

	Question	Answer choice
Module A	[PRELIMINARY INFORMATION] [SECTION FOR SURVEYOR]	
A1	Type of school	Type
A2	Select the Subcounty in Nairobi where the school is located	Subcounty name
A3	Name of School	School name
A4	School ID	
A5	Enumerator's Name	
A6	Enumerator's ID	
–	Were there internet connectivity issues that prevented you from submitting the school's listing survey?	1 Yes 0 No
–	[if no internet issues] Please select the name of the teacher whom you are speaking to	
–	[if no internet issues] Enter the id of the teacher	
–	[if no internet issues] Enter the name of the teacher	
–	[if have internet issues] Ask the name of the teacher. First name Middle name Surname	
–	[if have internet issues] Enter the id of the teacher	
–	[if have internet issues] Re-enter the id of the teacher	
A10	Please record the description of the location of the school	
A11	Record the GPS coordinates of the school	
–	Is the teacher available to be interviewed now?	1 Yes 0 No
–	What is the final status of this survey?	0. Incomplete 1. Complete 2. Appointment 3. Refusal 4. Respondent is on leave

- 5. Respondent is absent from school (with permission)
- 6. Respondent is absent from school (without permission)
- 7. Respondent transferred to another school
- 8. School closed for half term/holiday break
- 777. Other status

— [if other status] Specify the other survey status

#### [CONSENT STATEMENT]

— If I have answered all your questions, do you agree to participate in this study? 1 Yes 0 No

— Thank you. As mentioned above, during this survey you may be audio recorded for quality assurance purposes. You and the person interviewing you will both not know when this recording may happen. The audio recording may only happen if you consent to it and you will not be recorded against your will. This recording will only be used for data quality assurance purposes. 1 Yes 0 No

— Do you consent to a possible audio recording?

— [if yes] Please sign your name/mark as your permission to participate.

— [if no] May I ask why you do not wish to participate?

#### Module B [DEMOGRAPHICS]

B1a What is your name? First name Middle name Surname

B1b What is your position in the institution?

- 1. Headteacher
- 2. Deputy head teacher
- 3. Senior teacher

	Which survey are you conducting: teacher survey or headteacher survey? [surveyor only]	4. Teacher 1. Headteacher survey 2. Teacher survey
B2	What is your phone number?	
B2b	Re-enter phone number	
—	Is this the number we should use to send you airtime with?	1 Yes 0 No
—	[if no] Which number should we use to send you airtime?	
—	[if no] Re-enter the number we should use to send you airtime with	
—	Select the service provider of the number we should use to send airtime with [surveyor only]	1. Safaricom 2. Airtel 3. Telkom dd/mm/yyyy
B3	What's your date of birth?	
B4	What's the highest educational level you achieved?	1. Primary 2. Secondary 3. Post-Secondary, vocational 4. College (Certificate-level) 5. College (Diploma-level) 6. University Undergraduate 7. University Postgraduate -777. Other (specify)
—	[if other] Specify the highest level of education achieved	
B5	What is your marriage status?	1. Married monogamous 2. Married polygamous 3. Living together 4. Separated 5. Divorced 6. Widow or widower

7. Never married

B6	[if 1, 2 or 3 to B5] When did you get married?	
B7a	[if 1, 2 or 3 to B5] What does your partner do for a living?	
B7b	How many individuals live in your household? (do not include the househelp/nanny)	
B8	What is your household's total gross monthly income? [if living alone] What is your gross monthly income?	1. Less than KSh 20,000 2. KSh 20,000-40,000 3. KSh 40,001- 60,000 4. KSh 60,001-80,000 5. KSh 80,001-100,000 6. KSh 100,001 - 120,000 7. KSh 120,001- 140,000 8. KSh 140,001- 160,000 9. KSh 160,001- 180,000 10. KSh 180,001- 200,000 11. Above KSh 200,000
B8	What is your gross monthly wage on average?	1. Less than KSh 10,000 2. KSh 10,000-20,000 3. KSh 20,001- 30,000 4. KSh 30,001-40,000 5. KSh 40,001-50,000 6. KSh 50,001 - 60,000 7. KSh 60,001- 70,000 8. KSh 70,001- 80,000 9. KSh 80,001- 90,000 10. KSh 90,001- 100,000 11. Above KSh 100,000
B9	What's the respondent's gender [surveyor only]	1 Male 0 Female
B10a	Do you have biological children?	1 Yes 0 No

