extra leave if your child is ill

Different shift patterns/flexible working hours

53. If any, please list other support for mothers returning to work offered by your employer or any other support you would have liked.

54. Does/did your employer have a formal policy for breastfeeding employees?

Yes

No

I don't know

55. Did your employer undertake a health and safety risk assessment with you when you returned to work?

Yes

No

The following were asked to the self employed (those who answered self-employed/freelance to Q40)

We will now ask you some questions about the job you were doing upon return to work after giving birth to your most recent child. If you had more than one job please answer for the job you consider to be your main job.

56. Did you return to the same job(s) that you did prior to giving birth?

Yes
No

57. Were you previously self-employed/freelance prior to the birth of your child? [Asked if Q56=No]

Yes
No

58. What occupation/job were you doing prior to giving birth? [Asked if Q56=No]

59. Do/did you have any employees?

Yes
No

60. How many people do/did you employ?

Under 10 employees
10-24 employees
25 to 99 employees
100-249 employees
250-499 employees
500+ employees
I don't know

61. Do/did you work? [Please select all that apply]

From your own home
From separate business premises
From a van or stall
From client or customer premises
Driving or travelling around
Other [Please specify]

62. How often do/did you typically work from home?

I work(ed) entirely from home
3+ days per week
1-2 days per week
Less often

63. Compared to before you gave birth to your child, did the amount of time working from home...?

Increase
Decrease
Stay the same

**64. Does/did your job involve any of the following working arrangements?
[Please select all that apply]**

Working most/every weekend
Working some weekends
Overnight travel
Unsocial working hours e.g. evenings/nights
On call working
None of these

Workplace experience (asked to those who responded Q30=Yes or Q26=Yes]

65. Which of the following best describes your circumstances?

You stopped breastfeeding/expressing breast milk some time before you returned to work

You stopped breastfeeding/expressing breast milk just before or around the point at which you returned to work

You continued breastfeeding/expressing breast milk after your return to work but you have stopped now

You are still breastfeeding/expressing breast milk

Not applicable, I did not breastfeed my child

Workplace experience (asked to those who indicated from answered Q65 they had continued to breastfeed upon return to work]

We will now ask you some questions related to your experience of combining breastfeeding/expressing breast milk and paid work.

66. Had your child been introduced to solids by the time you returned to work?

Yes

No

67. Did you make any changes to the way your child was fed/the type of milk given as a direct result of your return to work?

Yes

No

68. What changes did you make? [Please select all that apply] [Asked if Q67=Yes]

I introduced cow's or alternative milk

I introduced expressed breast milk

I introduced formula milk

I stopped breastfeeding and expressed breast milk only

I adjusted the timing/frequency of breastfeeds

Other {please specify]

69. How did these changes make you feel? [Asked if Q67=Yes]

70. Did you inform your line manager/employer that you were breastfeeding/expressing breast milk?

Yes

No

Not applicable

71. Why do you not inform your line manager/employer? [Please select all that apply]

I felt uncomfortable raising it

I did not know the procedure to do so

I did not know how to broach the subject

I did not think my employer/line manager needed to know

Other [Please specify]

72. Have you done any of the following? [Please select all that apply]

Brought your child to work and breastfed at work

Breastfed child during breaks at an onsite nursery/childcare facility

Breastfed child during breaks at a nearby location (e.g. at home, childcare provider)

Worked from home so you could breastfeed your child

None of the above

73. At your workplace, where have you ever breastfed? [Please select all that apply] [asked if Q72= Brought your child to work and breastfed at work]

A private breastfeeding room
Private office/workspace
Other private space
Shared office/workspace
A communal area
The toilets
Other [Please specify]

74. How comfortable did/do you feel breastfeeding at your workplace? [asked if
Q72= Brought your child to work and breastfed at work]

Very comfortable
Somewhat comfortable
Neither comfortable or uncomfortable
Somewhat uncomfortable
Very uncomfortable

Q75. Have you ever expressed breast milk at your workplace?

Yes
No

Experience of expressing breast milk at your workplace [asked if Q75=Yes]

Q76. Do/did you express breast milk at work for comfort or for your child?

Comfort
Your child
Both

Q77. At your workplace, where have you ever expressed breast milk? [Please select all that apply]

A private breastfeeding room
Private office/workspace
Other private space
Shared office/workspace
A communal area
The toilets
Other [Please specify]

Q78. Where have you ever stored expressed breast milk whilst at work? [Please select all that apply]

In a fridge provided for storing breast milk
In a communal fridge
In an insulated cooler e.g. cool bag/box
Other [Please specify]

Q79. How comfortable did/do you feel expressing breast milk at your workplace?

