

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Total	Organization size			Work industry (select all that apply)												
	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)	Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P

For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. Which, if any, of the following statements do MOST agree with?

	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
	Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108
Women who become pregnant and new mothers in work are generally less interested in career progression than other employees in their companies		32%	34%	33%	29%	34%	36%	36%	34%	33%	18%	29%	27%	29%	26%	44%	38%	23%
Women who become pregnant and new mothers in work are generally as interested in their career progression as other employees in their companies		49%	43%	49%	54%	46%	40%	41%	47%	59%	58%	56%	53%	52%	52%	43%	55%	60%
Women who become pregnant and new mothers in work are generally more interested in their career progression than other employees in their companies		5%	4%	5%	5%	7%	7%	6%	6%	5%	9%	3%	4%	9%	5%	-	-	1%
None of these		5%	6%	4%	4%	2%	6%	6%	4%	1%	5%	6%	6%	7%	13%	4%	-	6%
Don't know		10%	13%	9%	7%	12%	11%	11%	9%	1%	11%	7%	10%	4%	5%	8%	7%	8%

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P

To what extent do you agree or disagree with the following statement? (Please select one option on each row)

During recruitment, women should have to disclose whether they are pregnant

	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108	
Strongly agree	25%	32%	29%	18%	31%	27%	29%	24%	16%	14%	24%	23%	20%	24%	27%	18%	22%	
Tend to agree	35%	37%	37%	32%	36%	38%	37%	32%	34%	42%	35%	34%	31%	38%	23%	26%	31%	
Tend to disagree	13%	11%	13%	15%	9%	14%	14%	18%	24%	9%	12%	10%	13%	18%	19%	10%	14%	
Strongly disagree	21%	13%	14%	30%	18%	15%	17%	19%	25%	24%	22%	25%	28%	11%	28%	37%	26%	
Don't know	6%	7%	6%	5%	4%	6%	3%	6%	1%	11%	6%	7%	5%	8%	3%	9%	7%	
Prefer not to say	1%	1%	1%	1%	1%	-	-	1%	-	-	1%	1%	2%	-	-	-	1%	
Net: Agree	59%	69%	66%	50%	67%	64%	66%	56%	50%	56%	59%	57%	51%	63%	50%	44%	52%	
Net: Disagree	34%	24%	27%	44%	28%	30%	31%	37%	49%	33%	34%	35%	41%	29%	47%	47%	40%	

During recruitment, it is reasonable to ask women about their plans to have children in the future

	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108	
Strongly agree	12%	14%	16%	8%	16%	15%	15%	14%	8%	9%	11%	8%	12%	18%	9%	7%	8%	
Tend to agree	25%	30%	29%	19%	30%	25%	24%	22%	20%	22%	25%	24%	18%	17%	33%	7%	29%	
Tend to disagree	22%	21%	22%	23%	21%	23%	25%	22%	17%	19%	24%	19%	24%	22%	24%	25%	15%	
Strongly disagree	35%	27%	26%	45%	27%	31%	32%	34%	52%	43%	34%	42%	36%	38%	29%	58%	42%	
Don't know	5%	7%	5%	4%	5%	6%	4%	6%	2%	7%	5%	6%	8%	5%	5%	3%	6%	
Prefer not to say	1%	1%	1%	1%	1%	1%	-	2%	1%	-	1%	1%	2%	-	-	-	-	
Net: Agree	36%	44%	45%	27%	46%	40%	39%	36%	28%	31%	36%	32%	30%	34%	42%	14%	37%	
Net: Disagree	58%	48%	48%	68%	47%	53%	57%	56%	69%	62%	59%	61%	60%	60%	53%	83%	57%	

During recruitment, it is reasonable to ask women if they have young children

	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108	
Strongly agree	14%	17%	21%	10%	20%	17%	18%	12%	11%	11%	17%	11%	16%	16%	18%	15%	5%	
Tend to agree	32%	39%	32%	26%	34%	38%	35%	34%	31%	22%	31%	34%	16%	22%	33%	16%	35%	
Tend to disagree	21%	18%	20%	23%	19%	16%	17%	20%	13%	28%	22%	17%	27%	34%	24%	26%	24%	
Strongly disagree	28%	20%	20%	36%	22%	23%	24%	27%	44%	33%	27%	30%	36%	27%	23%	41%	31%	
Don't know	5%	5%	5%	5%	5%	6%	5%	6%	1%	5%	4%	7%	2%	2%	2%	3%	5%	
Prefer not to say	0%	0%	1%	0%	0%	-	-	1%	-	-	-	1%	2%	-	-	-	-	
Net: Agree	46%	56%	54%	36%	54%	55%	54%	46%	42%	33%	47%	45%	33%	37%	51%	30%	40%	
Net: Disagree	49%	39%	40%	60%	40%	38%	41%	47%	57%	62%	49%	47%	62%	61%	48%	67%	55%	

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		Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)	Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
There is sometimes resentment among employees within the company towards women who are pregnant or on maternity leave																		
	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
	Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108
	Strongly agree	13%	13%	18%	11%	14%	18%	14%	16%	15%	14%	14%	8%	14%	15%	7%	21%	12%
	Tend to agree	38%	38%	31%	40%	34%	37%	38%	37%	45%	38%	31%	43%	40%	34%	44%	44%	36%
	Tend to disagree	25%	23%	24%	26%	28%	17%	28%	26%	18%	28%	29%	26%	29%	24%	28%	12%	30%
	Strongly disagree	13%	9%	13%	16%	10%	16%	8%	14%	17%	11%	16%	10%	8%	18%	13%	13%	15%
	Don't know	11%	16%	12%	7%	14%	12%	11%	7%	5%	8%	10%	13%	8%	10%	7%	9%	7%
	Prefer not to say	0%	0%	1%	-	0%	-	-	1%	-	2%	-	1%	-	-	-	-	-
	Net: Agree	51%	51%	49%	51%	48%	55%	53%	52%	60%	52%	45%	51%	54%	48%	51%	65%	48%
	Net: Disagree	38%	33%	37%	42%	38%	33%	37%	40%	35%	39%	45%	36%	38%	42%	41%	28%	45%
Pregnancy within the workplace puts an unnecessary cost burden on the workplace																		
	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
	Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108
	Strongly agree	12%	16%	16%	8%	18%	16%	13%	14%	12%	11%	11%	9%	13%	18%	12%	19%	6%
	Tend to agree	29%	36%	34%	23%	28%	36%	39%	26%	20%	21%	32%	29%	15%	35%	23%	22%	36%
	Tend to disagree	28%	23%	30%	31%	28%	23%	28%	30%	31%	33%	26%	25%	29%	24%	30%	28%	35%
	Strongly disagree	22%	16%	10%	30%	20%	17%	16%	22%	36%	27%	23%	27%	33%	18%	26%	25%	20%
	Don't know	8%	8%	8%	7%	7%	6%	6%	7%	1%	9%	8%	8%	6%	5%	4%	8%	9%
	Prefer not to say	1%	1%	1%	1%	1%	1%	-	1%	-	-	0%	1%	5%	-	-	-	-
	Net: Agree	41%	52%	50%	31%	46%	52%	52%	40%	32%	32%	43%	39%	28%	53%	41%	41%	36%
	Net: Disagree	50%	39%	40%	61%	47%	40%	42%	52%	67%	59%	49%	52%	61%	42%	56%	51%	55%
Women should work for an organisation for at least a year before deciding to have children																		
	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
	Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108
	Strongly agree	16%	16%	22%	14%	18%	17%	14%	17%	14%	19%	21%	13%	11%	21%	23%	25%	12%
	Tend to agree	27%	33%	25%	24%	21%	31%	29%	28%	35%	24%	24%	31%	26%	20%	18%	23%	29%
	Tend to disagree	21%	17%	24%	23%	23%	24%	24%	22%	18%	28%	19%	20%	20%	25%	21%	12%	15%
	Strongly disagree	24%	19%	16%	31%	23%	18%	21%	24%	34%	23%	24%	26%	33%	16%	32%	29%	31%
	Don't know	10%	13%	11%	7%	15%	10%	12%	7%	-	5%	9%	9%	10%	18%	6%	11%	11%
	Prefer not to say	1%	1%	1%	1%	0%	-	0%	2%	-	2%	3%	1%	-	-	-	-	1%
	Net: Agree	44%	49%	47%	39%	39%	48%	43%	45%	48%	42%	45%	44%	37%	41%	41%	48%	42%
	Net: Disagree	45%	36%	40%	54%	46%	42%	44%	47%	52%	51%	43%	46%	54%	41%	53%	42%	46%