B10b	[if yes to B10a] How many biological children do you have? [if B10b>10] On the last screen you entered that the respondent has _ number of children. This number seems very high. Please confirm that it is correct [surveyor only]	
B10c	[if yes to B10a] Do you plan to have others?	1 Yes 0 No
B10d	[if yes to B10c] How many other children do you plan to have? Now we will ask you a few questions on your house.	
B11	Do you have running water at home?	1 Yes 0 No
B11b	Is the water in your home safe to drink without being boiled first	1 Yes 0 No
B12	Do you have electricity at home?	1 Yes 0 No
B13	[if yes to B12] Do you have a fridge at home?	1 Yes 0 No
B14	Do you own a car in your household?	1 Yes 0 No

## Module C [SCHOOL EXPERIENCE INFO]

Thank you! Now we'll ask you a few questions about your experience in this school.

C1	How long have you been working in this school	
C1a	Number	
C1b	Unit of time	1. Weeks 2. Months 3. Years
C2	What type of employment contract do you have?	1. Teacher- TSC 2. Teacher- intern/practicum/ on practic 3. Teacher- board of directors 4. County Government 5. Contract with the school -777. Other (specify)

	[if other] Specify the contract	
C3	How long have you been working in the position under above employment contract?	
C3a	Number	
C3b	Unit of time	1. Weeks 2. Months 3. Years
C3c	[if not headteacher] Is there any additional role that you have in the school? [if yes to C3c] Please specify the additional role	1 Yes 0 No
C3f	Would you make any changes to your timetable?	1 Yes 0 No
C3f3	[if yes to C3f] You selected yes, which changes would you make to your timetable? Teach _ days a week.	
C3f4	Would you make any other change?	
C4	Think about a typical working day. At what time do you typically leave your home to get to school?	<i>Record the time in 24 hour clock system eg if they leave at 5am record 0500</i>
C5	At what time do you typically arrive at school?	<i>Record the time in 24 hour clock system eg if they arrive at 6am record 0600</i>
C6	At what time do you typically leave school?	<i>Record the time in 24 hour clock system eg if they leave at 6pm record 1800</i>
C7	At what time do you typically arrive home?	<i>Record the time in 24 hour clock system eg if they leave at 6pm record 1800</i>
C8a	Do you sometime work also from home (for example, to grade homework/exams)?	1 Yes 0 No
C8b	[if yes to C8a] On average, how many hours do you work from home each week?	
C8c	[if not headteacher] Do you think that the HT should take into account teachers' family needs when deciding the timetable? For instance, to give early classes to those teachers with less family needs.	1 Yes 0 No
C8d	[if not headteacher and yes to C8c] Does the HT do this?	1 Yes 0 No

C9	[if not headteacher] Do you have managerial responsibilities?	1 Yes 0 No
C9b	[if yes to C9] How many people do you supervise?	
C11a	Have you ever been invited to take part into one of the Board of Management meetings?	1. Yes, I am part of the BoM 2. Yes, occasionally I am invited 3. No, I have never been invited
C12	How typically do you get to school?	1. Walk to school 2. By bus or other public transport 3. By bicycle 4. By motorbike, I drive myself 5. By car, I drive myself 6. By motorbike, someone else drives 7. By car, someone else drives 8. By Taxi eg Uber, little cab, Bolt -777. Other (specify)
—	[if other] Specify the other means you use to get to school	
C13	<p>You have 10 tokens and you have to allocate them among the following options. Each of them is a characteristic of a job which you may care about. How would you allocate the tokens? For instance, if you only care that a job as a "high salary", you'll put all the tokens on that option. Or if you equally care about five different options, you'd put 2 tokens in each etc.</p> <p>Show the respondent the print out of these job characteristics!! [surveyor only]</p>	1. Proximity to home 2. Availability of flexible working arrangements 3. Availability of a lactation room for mothers 4. Availability of a nursery at the workplace 5. High salary 6. Fast career progression 7. Positive social impact 8. Good relationships with colleagues
—	[if total token >10] The number of tokens adds up to _ _ _ This has exceeded 10 tokens. Kindly go back and revise!!	
—	[if total token <10] The number of tokens is _ _ _ This is LESS THAN 10 tokens. Kindly go back	

and revise!!