Very comfortable
Somewhat comfortable
Neither comfortable or uncomfortable
Somewhat uncomfortable
Very uncomfortable

Workplace Experience [Asked to those who expressed breast milk or breastfed at their workplace]

Q79. Did you experience any of the following problems relating to expressing breast milk/breastfeeding whilst at work? [Please select all that apply]

Line managers/employer were reluctant to/didn't provide necessary breaks
Line managers/employer were reluctant to/didn't provide necessary facilities
The nature of my job role made it difficult/impractical
I received negative reactions or comments from managers
I received negative reactions or comments from colleagues
I did not experience any problems
Other [Please specify]

Q80. How supported do/did you feel combining breastfeeding/expressing breast milk and paid work by your...?

Scale of: Fully supported, fairly well supported, not well supported, not at all supported, not applicable

Line manager/employer
Work colleagues
Partner
Family

Q81. Did you experience any of the following problems relating to expressing breast milk or breastfeeding upon your return to work? [Please select all that apply]

A reduction in milk supply
Child would not take a bottle
Difficulty expressing
Painful expressing
Engorgement/mastitis
None of the above
Other [Please specify]

If you selected Other, please specify:

Q82. How easy or difficult have/did you found/find combining breastfeeding and/or expressing breast milk with paid work?

Very easy
Somewhat easy
Neither easy nor difficult
Somewhat difficult
Very difficult

Q83. If you have stopped breastfeeding/expressing breast milk, what were your reasons? How did stopping make you feel?

Q84. Is there anything else you would like to add about your experience of combining breastfeeding/expressing breast milk and paid work?

Workplace Experience [asked if indicated stopped breastfeeding before return to work, based on Q65]

Q85. Would you have liked to have continued breastfeeding/expressing breast milk when you returned to work?

Yes

No

Q86. What were your reasons for stopping breastfeeding/expressing breast milk? How did this make you feel? {asked if Q85=No}

Q87. Did you face any barriers that stopped you from continuing to breastfeed/express breast milk upon your return to work? [Please select all that apply] {asked if Q85=Yes}

No, I did not face any barriers

It was difficult/impractical

I did not know how to broach the subject with my employer/line manager

I did not think it was an option/possible to do so

I did not feel I would be supported at work to do so

I was worried it would have been stressful/unmanageable

Other [Please specify]

Q88. How did stopping breastfeeding/expressing breast milk make you feel? {asked if Q85=Yes}

Return to Work Intentions [Asked if Q30=I am still on leave]

Q89. Do you intend to return to work?

Yes

No

I have not yet decided

The following questions are asked if Q89=Yes

Q90. How old in months will your child be when you intend to return to paid work?

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

Other [Please specify]

I have not yet decided/confirmed

Q91. Which of the following best describes your reasons for returning to paid work? [Please select all that apply to you]

Financial reasons

Career reasons

Job security

It feels like it is what is expected

Personal desire/I enjoy working

I do not want to be a stay at home parent

I want the routine

For a sense of identity

Other [Please specify]

Q92. Do you feel any conflict between returning to work after the birth of your child and how you want to feed your child?

Yes, I will not be able to feed my child in a way I like for as long as I would like as a result of returning to paid work

Yes, I will return to paid work later than I would like so I can feed my child in the way I want

No, I did not feel any conflict

Other {Please Specify}

Q93. How will your child be cared for whilst you are at work? [Please select all that apply]

Myself

Looked after by partner

Looked after by grandparent(s)

Looked after by other family member

Child will attend workplace nursery

Child will attend other nursery

Child minder

Nanny/carer in home

I have not yet decided

Other [Please specify]

Q94. Do you expect to make any voluntary changes to your working patterns? [Please select all that apply]

No

I expect to increase my work hours worked

I expect to decrease my work hours worked

I expect to change shift patterns

I expect to start a flexible working arrangement

I expect to start a job share

Don't know

Other [Please specify]

Q95. On average how many hours a week do you expect to be working when you return to work?

Less than 10 hours

10-19 hours

20-29 hours

30-35 hours

36-40 hours

More than 40 hours

Q96. On average, how many hours a day do you expect to be working when you return to work?