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		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
Women who have had more than one pregnancy while in the same job can be a burden to their team																		
	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
	Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108
	Strongly agree	10%	12%	17%	6%	12%	13%	9%	12%	7%	8%	11%	6%	11%	23%	7%	7%	7%
	Tend to agree	34%	38%	36%	31%	37%	34%	42%	35%	24%	24%	35%	32%	29%	31%	31%	33%	29%
	Tend to disagree	25%	24%	23%	26%	25%	21%	21%	24%	33%	30%	23%	28%	29%	17%	24%	15%	33%
	Strongly disagree	22%	14%	15%	29%	19%	22%	15%	21%	31%	28%	23%	28%	22%	24%	30%	42%	21%
	Don't know	8%	10%	6%	7%	7%	9%	11%	7%	4%	10%	7%	3%	6%	5%	8%	3%	9%
	Prefer not to say	1%	1%	2%	1%	1%	2%	2%	1%	1%	-	1%	2%	2%	-	-	-	1%
	Net: Agree	44%	50%	53%	37%	49%	48%	51%	47%	31%	32%	46%	38%	40%	54%	38%	41%	38%
	Net: Disagree	47%	39%	38%	55%	43%	42%	36%	45%	64%	58%	46%	56%	52%	41%	54%	57%	54%
Supporting pregnant women and those on maternity leave is in the best interests of the organisation																		
	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
	Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108
	Strongly agree	32%	24%	25%	41%	25%	28%	28%	35%	49%	52%	35%	39%	37%	38%	37%	53%	34%
	Tend to agree	44%	44%	48%	42%	45%	47%	50%	41%	39%	33%	44%	40%	47%	38%	43%	29%	40%
	Tend to disagree	11%	15%	14%	7%	14%	10%	12%	8%	4%	6%	12%	11%	4%	14%	12%	15%	12%
	Strongly disagree	4%	4%	5%	3%	5%	4%	4%	4%	4%	-	3%	4%	7%	3%	3%	-	1%
	Don't know	8%	12%	7%	7%	9%	10%	4%	11%	4%	9%	6%	6%	5%	7%	5%	3%	12%
	Prefer not to say	1%	1%	2%	0%	1%	1%	1%	1%	1%	-	1%	1%	-	-	-	-	1%
	Net: Agree	76%	68%	72%	83%	71%	75%	79%	76%	88%	85%	79%	79%	84%	76%	80%	82%	74%
	Net: Disagree	15%	19%	19%	10%	19%	14%	15%	12%	8%	6%	15%	14%	12%	17%	15%	15%	13%
It is easy to protect expectant or new mothers from discrimination in the workplace																		
	Unweighted base	1106	517	171	418	207	130	186	180	57	43	170	137	48	37	59	26	94
	Base: All B2B senior decision makers	1106	406	166	534	193	126	177	184	63	48	160	123	58	42	70	29	108
	Strongly agree	11%	10%	14%	12%	15%	12%	9%	12%	17%	13%	10%	9%	26%	16%	13%	13%	13%
	Tend to agree	38%	33%	45%	40%	37%	32%	40%	44%	43%	49%	36%	31%	40%	28%	44%	44%	36%
	Tend to disagree	29%	31%	22%	29%	29%	30%	27%	28%	25%	16%	29%	35%	32%	25%	23%	37%	32%
	Strongly disagree	7%	5%	9%	7%	3%	10%	8%	6%	9%	8%	9%	6%	4%	11%	7%	6%	6%
	Don't know	14%	20%	9%	12%	17%	15%	13%	13%	11%	10%	12%	17%	16%	10%	9%	-	13%
	Prefer not to say	1%	1%	1%	-	0%	1%	-	1%	-	-	1%	1%	-	-	-	-	-
	Net: Agree	50%	42%	59%	52%	51%	43%	52%	53%	55%	67%	50%	42%	49%	54%	61%	58%	49%
	Net: Disagree	36%	36%	31%	36%	31%	40%	35%	34%	34%	23%	38%	41%	35%	36%	31%	42%	38%

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Work industry (MAIN)												
Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other
Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC

For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. Which, if any, of the following statements do MOST agree with?

	Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
	Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Women who become pregnant and new mothers in work are generally less interested in career progression than other employees in their companies		33%	36%	35%	33%	30%	16%	29%	27%	38%	34%	40%	43%	23%
Women who become pregnant and new mothers in work are generally as interested in their career progression as other employees in their companies		46%	38%	43%	49%	61%	63%	54%	51%	54%	48%	41%	52%	60%
Women who become pregnant and new mothers in work are generally more interested in their career progression than other employees in their companies		7%	6%	6%	5%	6%	10%	3%	4%	-	-	3%	-	2%
None of these		1%	7%	5%	4%	2%	5%	6%	6%	4%	12%	6%	-	8%
Don't know		13%	13%	12%	10%	2%	5%	7%	12%	4%	7%	11%	5%	7%

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Work industry (MAIN)												
Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other
Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC

To what extent do you agree or disagree with the following statement? (Please select one option on each row)

During recruitment, women should have to disclose whether they are pregnant

Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Strongly agree	32%	28%	30%	22%	17%	11%	25%	22%	23%	24%	20%	18%	22%
Tend to agree	35%	43%	39%	33%	26%	34%	34%	38%	22%	47%	27%	29%	30%
Tend to disagree	9%	10%	14%	17%	29%	12%	12%	9%	8%	17%	14%	5%	15%
Strongly disagree	19%	14%	15%	21%	26%	33%	21%	23%	34%	-	34%	32%	27%
Don't know	4%	6%	3%	7%	2%	10%	6%	7%	9%	11%	4%	17%	6%
Prefer not to say	1%	-	-	1%	-	-	1%	1%	4%	-	-	-	-
Net: Agree	67%	71%	68%	55%	43%	45%	59%	59%	45%	71%	47%	47%	52%
Net: Disagree	28%	24%	29%	38%	55%	45%	33%	33%	42%	17%	49%	37%	42%

During recruitment, it is reasonable to ask women about their plans to have children in the future

Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Strongly agree	15%	17%	16%	11%	3%	-	13%	8%	7%	10%	8%	9%	8%
Tend to agree	32%	25%	25%	23%	21%	8%	24%	21%	17%	18%	35%	-	27%
Tend to disagree	20%	25%	21%	23%	21%	30%	25%	18%	27%	29%	26%	30%	15%
Strongly disagree	26%	27%	34%	34%	51%	57%	32%	45%	40%	32%	26%	61%	45%
Don't know	5%	5%	4%	7%	3%	5%	5%	7%	4%	11%	5%	-	5%
Prefer not to say	2%	1%	-	2%	-	-	1%	1%	4%	-	-	-	-
Net: Agree	47%	42%	41%	34%	25%	8%	37%	29%	24%	29%	43%	9%	34%
Net: Disagree	46%	52%	55%	58%	72%	87%	57%	63%	67%	60%	52%	91%	61%