- |      |  |  |
|------|--|--|
| C14  | How long do you plan to continue working in this school?                       | <ol style="list-style-type: none"><li>1. Less than one year</li><li>2. 1 to 2 years</li><li>3. 3 to 4 years</li><li>4. Five years or more</li></ol>  |
| C15  | How would you describe your career aspirations for the next 5 years?           | <ol style="list-style-type: none"><li>1. I'd like to stay in my current role</li><li>2. I'd like to become a union representative in this school within 5 years from now</li><li>3. I'd like to become a union leader within 5 years from now</li><li>4. I'd like to become a head teacher within 5 years from now</li><li>5. I'd like to become a senior head teacher within 5 years from now</li><li>6. I'd like to stay in current job with high salary</li><li>7. I'd like to be in a higher job group</li><li>8. I'd like to expand my school</li><li>-777. Other (specify)</li></ol> |
| —    | [if other] Specify the career aspiration                                       |  |
| C16a | [if not headteacher] Are you part of any union and/or association of teachers? | 1 Yes 0 No   |
| C16b | [if yes to C16a] Which union and/or association of teachers do you belong to?  | <ol style="list-style-type: none"><li>1. KNUT -- Kenya National Union of Teachers</li><li>2. KEWOTA -- Kenya Women Teachers Association</li><li>3. PSTAK -- Private Schools Teachers Association Kenya</li><li>4. KUPPET -- Kenya Union of Post</li></ol>  |



		Primary Education Teachers -777. Other (specify)
C17	[if yes to C16a] Are you a union representative for other teachers in this school?	1 Yes 0 No
C18	Have you ever heard of the Kenya Association for Breastfeeding?	1. Yes, I am a member 2. Yes, I know some members 3. Yes, I heard of it but I don't know any member 4. No, I haven't heard of it
–	For the next 3 questions, show the respondent the print out of the Smiley face scale. [surveyor only]	
C20	Overall, how satisfied are you with your work nowadays? 1=Not satisfied at all, 10 =Very satisfied	1 to 10 scale
C21	Overall, would you recommend to family and friends this school as a great place to work? 1 = Not at all, 10 = Absolutely	1 to 10 scale
C22	Overall, how satisfied are you with the relationship with your colleagues? 1 = Not satisfied at all, 10 = Very satisfied	1 to 10 scale
C23	Overall, how satisfied are you with the facilities available to you in this school? 1 = Not satisfied at all, 10 = Very satisfied	1 to 10 scale
C24	Suppose you receive a donation of 50,000KSH for improvements in the school. How would you use the money?	
C25	Suppose you receive a donation of 50,000KSH for any type of improvement in the school. Do you agree with the following statement: "It would be a good idea to use the money to set up a lactation room for the teachers and staff rather than for some other improvements?"	1. Strongly Agree 2. Agree 3. Disagree 4. Strongly Disagree

#### Module D [CHILDREN]

Thank you! Now I will ask you some questions about your youngest biological child