About your job [The following questions are asked if Q89=Yes]

We will now ask you about the job you will be doing on return to paid work. We want to understand how experiences vary across different types of job/work. If you had more than one job please answer for the job you considered to be your main job

Q97. Will you have more than one job?

Yes

No

I don't know/I have not yet decided

Q98. What is the occupation/job title you will be doing?

Q99. What is your contract type?

Permanent

Fixed term

Agency/Casual work

Zero hours contract

Self-employed/freelance

I don't know

Other [Please specify]

Q100. Were you eligible for any enhanced occupational maternity/parental pay? [By enhanced occupational maternity/parental pay we mean pay paid by your employer on top of statutory maternity/parental pay]

Yes

No

Q101 How many weeks of enhanced occupational maternal/parental pay did/will you take? [Asked if Q100=Yes]

Q102 Do you expect to return to the same job(s) that you did prior to giving birth?

Yes, I expect to return to the same employer and job

No, I expect to return to the same employer but a different job role/title

No, I expect to return to a different employer

Q103 If you expect to change employer/job role/title please state the occupation/job title you were doing prior to giving birth

Q104 Does/will your job involve any of the following working arrangements? [Please select all that apply]

Working most/every weekend

Working some weekends

Overnight travel

Unsocial working hours e.g. evenings/nights

On call working

Driving or travelling around

Attending client or customer premises

None of these

Q105. Will your job role allow you to work from home at all?

Yes

No

Q106. How often do you expect to typically work from home? [Asked if Q105=Yes]

Entirely from work

3+ days per week

1-2 days per week

Less often

I don't expect to work from home

I don't know/I am undecided

Increase

Q107 Compared to before you gave birth to your child, do you expect the amount of time working from home to..? [Asked if Q105=Yes]

Decrease

Stay the same

Not applicable

I am not sure/I have not decided

About your employer [The following questions are asked if Q89=Yes]

We will now ask some questions about the employer you expect to be working for upon return to work. If you had more than one job please answer for the job you considered to be your main job.

Q108 What does the organisation/firm you (will) work for mainly make or do?

Q109 Do/will you work in the public sector?

Yes

No

Q110 How many people does the organisation you (will) work for employ?

Under 25 employees

25 to 99 employees

100-249 employees

250-499 employees

500+

I don't know

Q111 Does/will your employer offer any of the following to support mothers returning to work?

Yes, No, I don't know

A designated place to rest and lie down if necessary

A designated place to breastfeed/express breast milk

Facilities to store breast milk

Shorter working days

Longer/extended breaks (which may include time to express breast milk/breastfeed)

Additional leave/holiday

Extra leave if your child is ill

Different shift patterns/flexible working hours

Q112 If any, please list other support for mothers returning to work offered by your employer or any other support you would like to see

Q113 Does your employer have a formal policy for breastfeeding employees?

Yes

No

I don't know

About your job [The following questions are asked if Q99=Self-employed/freelance]

We will now ask you some questions about the job you expect to be doing when you return to work. If you had more than one job please answer for the job you consider to be your main job.

Q114. Do you expect to return to the same job(s) that you did prior to giving birth?

Yes
No

Q115. Were you self-employed/freelance prior to the birth of your child? {Asked in Q114==No]

Yes
No

Q116. What occupation/job were you doing prior to giving birth {Asked in Q114==No]

Q117. Do you have any employees?

Yes
No

Q118. How many people do you employ?

Under 10 employees
10-24 employees
25 to 99 employees
100-249 employees
250-499 employees
500+ employees
I don't know

Q119. Do/will you work? [Please select all that apply]

From your own home
From separate business premises
From a van or stall
From client or customer premises
Driving or travelling around
Other [Please specify]
I don't know/I have not yet decided

Q120. How often do you expect to work from home? [Asked if Q119=from your own home]

Entirely from home
3+ days per week
1-2 days per week
Less often
I am not sure/I have not yet decided

Q121. Compared to before you gave birth to your child, do you expect the amount of time working from home to...? [Asked if Q119=from your own home]

Increase

Decrease

Stay the same

I am not sure/I have not yet decided

Q122. Does/will your job involve any of the following working arrangements? [Please select all that apply]

Working most/every weekend

Working some weekends

Overnight travel

Unsocial working hours e.g. evenings/nights

On call working

None of these

About how you will feed your child [Asked in Q89=Yes]

Q123. Do you expect your child to have been introduced to solids by the time you return to work?