During recruitment, it is reasonable to ask women if they have young children

Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Strongly agree	22%	18%	17%	11%	5%	3%	17%	11%	14%	18%	14%	9%	4%
Tend to agree	34%	39%	35%	33%	30%	11%	28%	34%	13%	12%	32%	13%	34%
Tend to disagree	18%	15%	17%	20%	14%	36%	24%	17%	26%	40%	29%	30%	27%
Strongly disagree	21%	22%	26%	28%	49%	45%	26%	31%	39%	27%	22%	48%	33%
Don't know	5%	6%	4%	7%	2%	5%	4%	8%	4%	4%	3%	-	3%
Prefer not to say	0%	-	-	1%	-	-	-	1%	4%	-	-	-	-
Net: Agree	56%	57%	52%	44%	35%	14%	46%	44%	27%	29%	46%	22%	37%
Net: Disagree	39%	37%	43%	48%	63%	81%	50%	47%	65%	67%	51%	78%	60%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Work industry (MAIN)													
	Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other
	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC
There is sometimes resentment among employees within the company towards women who are pregnant or on maternity leave													
Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Strongly agree	15%	19%	14%	14%	10%	10%	15%	6%	7%	18%	3%	17%	11%
Tend to agree	32%	34%	43%	38%	48%	40%	32%	44%	47%	41%	43%	55%	34%
Tend to disagree	28%	16%	23%	26%	20%	24%	28%	23%	19%	8%	31%	13%	33%
Strongly disagree	10%	18%	8%	13%	15%	17%	15%	11%	15%	22%	12%	8%	15%
Don't know	15%	12%	12%	8%	8%	5%	11%	15%	13%	11%	11%	8%	7%
Prefer not to say	0%	-	-	1%	-	3%	-	1%	-	-	-	-	-
Net: Agree	47%	54%	57%	52%	57%	51%	47%	50%	53%	59%	46%	72%	45%
Net: Disagree	38%	34%	31%	39%	35%	42%	43%	34%	34%	30%	43%	20%	49%
Pregnancy within the workplace puts an unnecessary cost burden on the workplace													
Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Strongly agree	18%	17%	13%	13%	9%	8%	11%	7%	7%	18%	7%	18%	6%
Tend to agree	26%	37%	40%	25%	18%	11%	32%	32%	15%	37%	31%	22%	27%
Tend to disagree	27%	23%	25%	31%	38%	38%	28%	21%	22%	24%	32%	28%	35%
Strongly disagree	20%	16%	15%	23%	35%	33%	21%	31%	36%	10%	25%	24%	21%
Don't know	7%	6%	7%	8%	-	11%	8%	9%	11%	11%	5%	9%	11%
Prefer not to say	1%	1%	-	1%	-	-	1%	1%	9%	-	-	-	-
Net: Agree	44%	53%	53%	37%	27%	18%	43%	39%	22%	55%	37%	39%	33%
Net: Disagree	47%	39%	40%	54%	73%	71%	48%	52%	58%	34%	57%	52%	56%
Women should work for an organisation for at least a year before deciding to have children													
Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Strongly agree	19%	17%	13%	13%	8%	15%	23%	13%	13%	32%	17%	35%	12%
Tend to agree	21%	33%	31%	29%	43%	27%	24%	31%	26%	11%	21%	17%	28%
Tend to disagree	21%	25%	22%	23%	19%	28%	20%	18%	17%	35%	22%	9%	16%
Strongly disagree	23%	15%	21%	25%	30%	25%	22%	27%	36%	4%	33%	24%	35%
Don't know	16%	10%	11%	8%	-	5%	8%	10%	9%	19%	7%	15%	9%
Prefer not to say	0%	-	1%	2%	-	3%	2%	-	-	-	-	-	-
Net: Agree	40%	50%	44%	43%	51%	42%	47%	44%	39%	42%	38%	52%	40%
Net: Disagree	44%	40%	44%	48%	49%	54%	42%	45%	53%	39%	55%	33%	50%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Work industry (MAIN)													
	Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other
	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC
Women who have had more than one pregnancy while in the same job can be a burden to their team													
Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Strongly agree	12%	13%	10%	10%	3%	8%	11%	6%	7%	25%	9%	9%	8%
Tend to agree	35%	37%	44%	37%	22%	11%	35%	33%	33%	38%	28%	29%	25%
Tend to disagree	26%	19%	19%	25%	39%	40%	24%	23%	24%	10%	24%	22%	35%
Strongly disagree	18%	20%	13%	20%	30%	31%	20%	30%	28%	15%	30%	40%	23%
Don't know	7%	10%	14%	8%	6%	11%	8%	4%	4%	11%	8%	-	9%
Prefer not to say	1%	2%	1%	1%	-	-	2%	3%	4%	-	-	-	-
Net: Agree	48%	49%	53%	46%	26%	18%	46%	40%	40%	63%	37%	38%	33%
Net: Disagree	44%	39%	32%	45%	68%	71%	45%	53%	51%	26%	54%	62%	58%
Supporting pregnant women and those on maternity leave is in the best interests of the organisation													
Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Strongly agree	24%	27%	26%	33%	44%	56%	35%	38%	34%	22%	32%	48%	38%
Tend to agree	44%	47%	49%	43%	40%	27%	45%	41%	50%	42%	52%	26%	37%
Tend to disagree	15%	10%	13%	7%	4%	6%	12%	10%	-	18%	7%	26%	13%
Strongly disagree	6%	3%	5%	3%	7%	-	4%	4%	7%	7%	3%	-	1%
Don't know	10%	12%	5%	13%	5%	11%	6%	6%	8%	11%	6%	-	10%
Prefer not to say	1%	1%	2%	1%	-	-	-	1%	-	-	-	-	1%
Net: Agree	68%	74%	75%	76%	84%	83%	79%	79%	85%	63%	84%	74%	75%
Net: Disagree	21%	13%	18%	10%	10%	6%	15%	14%	7%	26%	10%	26%	14%
It is easy to protect expectant or new mothers from discrimination in the workplace													
Unweighted base	183	109	150	159	37	24	153	117	26	17	36	13	82
Base: All B2B senior decision makers	169	103	141	162	43	27	144	102	32	19	47	16	100
Strongly agree	15%	12%	9%	7%	13%	14%	13%	9%	7%	25%	10%	8%	13%
Tend to agree	38%	32%	42%	44%	42%	51%	36%	31%	49%	11%	47%	55%	34%
Tend to disagree	26%	28%	28%	29%	25%	18%	31%	35%	19%	25%	27%	38%	34%
Strongly disagree	3%	11%	9%	5%	8%	6%	9%	7%	-	16%	5%	-	6%
Don't know	17%	17%	12%	13%	13%	11%	12%	17%	25%	23%	11%	-	12%
Prefer not to say	0%	1%	-	1%	-	-	1%	1%	-	-	-	-	-
Net: Agree	52%	43%	51%	51%	55%	65%	48%	40%	56%	36%	57%	62%	47%
Net: Disagree	30%	38%	36%	34%	32%	24%	39%	43%	19%	41%	32%	38%	41%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes

Fieldwork: 11th September - 4th December 2017

Company annual turnover						Decision Maker									
First year of trading	Less than £1 million (NET)	£1 million - £9.9 million (NET)	£10 million or more (NET)	Don't know	Prefer not to answer	Marketing activities (e.g. advertising, direct marketing, PR etc.)	Business development/ sales	Company credit/ charge cards	Finance/ accounting	Company mobile phones	Company pension scheme	HR (e.g. personnel, learning and development, recruitment etc.)	IT/ Telecoms	Procurement/ purchasing	Electricity/ gas supply
AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO	AP	AQ	AR	AS

For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. Which, if any, of the following statements do MOST agree with?

	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO	AP	AQ	AR	AS
Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
Women who become pregnant and new mothers in work are generally less interested in career progression than other employees in their companies	16%	34%	32%	32%	29%	25%	31%	32%	35%	33%	35%	35%	31%	33%	32%	35%
Women who become pregnant and new mothers in work are generally as interested in their career progression as other employees in their companies	53%	41%	49%	54%	43%	43%	48%	48%	38%	43%	40%	41%	46%	43%	45%	38%
Women who become pregnant and new mothers in work are generally more interested in their career progression than other employees in their companies	-	6%	5%	4%	6%	2%	7%	6%	9%	8%	9%	9%	7%	8%	7%	9%
None of these	8%	7%	2%	4%	8%	9%	5%	5%	6%	5%	6%	5%	6%	4%	5%	6%
Don't know	23%	12%	12%	6%	13%	21%	10%	10%	11%	12%	11%	10%	10%	11%	11%	13%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Company annual turnover						Decision Maker									
First year of trading	Less than £1 million (NET)	£1 million - £9.9 million (NET)	£10 million or more (NET)	Don't know	Prefer not to answer	Marketing activities (e.g. advertising, direct marketing, PR etc.)	Business development/ sales	Company credit/ charge cards	Finance/ accounting	Company mobile phones	Company pension scheme	HR (e.g. personnel, learning and development, recruitment etc.)	IT/ Telecoms	Procurement/ purchasing	Electricity/ gas supply
AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO	AP	AQ	AR	AS

To what extent do you agree or disagree with the following statement? (Please select one option on each row)

During recruitment, women should have to disclose whether they are pregnant

Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
Strongly agree	-	34%	29%	20%	18%	28%	28%	27%	31%	28%	31%	32%	28%	30%	28%	32%
Tend to agree	44%	38%	34%	34%	32%	29%	36%	37%	39%	38%	36%	39%	35%	36%	35%	38%
Tend to disagree	8%	11%	14%	15%	5%	9%	11%	12%	9%	12%	11%	10%	11%	11%	10%	
Strongly disagree	24%	11%	16%	26%	36%	24%	18%	12%	14%	14%	14%	12%	19%	16%	12%	
Don't know	25%	6%	7%	4%	7%	10%	7%	6%	7%	7%	8%	7%	7%	8%	8%	
Prefer not to say	-	0%	1%	1%	1%	-	1%	0%	0%	0%	0%	0%	1%	1%	0%	
Net: Agree	44%	72%	63%	54%	51%	56%	64%	64%	71%	67%	67%	70%	63%	66%	64%	70%
Net: Disagree	31%	22%	30%	41%	41%	34%	29%	30%	21%	26%	25%	22%	30%	27%	28%	22%