D0	What is the name of your youngest child?	<i>Record first name middle name and surname of the child</i>
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D1	When was the CHILD born?	
D1b	[if male] How old is the CHILD?	
D2	What is the CHILD's gender?	1 Male 0 Female
D3	[if female] Did YOU ever breastfeed this baby (or feed this baby your pumped milk)?	1. Yes, pumped milk
	[if male] Did YOUR WIFE ever breastfeed this baby (or feed this baby her pumped milk)?	2. Yes, breastfeeding
		3. Both (breastfeeding and pumping milk)
		4. None of the above
D4	[if yes to D3]	1. Yes, breastfed at the workplace at least once
	[if female] Did YOU ever breastfeed this baby at your workplace or expressed your milk at the workplace to later feed your baby? <i>[Allow for multiple options]</i>	2. Yes, expressed milk at the workplace at least once
	[if male] Did YOUR WIFE ever breastfeed this baby at your workplace or expressed her milk at the workplace to later feed your baby? <i>[Allow for multiple options]</i>	-222. None of the above
—	[if (1 OR 2) and -222 to D4] On the last screen you made an illogical combination of answers. You cannot select "NONE OF THE ABOVE", along with any other option. Please go back and rectify!!	
D5a	[if yes to D3]	1 Yes 0 No
	[if female] Are YOU still feeding this baby with breastmilk?	<i>if the age of the child is greater than 6 years, do not ask the question but select No.</i>
	[if male] Is YOUR WIFE still feeding this baby with breastmilk?	
D5b	[if female] How old was your baby when YOU completely stopped feeding the baby with your milk, either by breastfeeding and/or pumping milk?	<i>Record in months</i>
	[if male] How old was your baby when YOUR WIFE completely stopped feeding the baby with her milk, either by breastfeeding and/or pumping milk?	

D5c	[if male] How often do or did you use to talk with your wife about matters related to breastfeeding?	
D5d	[if male] How long does or did YOUR WIFE want to breastfeed this baby for?	
D5e	[if male] How long do or did you want YOUR WIFE to breastfeed this baby for?	
D6a	[If no to D3] Did you breastfeed as long as you wanted to?	1 Yes 0 No
D6b	Until when would you have liked to keep breastfeeding the CHILD? "I would have liked to stop when CHILD was _____ months"	<i>Record in months, -999 if don't know</i>
	[if months in D6b < in D5b] You mentioned that YOU completely stopped breastfeeding/feeding the baby with breast milk when they were ____ months in question D5b, but YOU would have liked to stop when they were ____ months which is a time before when you stopped breastfeeding. Please confirm that this is correct [if yes] Justify why this is correct	1 Yes 0 No
D7	Until when do YOU want to keep breastfeeding the baby? "Until the baby is _____ months old"	<i>Record in months, -999 if don't know</i>
D8a	[If yes to D5a] Are you still exclusively breastfeeding?	1 Yes 0 No
D8b	[If no to D5a/D8a] How old was CHILD when you started introducing formula or other types of food? In other words, how old was CHILD when YOU stopped exclusive breastfeeding? "CHILD was _____ months old"	<i>Record in months, -999 if don't know</i>
_	[if months in D5b < in D8b] You mentioned that YOU completely stopped breastfeeding/feeding the baby with breast milk when they were ____ months in question D5b, but YOU introduced formula when they were ____ months which is later after you stopped breastfeeding. Please confirm that this is correct	1 Yes 0 No

	[if yes] Justify why this is correct	
D9a	[If no to D5a/D8a] Did you exclusively breastfeed as long as you wanted to?	1 Yes 0 No
D9b	When would you have liked to stop exclusive breastfeeding.. "I would have liked to stop exclusively breastfeeding when CHILD was ____ months"	<i>Record in months, -999 if don't know</i>
_	[if months in D9b < in D8b] You mentioned that YOU completely stopped exclusively breastfeeding/introducing formula when they were ____ months in question D8b, but YOU would have liked to stop when they were ____ months which is a time before when you stopped exclusive breastfeeding. Please confirm that this is correct	1 Yes 0 No
_	[if yes] Justify why this is correct	
D10	[if female] Until when do you want to keep exclusively breastfeeding CHILD?  [if male] Until when does your wife want to keep exclusively breastfeeding CHILD? "Until CHILD is ____ months old"	<i>Record in months, -999 if the respondent is a MAN and does not know</i>
D11a	Were YOU working when CHILD was born?	1. Yes, at this school 2. Yes, at another public school 3. Yes, at another private school 4. Yes, at another type of job 5. No
_	[if another type of job] What type of job were you doing?	
D11b	[if male] Was YOUR WIFE working when CHILD was born?	1. Yes, full time 2. Yes, part time 3. No
_	[if yes] What type of job was she doing?	
D11c	[if male] How old was your CHILD when your WIFE went back to work or started a new job? "When CHILD was ____ months old"	