Yes

No

I am not sure

Q124. Do you expect to be breastfeed/expressing breast milk when you return to work?

No, I am not currently breastfeeding/expressing breast milk

No, I am currently breastfeeding/expressing breast milk but expect to stop before I return to work

Yes

No, I would like to stop before I return to work

Q125. Are there any barriers that are stopping you from continuing to breastfeed/express breast milk upon your return to work? [Please select all that apply] [Asked if Q124=expect to stop before return to work]

It is difficult/impractical

I do not know how to broach the subject with my employer/line manager

I do not think it is an option/possible to do so so

I do not feel I would be supported at work to do so

I am worried it would be stressful/unmanageable

Other [Please specify]

Q126. How does stopping breastfeeding/expressing breast milk make you feel? [asked if Q124=expect to stop before return to work]

Following questions asked if Q124=expect to continue to breastfeed upon return to work

Q127. Do you plan to make any changes to the way your child is fed/the type of milk given as a direct result of your return to work?

Yes

No

Q128. What changes do you plan to make? [Please select all that apply]

I will introduce cow's or alternative milk

I will introduce expressed breast milk

I will introduce formula milk

I will stop breastfeeding and express breast milk only

I will adjust the timing/frequency of breastfeeds

I don't know/I have not decided yet

Other [Please specify]

Q129. How did these planned changes make you feel?

Q130. How easy or difficult do you expect to find combining breastfeeding and/or expressing breast milk with paid work?

Very easy

Somewhat easy

Neither easy nor difficult

Somewhat difficult

Very difficult

Don't know

The following questions are asked if Q89=No, I have not yet decide

Q131. Why have you chosen not to/yet decided to return to work? [Please select all that apply]

I do not want to return to work/my job
I was made redundant
I have not found a job with the desired hours
I have not found a job in a suitable location
I would lose benefits if I returned to work
Working would make it difficult to feed my child the way I wanted
I am unable to find suitable childcare
I cannot afford childcare
I prefer to look after my child myself
I feel like it is what is expected
Other [Please specify]

Q132. What was the occupation/job title of the job you were doing prior to giving birth?

Q133. What was the contract type of the job you were doing prior to giving birth?

Permanent
Fixed term
Agency/Casual work
Zero hours contract
Self-employed/freelance
I don't know
Other [Please specify]

Q134. What did the organisation you were working for prior to giving birth mainly make or do?

Q135. Prior to giving birth were you working in the public sector?

Q136. How many people did the organisation you were working for prior to giving birth employ (excluding temporary and casual staff)?

Yes
No
Under 25 employees
25 to 99 employees
100-249 employees
250-499 employees
500+
I don't know but less than 250 employees
I don't know but 250+ employees

Q137. Did you have any employees? [Asked if Q133=self-employed/freelance]

Yes
No

Q138. How many people did you employ? [Asked if Q137=Yes]

Under 10 employees
10-24 employees
25 to 99 employees
100-249 employees
250-499 employees
500+ employees
I don't know

Q139. On average, how many hours a week were you working prior to giving birth?

Less than 10 hours
10-19 hours
20-29 hours
30-35 hours
36-40 hours
More than 40 hours

The following are asked to respondents who did not return to work if Q30=No

Q141. Why did you not return to work? [Please select all that apply]

- I did not want to return to work/my job
- I was made redundant
- I could not find a job with the desired hours
- I could not find a job in a suitable location
- I would lose benefits if I returned to work
- Working would make it difficult to feed my child the way I wanted
- I could not find suitable childcare
- I could not afford childcare
- I prefer to look after my child myself
- I feel like it is what is expected
- Other [Please specify]

Q142. What was the occupation/job title of the job you were doing prior to giving birth?

Q143. What was the contract type of the job you were doing prior to giving birth?

- Permanent
- Fixed term
- Agency/Casual work
- Zero hours contract
- Self-employed/freelance
- I don't know
- Other [Please specify]

Q144. What did the organisation you were working for prior to giving birth mainly make or do?

Q145. Prior to giving birth were you working in the public sector?

- Yes
- No

Q146. How many people did the organisation you were working for prior to giving birth employ (excluding temporary and casual staff)?

- Under 25 employees
- 25 to 99 employees
- 100-249 employees
- 250-499 employees
- 500+
- I don't know but less than 250 employees
- I don't know but 250+ employees

Q147. Did you have any employees? [Asked if Q143=self-employed/freelance]

- Yes
- No

Q148. How many people did you employ?