During recruitment, it is reasonable to ask women about their plans to have children in the future

Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
Strongly agree	-	15%	14%	10%	4%	11%	14%	13%	19%	15%	17%	18%	14%	16%	15%	18%
Tend to agree	23%	34%	27%	20%	20%	19%	27%	27%	32%	31%	33%	31%	25%	30%	28%	33%
Tend to disagree	15%	20%	26%	22%	13%	23%	21%	22%	16%	21%	17%	19%	20%	18%	22%	19%
Strongly disagree	38%	22%	29%	42%	55%	33%	32%	32%	23%	26%	25%	24%	33%	28%	27%	23%
Don't know	23%	8%	3%	4%	9%	11%	6%	5%	8%	7%	7%	6%	7%	7%	7%	6%
Prefer not to say	-	1%	1%	1%	-	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Net: Agree	23%	49%	41%	31%	24%	30%	41%	40%	51%	46%	50%	49%	39%	45%	43%	51%
Net: Disagree	54%	43%	55%	64%	68%	58%	52%	54%	41%	47%	42%	43%	53%	47%	49%	42%

During recruitment, it is reasonable to ask women if they have young children

Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
Strongly agree	-	19%	16%	12%	8%	12%	17%	16%	22%	18%	21%	21%	17%	19%	17%	21%
Tend to agree	31%	39%	34%	27%	32%	32%	34%	34%	39%	37%	37%	37%	34%	35%	37%	39%
Tend to disagree	16%	20%	19%	22%	19%	22%	19%	20%	16%	20%	17%	19%	19%	18%	19%	16%
Strongly disagree	39%	17%	25%	33%	37%	28%	24%	25%	17%	19%	19%	18%	25%	22%	21%	17%
Don't know	14%	5%	5%	5%	4%	6%	5%	5%	5%	5%	6%	4%	5%	6%	6%	6%
Prefer not to say	-	0%	1%	0%	-	-	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%
Net: Agree	31%	58%	50%	39%	40%	44%	51%	50%	61%	55%	57%	59%	51%	54%	54%	60%
Net: Disagree	55%	37%	44%	55%	56%	50%	44%	45%	33%	39%	37%	37%	44%	40%	40%	33%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

	Company annual turnover						Decision Maker										
	First year of trading	Less than £1 million (NET)	£1 million - £9.9 million (NET)	£10 million or more (NET)	Don't know	Prefer not to answer	Marketing activities (e.g. advertising, direct marketing, PR etc.)	Business development/ sales	Company credit/ charge cards	Finance/ accounting	Company mobile phones	Company pension scheme	HR (e.g. personnel, learning and development, recruitment etc.)	IT/ Telecoms	Procurement/ purchasing	Electricity/ gas supply	
	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO	AP	AQ	AR	AS	
There is sometimes resentment among employees within the company towards women who are pregnant or on maternity leave																	
	Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
	Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
	Strongly agree	7%	14%	13%	12%	10%	12%	16%	14%	17%	16%	15%	19%	14%	16%	14%	17%
	Tend to agree	55%	44%	33%	39%	32%	31%	38%	38%	42%	40%	42%	42%	38%	40%	39%	40%
	Tend to disagree	29%	21%	24%	26%	24%	30%	25%	25%	19%	23%	18%	21%	23%	20%	22%	21%
	Strongly disagree	-	6%	16%	15%	17%	9%	10%	13%	10%	10%	11%	9%	10%	11%	10%	10%
	Don't know	8%	14%	14%	7%	18%	18%	10%	10%	11%	12%	13%	10%	13%	13%	13%	12%
	Prefer not to say	-	0%	1%	0%	-	-	0%	0%	0%	0%	1%	0%	0%	0%	1%	0%
	Net: Agree	63%	58%	45%	52%	42%	43%	54%	52%	59%	56%	58%	60%	53%	56%	54%	57%
	Net: Disagree	29%	27%	39%	41%	41%	39%	35%	38%	30%	32%	29%	29%	36%	31%	33%	31%
Pregnancy within the workplace puts an unnecessary cost burden on the workplace																	
	Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
	Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
	Strongly agree	-	19%	15%	9%	7%	8%	15%	14%	18%	16%	17%	17%	14%	16%	15%	18%
	Tend to agree	7%	40%	31%	25%	30%	23%	30%	32%	38%	35%	35%	37%	33%	32%	34%	36%
	Tend to disagree	15%	22%	27%	32%	16%	32%	26%	25%	20%	25%	24%	23%	26%	26%	23%	23%
	Strongly disagree	53%	11%	20%	27%	33%	18%	21%	20%	13%	15%	15%	15%	20%	16%	19%	14%
	Don't know	25%	7%	7%	6%	14%	16%	8%	8%	9%	8%	9%	6%	9%	9%	9%	8%
	Prefer not to say	-	1%	1%	0%	-	3%	1%	0%	1%	1%	1%	1%	0%	1%	1%	1%
	Net: Agree	7%	59%	45%	34%	36%	31%	45%	46%	56%	51%	52%	55%	47%	48%	49%	54%
	Net: Disagree	67%	33%	46%	59%	50%	50%	47%	46%	34%	40%	38%	38%	46%	43%	42%	37%
Women should work for an organisation for at least a year before deciding to have children																	
	Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
	Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
	Strongly agree	-	20%	18%	15%	9%	12%	17%	18%	21%	19%	22%	22%	17%	20%	19%	21%
	Tend to agree	7%	32%	28%	27%	24%	17%	30%	28%	29%	31%	27%	30%	28%	29%	28%	29%
	Tend to disagree	-	18%	20%	24%	12%	25%	18%	20%	17%	20%	17%	17%	21%	18%	18%	19%
	Strongly disagree	38%	17%	19%	28%	43%	26%	23%	23%	19%	18%	20%	18%	23%	21%	22%	18%
	Don't know	54%	12%	12%	6%	13%	17%	10%	10%	12%	11%	13%	12%	10%	10%	11%	12%
	Prefer not to say	-	1%	2%	0%	-	2%	1%	1%	2%	1%	2%	1%	1%	1%	1%	2%
	Net: Agree	7%	52%	47%	42%	33%	30%	47%	46%	50%	49%	49%	52%	45%	49%	47%	50%
	Net: Disagree	38%	35%	39%	51%	55%	51%	41%	43%	36%	38%	37%	34%	44%	40%	40%	36%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

	Company annual turnover						Decision Maker									
	First year of trading	Less than £1 million (NET)	£1 million - £9.9 million (NET)	£10 million or more (NET)	Don't know	Prefer not to answer	Marketing activities (e.g. advertising, direct marketing, PR etc.)	Business development/ sales	Company credit/ charge cards	Finance/ accounting	Company mobile phones	Company pension scheme	HR (e.g. personnel, learning and development, recruitment etc.)	IT/ Telecoms	Procurement/ purchasing	Electricity/ gas supply
	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO	AP	AQ	AR	AS
Women who have had more than one pregnancy while in the same job can be a burden to their team																
Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
Strongly agree	-	13%	13%	8%	6%	6%	12%	12%	17%	14%	15%	16%	12%	14%	12%	15%
Tend to agree	23%	41%	32%	33%	26%	32%	34%	36%	37%	38%	37%	39%	35%	36%	37%	37%
Tend to disagree	23%	26%	27%	25%	15%	21%	25%	25%	22%	26%	20%	22%	25%	23%	22%	22%
Strongly disagree	31%	10%	18%	26%	41%	21%	19%	19%	12%	13%	15%	14%	19%	16%	17%	13%
Don't know	23%	10%	8%	6%	12%	18%	8%	8%	9%	8%	11%	7%	8%	10%	10%	10%
Prefer not to say	-	1%	2%	1%	-	2%	1%	1%	2%	2%	2%	1%	1%	2%	1%	2%
Net: Agree	23%	54%	45%	41%	33%	38%	46%	47%	55%	51%	53%	55%	47%	50%	50%	52%
Net: Disagree	54%	36%	45%	52%	56%	42%	44%	43%	34%	39%	35%	36%	44%	39%	39%	35%
Supporting pregnant women and those on maternity leave is in the best interests of the organisation																
Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
Strongly agree	60%	24%	25%	38%	48%	28%	33%	31%	26%	26%	26%	27%	31%	27%	27%	27%
Tend to agree	24%	45%	47%	44%	33%	34%	41%	44%	43%	45%	42%	46%	44%	45%	43%	44%
Tend to disagree	-	15%	14%	8%	11%	11%	11%	11%	15%	13%	15%	14%	12%	12%	13%	14%
Strongly disagree	-	5%	4%	4%	3%	5%	4%	4%	5%	5%	5%	5%	4%	5%	5%	4%
Don't know	16%	11%	9%	6%	5%	19%	9%	9%	10%	10%	10%	8%	9%	10%	10%	9%
Prefer not to say	-	1%	1%	1%	-	4%	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%
Net: Agree	84%	69%	72%	82%	81%	62%	74%	75%	69%	71%	68%	73%	75%	72%	71%	71%
Net: Disagree	-	20%	18%	11%	14%	16%	16%	15%	20%	18%	20%	19%	16%	17%	18%	18%
It is easy to protect expectant or new mothers from discrimination in the workplace																
Unweighted base	10	265	274	434	55	68	603	705	404	538	476	396	649	555	604	418
Base: All B2B senior decision makers	9	233	226	520	57	60	571	684	367	507	440	367	619	520	573	385
Strongly agree	22%	9%	14%	10%	20%	8%	12%	12%	14%	11%	13%	14%	14%	12%	12%	13%
Tend to agree	38%	34%	33%	44%	32%	37%	35%	38%	37%	39%	37%	41%	38%	37%	38%	40%
Tend to disagree	23%	34%	29%	28%	24%	20%	30%	28%	29%	28%	28%	28%	29%	29%	29%	28%
Strongly disagree	-	3%	8%	8%	4%	6%	6%	6%	7%	6%	6%	7%	7%	5%	5%	5%
Don't know	17%	19%	15%	9%	20%	27%	15%	15%	13%	14%	15%	11%	13%	14%	15%	14%
Prefer not to say	-	0%	1%	0%	-	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Net: Agree	60%	43%	46%	54%	53%	45%	48%	50%	51%	50%	50%	54%	51%	51%	50%	53%
Net: Disagree	23%	37%	37%	36%	27%	25%	36%	34%	35%	35%	34%	34%	36%	34%	35%	33%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Company age						Region mainly work (GOR)											
Up to 5 years	Over 5 years up to 10 years	Over 10 years up to 20 years	Over 20 years up to 35 years	Over 35 years	Don't know	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)
AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ	BK

For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. Which, if any, of the following statements do MOST agree with?

	Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
	Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
Women who become pregnant and new mothers in work are generally less interested in career progression than other employees in their companies		29%	32%	33%	35%	29%	17%	16%	28%	32%	28%	33%	34%	30%	38%	33%	21%	31%	43%
Women who become pregnant and new mothers in work are generally as interested in their career progression as other employees in their companies		48%	39%	46%	49%	54%	56%	70%	55%	50%	47%	45%	35%	50%	47%	50%	57%	50%	49%
Women who become pregnant and new mothers in work are generally more interested in their career progression than other employees in their companies		4%	10%	6%	3%	4%	5%	8%	5%	1%	9%	7%	12%	6%	1%	3%	-	1%	-
None of these		4%	6%	6%	3%	5%	5%	-	4%	7%	4%	2%	7%	5%	3%	9%	5%	7%	-
Don't know		15%	13%	9%	10%	8%	16%	5%	8%	10%	11%	13%	12%	9%	11%	5%	16%	11%	7%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Company age						Region mainly work (GOR)											
Up to 5 years	Over 5 years up to 10 years	Over 10 years up to 20 years	Over 20 years up to 35 years	Over 35 years	Don't know	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)
AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ	BK

To what extent do you agree or disagree with the following statement? (Please select one option on each row)

During recruitment, women should have to disclose whether they are pregnant

Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
Strongly agree	22%	29%	29%	25%	22%	12%	15%	28%	30%	26%	22%	33%	24%	24%	22%	34%	22%	31%
Tend to agree	35%	40%	38%	36%	30%	27%	36%	37%	36%	31%	35%	37%	31%	43%	35%	33%	32%	5%
Tend to disagree	14%	11%	12%	13%	15%	5%	13%	14%	9%	18%	16%	7%	14%	11%	15%	5%	16%	16%
Strongly disagree	19%	11%	17%	21%	26%	39%	31%	16%	19%	19%	23%	21%	24%	17%	20%	23%	22%	31%
Don't know	10%	8%	4%	4%	6%	16%	5%	5%	5%	7%	2%	-	7%	5%	7%	5%	7%	17%
Prefer not to say	-	1%	1%	1%	1%	-	-	-	-	-	1%	3%	1%	0%	1%	-	1%	-
Net: Agree	57%	70%	67%	61%	52%	40%	51%	65%	67%	57%	57%	69%	55%	66%	56%	67%	54%	36%
Net: Disagree	33%	22%	28%	33%	41%	44%	43%	30%	28%	37%	39%	28%	38%	28%	35%	28%	37%	47%

During recruitment, it is reasonable to ask women about their plans to have children in the future

Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
Strongly agree	11%	17%	12%	15%	8%	-	5%	13%	13%	11%	20%	15%	8%	14%	13%	13%	7%	-
Tend to agree	23%	32%	28%	25%	22%	12%	38%	20%	22%	27%	24%	33%	20%	30%	25%	30%	21%	22%
Tend to disagree	19%	17%	22%	22%	25%	6%	34%	23%	22%	22%	20%	12%	22%	24%	18%	25%	23%	29%
Strongly disagree	30%	27%	32%	35%	39%	72%	17%	39%	34%	31%	29%	32%	42%	28%	40%	30%	43%	36%
Don't know	17%	5%	5%	2%	5%	10%	5%	5%	8%	8%	6%	4%	6%	4%	4%	2%	4%	13%
Prefer not to say	-	1%	1%	1%	1%	-	-	-	1%	-	1%	4%	2%	1%	-	-	1%	-
Net: Agree	34%	49%	40%	40%	30%	12%	44%	33%	34%	38%	45%	48%	28%	44%	39%	42%	28%	22%
Net: Disagree	49%	44%	54%	57%	64%	78%	51%	62%	56%	53%	48%	44%	65%	52%	58%	56%	66%	65%

During recruitment, it is reasonable to ask women if they have young children

Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
Strongly agree	12%	20%	16%	15%	11%	6%	8%	14%	17%	12%	16%	19%	11%	19%	14%	27%	8%	5%
Tend to agree	29%	35%	39%	32%	27%	17%	35%	29%	39%	36%	38%	39%	24%	31%	35%	21%	37%	29%
Tend to disagree	24%	20%	20%	22%	21%	11%	30%	20%	17%	20%	18%	16%	26%	23%	19%	21%	10%	17%
Strongly disagree	24%	20%	22%	28%	34%	50%	22%	34%	21%	27%	22%	21%	33%	22%	31%	26%	39%	36%
Don't know	11%	5%	2%	2%	7%	16%	5%	4%	5%	6%	5%	3%	6%	6%	1%	5%	4%	13%
Prefer not to say	-	1%	0%	1%	0%	-	-	-	-	-	1%	3%	1%	-	-	-	1%	-
Net: Agree	41%	55%	56%	47%	38%	23%	43%	43%	57%	47%	54%	57%	35%	50%	49%	48%	45%	34%
Net: Disagree	48%	39%	42%	50%	55%	61%	52%	53%	39%	47%	40%	37%	59%	44%	50%	47%	50%	53%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