Under 10 employees
10-24 employees
25 to 99 employees
100-249 employees
250-499 employees
500+ employees
I don't know

Q149. On average, how many hours a week were you working prior to giving birth?

Less than 10 hours
10-19 hours
20-29 hours
30-35 hours
36-40 hours
More than 40 hours

About your partner [Asked to all]

Q150. After the birth of a child, did you have a partner or spouse?

Yes

No

The following questions are asked if Q150=Yes

Q151. What is/was the gender of your partner/spouse?

Male

Female

Other

Prefer not to say

Q152. Are/were you and your partner married or in a civil partnership?

Yes

No

Q153. Is/was your partner employed after the birth of your child?

Prefer not to say

Self-employed

Paid Employment (Full time)

Paid Employment (Part time)

Not in employment

Q154. Did your partner make any voluntary adjustments to their working patterns after the birth of your child? [Please select all that apply]

They did not make any adjustments

They increased their hours worked

They decreased their hours worked

They changed their shift patterns

They moved to a flexible working agreement

They started/stopped working

They changed employer

They changed job role

Other [Please specify]

Q155. Did you partner take any leave after the birth of your child?

Yes

No

Q156. Was/is this leave..? [Please select all that apply]

Paid paternity leave

As part of a shared parental leave arrangement

Annual leave

Unpaid leave

Other [Please specify]

Q157. Are/did you taking/take shared parental leave...? [If Q156=shared parental leave]

At the same time

At a different time

There is/was some overlap

Q158. In total how many weeks of leave did/will your partner take?

About the pandemic [asked to all]

Q159. If applicable, do you think the pandemic had any impact on your choices related to the way your child was fed and/or paid work?

About your well-being [asked to all]

We will now ask some questions about your mental well-being in the months after you gave birth and, if applicable, returned to work.

Q160. In the months after giving birth, please choose which you feel best describes how satisfied or dissatisfied you were with the following aspects of your situation

On a scale of completely satisfied, mostly satisfied, somewhat satisfied, neither satisfied/dissatisfied, somewhat dissatisfied, mostly dissatisfied, completely dissatisfied

The way your child was fed

Your health

Your income

Your job

Amount of Leisure time

Relationship with partner

Relationship with other family members

Your life overall

Q161. In the months after giving birth, on a scale of 0(Not all happy) to 10(Completely happy), overall how happy did you feel?

Q162. In the months after giving birth, on a scale of 0(Not all anxious) to 10(Completely anxious), overall how anxious did you feel?

Q163. Since giving birth to your most recent child, have you ever been diagnosed with any of the following?

(Post Natal) depression

(Post Natal) anxiety

(Post Natal) psychosis

None of these

Prefer not to say

Q164. Did your physical or mental health impact your feeding or paid work decisions?

About you (asked to all)

Finally, we would like to ask some questions about you. The survey is anonymous so the information cannot be traced back to you. This information will be used to ensure we collect a range of experiences.

Q165. How old were you when you gave birth to your most recent child?

- Under 21
- 21-24
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50+
- Prefer not to say

Q166. What is your highest qualification level?

- Degree level (e.g. undergraduate, postgraduate, PGCE, PhD)
- Higher qualification below degree level (e.g. higher education certificate/diploma)
- A-level /AS-level, International baccalaureate or equivalent
- GCSE/O-level or equivalent
- Other
- No Qualification
- Prefer not to say

Q167. What is your ethnic group?

- White
- English, Welsh, Scottish, Northern Irish or British
- Irish
- Gypsy or Irish Traveller
- Any other White background
- Mixed or multiple ethnic groups
- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed or multiple ethnic background
- Asian or Asian British
- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background
- Black, African, Caribbean or Black British
- African
- Caribbean
- Any other Black, African or Caribbean background
- Other ethnic group
- Arab
- Any other ethnic group

Prefer not to say

Q168. Were you born in the UK?

Yes

No

Prefer not to say

Q169. What was the occupation/job title of your main household earner when you were aged about 14?

Q170. What region of the UK were you residing in when your child was born?

North East

North West

Yorkshire and the Humber

East Midlands

West Midlands

East of England

London

South East

South West

Wales

Scotland

Northern Ireland

Q171. Do you want to tell us anything else about yourself?

Q172. If any, please enter any further information you wish to provide or any further comments