	Company age						Region mainly work (GOR)												
	Up to 5 years	Over 5 years up to 10 years	Over 10 years up to 20 years	Over 20 years up to 35 years	Over 35 years	Don't know	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)	
	AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ	BK	
There is sometimes resentment among employees within the company towards women who are pregnant or on maternity leave																			
	Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
	Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
	Strongly agree	14%	18%	14%	14%	10%	11%	21%	11%	20%	12%	17%	15%	11%	12%	13%	7%	11%	7%
	Tend to agree	47%	43%	37%	37%	36%	31%	30%	36%	35%	40%	37%	38%	40%	39%	40%	40%	40%	14%
	Tend to disagree	16%	20%	26%	25%	27%	38%	33%	29%	21%	32%	24%	17%	22%	25%	29%	17%	24%	34%
	Strongly disagree	10%	7%	11%	13%	16%	9%	14%	13%	15%	6%	13%	12%	14%	10%	10%	18%	19%	36%
	Don't know	14%	10%	11%	11%	11%	10%	3%	10%	10%	11%	8%	17%	12%	14%	10%	18%	5%	8%
	Prefer not to say	-	1%	0%	0%	0%	-	-	-	-	-	1%	-	1%	-	-	-	1%	-
	Net: Agree	60%	62%	51%	51%	46%	42%	51%	47%	55%	52%	54%	53%	51%	52%	47%	50%	21%	
	Net: Disagree	26%	28%	37%	38%	43%	48%	47%	43%	35%	38%	37%	30%	36%	35%	38%	35%	43%	70%
Pregnancy within the workplace puts an unnecessary cost burden on the workplace																			
	Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
	Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
	Strongly agree	14%	17%	12%	13%	10%	5%	13%	10%	15%	9%	23%	12%	9%	12%	14%	15%	9%	-
	Tend to agree	30%	39%	33%	33%	24%	-	39%	27%	39%	33%	26%	34%	31%	39%	25%	22%	29%	-
	Tend to disagree	22%	19%	27%	29%	32%	23%	34%	36%	17%	28%	23%	25%	29%	31%	18%	44%	32%	31%
	Strongly disagree	21%	17%	19%	19%	26%	43%	15%	19%	24%	18%	21%	21%	29%	16%	21%	11%	29%	23%
	Don't know	13%	8%	7%	4%	7%	28%	-	7%	5%	11%	7%	4%	8%	10%	7%	4%	7%	8%
	Prefer not to say	-	1%	0%	2%	1%	-	-	2%	-	1%	1%	4%	1%	-	1%	-	1%	8%
	Net: Agree	44%	56%	46%	46%	34%	5%	51%	37%	54%	43%	49%	46%	33%	43%	53%	40%	31%	29%
	Net: Disagree	43%	36%	47%	48%	59%	67%	49%	55%	40%	46%	44%	46%	58%	47%	39%	55%	61%	54%
Women should work for an organisation for at least a year before deciding to have children																			
	Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
	Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
	Strongly agree	15%	26%	18%	17%	13%	5%	26%	11%	18%	14%	20%	24%	15%	16%	13%	16%	16%	19%
	Tend to agree	22%	31%	32%	28%	25%	23%	20%	36%	35%	34%	22%	25%	26%	32%	22%	20%	21%	23%
	Tend to disagree	19%	17%	19%	20%	25%	20%	21%	22%	9%	18%	19%	28%	21%	18%	33%	34%	22%	5%
	Strongly disagree	25%	19%	18%	27%	27%	41%	27%	23%	28%	21%	28%	20%	27%	19%	19%	18%	34%	36%
	Don't know	17%	6%	12%	7%	10%	10%	5%	9%	9%	14%	10%	3%	9%	14%	11%	7%	7%	17%
	Prefer not to say	2%	1%	2%	1%	0%	-	-	-	1%	-	1%	-	1%	2%	5%	1%	-	-
	Net: Agree	37%	57%	49%	45%	38%	29%	46%	46%	52%	48%	43%	49%	42%	48%	35%	36%	36%	42%
	Net: Disagree	45%	36%	37%	46%	52%	61%	49%	45%	38%	38%	47%	48%	48%	37%	52%	53%	56%	41%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

	Company age						Region mainly work (GOR)											
	Up to 5 years	Over 5 years up to 10 years	Over 10 years up to 20 years	Over 20 years up to 35 years	Over 35 years	Don't know	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)
	AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ	BK
Women who have had more than one pregnancy while in the same job can be a burden to their team																		
Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
Strongly agree	13%	13%	9%	12%	8%	5%	11%	12%	15%	8%	13%	7%	9%	8%	10%	10%	8%	7%
Tend to agree	34%	42%	41%	31%	31%	11%	40%	26%	34%	38%	38%	41%	30%	39%	34%	36%	31%	28%
Tend to disagree	20%	25%	24%	25%	28%	11%	25%	34%	21%	24%	19%	24%	26%	27%	24%	24%	21%	25%
Strongly disagree	21%	10%	17%	23%	25%	45%	22%	18%	18%	20%	18%	19%	26%	16%	19%	22%	33%	31%
Don't know	12%	9%	8%	6%	8%	28%	3%	5%	12%	9%	11%	5%	8%	8%	12%	8%	5%	8%
Prefer not to say	-	2%	2%	3%	0%	-	-	5%	1%	1%	1%	4%	1%	0%	1%	-	1%	-
Net: Agree	47%	54%	50%	43%	39%	16%	51%	38%	49%	46%	51%	48%	39%	48%	44%	46%	39%	35%
Net: Disagree	41%	35%	41%	48%	53%	56%	46%	52%	38%	44%	37%	43%	52%	44%	43%	46%	55%	57%
Supporting pregnant women and those on maternity leave is in the best interests of the organisation																		
Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
Strongly agree	38%	28%	25%	33%	36%	50%	38%	25%	30%	30%	31%	24%	40%	26%	36%	29%	37%	29%
Tend to agree	39%	45%	49%	40%	43%	35%	57%	50%	40%	41%	37%	53%	39%	49%	39%	51%	44%	58%
Tend to disagree	9%	9%	12%	16%	8%	5%	6%	10%	11%	15%	17%	10%	8%	13%	12%	15%	6%	5%
Strongly disagree	3%	5%	5%	4%	3%	-	-	5%	4%	4%	4%	8%	4%	1%	7%	3%	3%	-
Don't know	12%	11%	6%	7%	9%	10%	-	7%	15%	9%	10%	4%	9%	10%	6%	2%	9%	8%
Prefer not to say	-	1%	2%	1%	1%	-	-	2%	-	1%	1%	-	1%	2%	-	-	1%	-
Net: Agree	77%	74%	75%	73%	79%	84%	94%	75%	70%	71%	68%	77%	79%	74%	75%	80%	81%	87%
Net: Disagree	12%	15%	17%	20%	11%	5%	6%	15%	16%	19%	21%	19%	12%	14%	18%	18%	9%	5%
It is easy to protect expectant or new mothers from discrimination in the workplace																		
Unweighted base	95	130	260	261	341	19	26	91	77	79	102	61	263	188	96	30	79	14
Base: All B2B senior decision makers	89	115	235	253	391	23	27	89	70	81	98	54	281	186	96	30	77	17
Strongly agree	16%	16%	11%	9%	11%	15%	14%	5%	12%	11%	17%	16%	12%	5%	15%	8%	13%	24%
Tend to agree	33%	45%	36%	37%	41%	20%	35%	44%	38%	35%	45%	31%	39%	38%	39%	36%	31%	36%
Tend to disagree	29%	24%	31%	34%	25%	23%	33%	25%	31%	24%	25%	31%	27%	32%	32%	37%	36%	16%
Strongly disagree	3%	2%	7%	6%	8%	20%	5%	9%	2%	11%	6%	3%	7%	9%	6%	3%	4%	-
Don't know	17%	11%	14%	13%	15%	22%	13%	17%	17%	18%	7%	19%	14%	15%	8%	16%	14%	24%
Prefer not to say	1%	1%	1%	1%	0%	-	-	-	-	-	1%	-	1%	1%	-	-	1%	-
Net: Agree	49%	61%	47%	45%	52%	35%	49%	49%	50%	46%	62%	48%	51%	43%	54%	44%	45%	60%
Net: Disagree	33%	27%	38%	41%	33%	42%	39%	34%	33%	35%	31%	33%	34%	41%	38%	40%	41%	16%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Gender		Age			
Male	Female	Under 35	35-44	45-54	55+
BT	BU	BV	BW	BX	BY

For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. Which, if any, of the following statements do MOST agree with?

	Unweighted base	835	271	129	266	361	350
	Base: All B2B senior decision makers	837	269	133	278	363	332
Women who become pregnant and new mothers in work are generally less interested in career progression than other employees in their companies		35%	22%	30%	25%	33%	36%
Women who become pregnant and new mothers in work are generally as interested in their career progression as other employees in their companies		46%	59%	41%	56%	51%	44%
Women who become pregnant and new mothers in work are generally more interested in their career progression than other employees in their companies		4%	7%	15%	7%	2%	2%
None of these		4%	7%	3%	6%	5%	5%
Don't know		11%	5%	10%	6%	10%	12%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Gender		Age			
Male	Female	Under 35	35-44	45-54	55+
BT	BU	BV	BW	BX	BY

To what extent do you agree or disagree with the following statement? (Please select one option on each row)

During recruitment, women should have to disclose whether they are pregnant

	Unweighted base	835	271	129	266	361	350
Base: All B2B senior decision makers		837	269	133	278	363	332
Strongly agree	25%	23%	24%	20%	23%	31%	
Tend to agree	35%	32%	38%	31%	32%	39%	
Tend to disagree	14%	11%	11%	17%	14%	9%	
Strongly disagree	19%	28%	20%	26%	23%	15%	
Don't know	6%	5%	6%	5%	7%	5%	
Prefer not to say	1%	-	-	1%	1%	1%	
Net: Agree	61%	56%	62%	52%	55%	70%	
Net: Disagree	32%	40%	32%	43%	38%	24%	

During recruitment, it is reasonable to ask women about their plans to have children in the future

	Unweighted base	835	271	129	266	361	350
Base: All B2B senior decision makers		837	269	133	278	363	332
Strongly agree	13%	8%	17%	8%	8%	16%	
Tend to agree	27%	18%	28%	19%	21%	31%	
Tend to disagree	24%	17%	14%	24%	22%	25%	
Strongly disagree	31%	50%	34%	44%	40%	24%	
Don't know	5%	6%	7%	4%	8%	3%	
Prefer not to say	1%	0%	-	1%	1%	1%	
Net: Agree	39%	27%	45%	28%	30%	47%	
Net: Disagree	54%	67%	48%	68%	61%	49%	

During recruitment, it is reasonable to ask women if they have young children

	Unweighted base	835	271	129	266	361	350
Base: All B2B senior decision makers		837	269	133	278	363	332
Strongly agree	15%	11%	19%	7%	11%	21%	
Tend to agree	34%	23%	30%	26%	28%	41%	
Tend to disagree	21%	19%	20%	26%	22%	16%	
Strongly disagree	23%	43%	26%	37%	31%	18%	
Don't know	5%	3%	5%	4%	7%	4%	
Prefer not to say	1%	-	-	0%	1%	0%	
Net: Agree	49%	35%	49%	33%	39%	62%	
Net: Disagree	45%	62%	48%	63%	53%	34%	

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Gender		Age			
Male	Female	Under 35	35-44	45-54	55+
BT	BU	BV	BW	BX	BY

There is sometimes resentment among employees within the company towards women who are pregnant or on maternity leave

Unweighted base	835	271	129	266	361	350
Base: All B2B senior decision makers	837	269	133	278	363	332
Strongly agree	12%	15%	17%	12%	10%	14%
Tend to agree	37%	42%	46%	33%	37%	40%
Tend to disagree	26%	23%	14%	29%	26%	24%
Strongly disagree	13%	11%	12%	15%	15%	10%
Don't know	11%	10%	11%	10%	12%	11%
Prefer not to say	0%	-	-	0%	1%	0%
Net: Agree	49%	57%	63%	45%	47%	55%
Net: Disagree	39%	34%	26%	44%	41%	34%

Pregnancy within the workplace puts an unnecessary cost burden on the workplace

Unweighted base	835	271	129	266	361	350
Base: All B2B senior decision makers	837	269	133	278	363	332
Strongly agree	13%	9%	14%	9%	9%	17%
Tend to agree	29%	29%	27%	25%	28%	35%
Tend to disagree	29%	24%	23%	31%	28%	28%
Strongly disagree	19%	30%	27%	26%	26%	12%
Don't know	8%	7%	9%	8%	7%	7%
Prefer not to say	1%	1%	-	1%	1%	1%
Net: Agree	43%	38%	41%	34%	37%	52%
Net: Disagree	49%	54%	50%	57%	54%	40%

Women should work for an organisation for at least a year before deciding to have children

Unweighted base	835	271	129	266	361	350
Base: All B2B senior decision makers	837	269	133	278	363	332
Strongly agree	17%	15%	23%	13%	12%	20%
Tend to agree	28%	25%	26%	26%	29%	28%
Tend to disagree	21%	21%	22%	26%	17%	20%
Strongly disagree	23%	30%	22%	26%	28%	20%
Don't know	11%	8%	4%	8%	12%	12%
Prefer not to say	1%	1%	2%	1%	1%	1%
Net: Agree	45%	40%	50%	39%	42%	48%
Net: Disagree	44%	51%	45%	52%	45%	40%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Gender		Age			
Male	Female	Under 35	35-44	45-54	55+
BT	BU	BV	BW	BX	BY

Women who have had more than one pregnancy while in the same job can be a burden to their team

Unweighted base	835	271	129	266	361	350
Base: All B2B senior decision makers	837	269	133	278	363	332
Strongly agree	11%	8%	13%	8%	7%	14%
Tend to agree	36%	29%	35%	30%	35%	36%
Tend to disagree	25%	24%	19%	30%	24%	25%
Strongly disagree	19%	29%	24%	23%	24%	17%
Don't know	8%	9%	7%	9%	9%	7%
Prefer not to say	1%	1%	2%	1%	1%	1%
Net: Agree	46%	37%	48%	38%	42%	50%
Net: Disagree	45%	53%	43%	53%	48%	41%

Supporting pregnant women and those on maternity leave is in the best interests of the organisation

Unweighted base	835	271	129	266	361	350
Base: All B2B senior decision makers	837	269	133	278	363	332
Strongly agree	30%	41%	45%	37%	32%	24%
Tend to agree	46%	36%	37%	45%	44%	44%
Tend to disagree	11%	12%	10%	8%	11%	13%
Strongly disagree	4%	3%	3%	3%	4%	5%
Don't know	9%	8%	5%	6%	9%	12%
Prefer not to say	1%	0%	-	1%	0%	2%
Net: Agree	76%	77%	82%	83%	76%	68%
Net: Disagree	15%	15%	13%	11%	15%	18%

It is easy to protect expectant or new mothers from discrimination in the workplace

Unweighted base	835	271	129	266	361	350
Base: All B2B senior decision makers	837	269	133	278	363	332
Strongly agree	11%	13%	19%	9%	13%	9%
Tend to agree	41%	31%	37%	42%	37%	37%
Tend to disagree	28%	32%	24%	30%	29%	30%
Strongly disagree	5%	11%	9%	9%	5%	6%
Don't know	14%	14%	11%	10%	16%	17%
Prefer not to say	1%	-	1%	0%	1%	1%
Net: Agree	52%	43%	56%	51%	50%	46%
Net: Disagree	33%	43%	33%	38%	34%	36%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Organisation size											
1 (just me)	2	3 to 5	6 to 9	10 to 19	20 to 34	35 to 49	50 to 99	100 to 249	250 to 499	500 to 999	1,000 or more
BZ	CA	CB	CC	CD	CE	CF	CG	CH	CI	CJ	CK

For the following questions, please remember that your answers are always treated confidentially and are never analysed individually. Which, if any, of the following statements do MOST agree with?

	Unweighted base	BZ	CA	CB	CC	CD	CE	CF	CG	CH	CI	CJ	CK
	-	81	48	112	129	98	49	94	77	65	95	258	
Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343	
Women who become pregnant and new mothers in work are generally less interested in career progression than other employees in their companies	-	32%	35%	37%	37%	29%	37%	31%	34%	38%	34%	25%	
Women who become pregnant and new mothers in work are generally as interested in their career progression as other employees in their companies	-	40%	45%	37%	44%	48%	44%	50%	49%	45%	48%	58%	
Women who become pregnant and new mothers in work are generally more interested in their career progression than other employees in their companies	-	3%	-	4%	5%	6%	5%	4%	6%	9%	6%	4%	
None of these	-	10%	2%	9%	4%	3%	6%	4%	4%	4%	5%	4%	
Don't know	-	15%	18%	14%	11%	14%	8%	10%	8%	3%	6%	9%	

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

Organisation size											
1 (just me)	2	3 to 5	6 to 9	10 to 19	20 to 34	35 to 49	50 to 99	100 to 249	250 to 499	500 to 999	1,000 or more
BZ	CA	CB	CC	CD	CE	CF	CG	CH	CI	CJ	CK

To what extent do you agree or disagree with the following statement? (Please select one option on each row)

During recruitment, women should have to disclose whether they are pregnant

Unweighted base	-	81	48	112	129	98	49	94	77	65	95	258
Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343
Strongly agree	-	25%	47%	36%	29%	31%	33%	29%	29%	21%	21%	16%
Tend to agree	-	45%	29%	39%	38%	34%	27%	32%	41%	30%	36%	31%
Tend to disagree	-	11%	11%	8%	11%	13%	12%	16%	11%	16%	10%	16%
Strongly disagree	-	8%	5%	13%	15%	17%	16%	13%	14%	26%	29%	30%
Don't know	-	11%	8%	4%	7%	4%	9%	7%	5%	7%	3%	5%
Prefer not to say	-	1%	-	-	-	1%	2%	3%	-	-	-	1%
Net: Agree	-	70%	76%	74%	67%	65%	60%	61%	70%	51%	57%	48%
Net: Disagree	-	19%	16%	21%	26%	30%	29%	29%	25%	42%	40%	47%

During recruitment, it is reasonable to ask women about their plans to have children in the future

Unweighted base	-	81	48	112	129	98	49	94	77	65	95	258
Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343
Strongly agree	-	13%	21%	17%	9%	13%	14%	14%	19%	10%	13%	6%
Tend to agree	-	31%	32%	32%	28%	28%	31%	28%	29%	25%	19%	18%
Tend to disagree	-	19%	13%	17%	29%	22%	19%	25%	20%	27%	20%	24%
Strongly disagree	-	24%	27%	29%	24%	32%	27%	26%	26%	32%	43%	47%
Don't know	-	11%	6%	5%	8%	3%	7%	3%	7%	6%	3%	4%
Prefer not to say	-	1%	-	-	2%	1%	2%	3%	-	-	2%	0%
Net: Agree	-	44%	53%	49%	37%	41%	45%	42%	48%	35%	32%	24%
Net: Disagree	-	43%	40%	46%	53%	54%	46%	52%	46%	59%	63%	71%

During recruitment, it is reasonable to ask women if they have young children

Unweighted base	-	81	48	112	129	98	49	94	77	65	95	258
Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343
Strongly agree	-	17%	14%	18%	14%	18%	19%	22%	21%	10%	14%	9%
Tend to agree	-	39%	42%	45%	41%	32%	35%	35%	30%	29%	27%	24%
Tend to disagree	-	20%	23%	13%	16%	22%	16%	18%	22%	27%	19%	24%
Strongly disagree	-	20%	15%	18%	22%	26%	19%	19%	21%	28%	35%	39%
Don't know	-	4%	6%	6%	6%	2%	9%	4%	6%	5%	5%	4%
Prefer not to say	-	1%	-	-	-	-	2%	2%	-	-	-	0%
Net: Agree	-	56%	56%	63%	55%	50%	54%	57%	51%	39%	40%	33%
Net: Disagree	-	40%	37%	31%	39%	49%	35%	37%	44%	55%	54%	62%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

		Organisation size											
		1 (just me)	2	3 to 5	6 to 9	10 to 19	20 to 34	35 to 49	50 to 99	100 to 249	250 to 499	500 to 999	1,000 or more
		BZ	CA	CB	CC	CD	CE	CF	CG	CH	CI	CJ	CK
There is sometimes resentment among employees within the company towards women who are pregnant or on maternity leave													
	Unweighted base	-	81	48	112	129	98	49	94	77	65	95	258
	Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343
	Strongly agree	-	14%	13%	17%	11%	13%	12%	17%	19%	13%	17%	8%
	Tend to agree	-	47%	52%	31%	36%	36%	28%	28%	34%	49%	42%	38%
	Tend to disagree	-	15%	10%	27%	28%	26%	30%	24%	24%	17%	20%	30%
	Strongly disagree	-	5%	5%	7%	9%	15%	17%	15%	12%	17%	14%	16%
	Don't know	-	18%	21%	18%	16%	10%	10%	14%	10%	4%	7%	8%
	Prefer not to say	-	1%	-	-	-	-	2%	2%	1%	-	-	-
	Net: Agree	-	61%	65%	48%	47%	49%	41%	45%	54%	62%	59%	46%
	Net: Disagree	-	20%	14%	34%	37%	41%	47%	39%	36%	34%	34%	46%
Pregnancy within the workplace puts an unnecessary cost burden on the workplace													
	Unweighted base	-	81	48	112	129	98	49	94	77	65	95	258
	Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343
	Strongly agree	-	18%	17%	23%	9%	15%	11%	15%	18%	7%	14%	6%
	Tend to agree	-	28%	49%	37%	45%	30%	23%	33%	35%	33%	23%	21%
	Tend to disagree	-	20%	21%	20%	20%	31%	31%	29%	30%	33%	26%	33%
	Strongly disagree	-	13%	6%	17%	18%	17%	27%	11%	10%	22%	30%	32%
	Don't know	-	17%	6%	4%	8%	6%	5%	9%	8%	5%	6%	8%
	Prefer not to say	-	4%	-	-	-	1%	2%	3%	-	-	1%	0%
	Net: Agree	-	46%	66%	60%	54%	45%	35%	47%	53%	40%	37%	27%
	Net: Disagree	-	33%	27%	37%	38%	48%	58%	41%	40%	55%	56%	65%
Women should work for an organisation for at least a year before deciding to have children													
	Unweighted base	-	81	48	112	129	98	49	94	77	65	95	258
	Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343
	Strongly agree	-	10%	24%	18%	18%	15%	15%	14%	29%	18%	15%	14%
	Tend to agree	-	42%	41%	25%	33%	32%	21%	28%	22%	34%	20%	24%
	Tend to disagree	-	13%	13%	21%	20%	17%	17%	28%	20%	21%	27%	21%
	Strongly disagree	-	15%	10%	21%	18%	22%	30%	13%	19%	21%	31%	33%
	Don't know	-	19%	13%	13%	10%	11%	12%	14%	9%	7%	6%	7%
	Prefer not to say	-	1%	-	1%	1%	2%	5%	3%	-	-	1%	0%
	Net: Agree	-	52%	65%	43%	52%	47%	36%	41%	52%	51%	35%	38%
	Net: Disagree	-	28%	22%	43%	37%	40%	47%	41%	40%	42%	58%	55%

Maternity Equality and Human Rights Commission

Sample size: 1106 Senior decision makers in businesses of all sizes
Fieldwork: 11th September - 4th December 2017

		Organisation size											
		1 (just me)	2	3 to 5	6 to 9	10 to 19	20 to 34	35 to 49	50 to 99	100 to 249	250 to 499	500 to 999	1,000 or more
		BZ	CA	CB	CC	CD	CE	CF	CG	CH	CI	CJ	CK
Women who have had more than one pregnancy while in the same job can be a burden to their team													
	Unweighted base	-	81	48	112	129	98	49	94	77	65	95	258
	Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343
	Strongly agree	-	10%	14%	15%	5%	18%	14%	19%	16%	6%	9%	5%
	Tend to agree	-	43%	52%	31%	37%	35%	31%	33%	39%	39%	33%	29%
	Tend to disagree	-	21%	19%	29%	25%	25%	25%	24%	22%	28%	24%	26%
	Strongly disagree	-	10%	2%	15%	19%	16%	20%	14%	15%	20%	29%	31%
	Don't know	-	12%	13%	10%	13%	5%	6%	7%	6%	8%	3%	9%
	Prefer not to say	-	4%	-	-	1%	1%	4%	3%	2%	-	1%	1%
	Net: Agree	-	53%	66%	46%	42%	53%	45%	51%	55%	44%	42%	33%
	Net: Disagree	-	31%	21%	44%	44%	41%	45%	38%	38%	47%	53%	57%
Supporting pregnant women and those on maternity leave is in the best interests of the organisation													
	Unweighted base	-	81	48	112	129	98	49	94	77	65	95	258
	Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343
	Strongly agree	-	22%	18%	27%	24%	25%	29%	24%	25%	35%	38%	44%
	Tend to agree	-	42%	40%	37%	51%	44%	54%	46%	49%	44%	41%	42%
	Tend to disagree	-	10%	24%	16%	14%	19%	5%	15%	13%	8%	8%	6%
	Strongly disagree	-	7%	2%	6%	2%	4%	2%	5%	5%	1%	4%	3%
	Don't know	-	18%	13%	13%	9%	7%	9%	8%	6%	12%	8%	5%
	Prefer not to say	-	2%	3%	1%	-	-	2%	2%	2%	-	-	0%
	Net: Agree	-	63%	58%	63%	75%	69%	83%	70%	75%	79%	79%	85%
	Net: Disagree	-	17%	26%	22%	16%	24%	6%	20%	17%	9%	13%	10%
It is easy to protect expectant or new mothers from discrimination in the workplace													
	Unweighted base	-	81	48	112	129	98	49	94	77	65	95	258
	Base: All B2B senior decision makers	-	75	44	85	94	73	36	77	88	65	126	343
	Strongly agree	-	7%	8%	13%	5%	11%	21%	10%	18%	18%	16%	9%
	Tend to agree	-	26%	29%	28%	45%	35%	26%	40%	50%	43%	41%	40%
	Tend to disagree	-	25%	42%	30%	31%	32%	34%	29%	15%	23%	28%	31%
	Strongly disagree	-	6%	2%	5%	4%	7%	7%	6%	12%	4%	6%	8%
	Don't know	-	35%	16%	25%	15%	12%	11%	12%	6%	13%	8%	13%
	Prefer not to say	-	1%	3%	-	-	2%	2%	2%	-	-	-	-
	Net: Agree	-	33%	37%	40%	50%	47%	46%	50%	67%	61%	58%	49%
	Net: Disagree	-	31%	44%	35%	35%	39%	41%	36%	27%	27%	34%	39%