D12	[if 1, 2, 3 or 4 to D11a/1 or 1 or 2 to D11b] How many months of paid maternity leave did you/your wife take at the time?	<i>Record in months</i>
D13	How many extra months or weeks of unpaid maternity leave did you/your wife take at the time?	
D13a	Number	
D13b	Unit of time	1. Weeks 2. Months
D13c	[if female] Have you had any discussions with your husband/partner about coming back to work?  [if male] Have you had any discussions with your WIFE about coming back to work?	
D13d	[if yes] [if female] What are the main reasons for your disagreements with your husband/partner?  [if male] Have you had any discussions with WIFE about coming back to work?	
D14	After you came back to work, did you try to reach some formal or informal arrangements at your school in order to allow you to combine work and childrearing? _ [if yes] Explain the other arrangement that you tried to reach	1 Yes 0 No
D14a	[if male] Did you take any paternity leave when CHILD was born?	1 Yes 0 No
D14b	[if yes to D14a] How long was the paternity leave?	<i>Record in weeks</i>
D14c	How old was CHILD when you went back to work or started a new job? "When CHILD was _ _ _ _ _ months old"	Record in months. - 444 is for a woman who didn't go back to work even if she could and doesn't want to - 999 is for don't know or don't

		remember -333 can be for a woman who "hasn't gone back to work yet, but she will" (e.g., the kid is 2 months old so she is still in maternity leave) -100 for "never worked eg housewife"
D15	<p>[if female] After you/your wife came back to work, were YOU able to reach some formal or informal arrangements at your school in order to allow you to combine work and childrearing?</p> <p>[if male] After you/your wife came back to work, was YOUR WIFE able to reach some formal or informal arrangements at your school in order to allow you to combine work and childrearing?</p> <p>[if other] Please specify the other arrangements made based the ones listed above</p>	<p>1. Yes, contract formally changed</p> <p>2. Yes, had informal agreements with the head teacher/supervisor</p> <p>3. Yes, had informal agreements with colleagues</p> <p>4. Yes, other (specify)</p> <p>5. No</p> <p>-444. Never went back to work afterwards</p> <p>-100. Never worked eg housewife</p> <p>-333. Hasn't gone back to work yet, but she will (e.g., the kid is 2 months old so she is still in maternity leave)</p> <p>-999. Don't know or don't remember</p>
D15a	[if 1 to D15] Please specify the changes to the contract made	
D15b	[if 2 to D15] Please specify the informal agreements with the headteacher	
D15c	[if 3 to D15] Please specify the informal agreements with colleagues	
D15d	[if 4 to D15] Explain the other arrangements made	
D15e	On average, how many hours a week do you spend taking care of the CHILD?	
D16	[if female] You mentioned that you stopped breastfeeding or exclusively breastfeeding at least one of your children earlier than you wanted to. Which of the following reasons contributed to	1. My baby had trouble sucking or latching on

your decision to stop breastfeeding your baby?

[if male] You mentioned that YOUR WIFE stopped breastfeeding or exclusively breastfeeding for at least one of your children earlier than SHE wanted to. Which of the following reasons contributed to HER decision to stop breastfeeding your baby?

2. My baby became sick and could not breastfeed
3. My baby began to bite
4. My baby lost interest in nursing or began to wean him or herself
5. My baby was old enough that the difference between breast milk and formula no longer mattered
6. Breast milk alone did not satisfy my baby
7. I thought that my baby was not gaining enough weight
8. A health professional said my baby was not gaining enough weight
9. I (She) had trouble getting the milk flow to start
10. I (She) didn't have enough milk
11. My (Her) nipples were sore, cracked, or bleeding
12. My (Her) breasts were overfull or engorged
13. My (Her) breasts were infected or abscessed
14. My (Her) breasts leaked too much
15. Breastfeeding was too painful
16. Breastfeeding was too tiring
17. I (She) was sick or had to take medicine
18. Breastfeeding was too inconvenient
19. I (She) did not like breastfeeding

- 20. I (She) wanted to be able to leave my baby for several hours at a time
- 21. I (She) wanted to go on a weight loss diet
- 22. I (She) wanted to go back to my usual diet
- 23. I (She) wanted to smoke again or more than I (She) did while breastfeeding
- 24. I (She) had too many household duties
- 25. I (She) could not or did not want to pump or breastfeed at work
- 26. Pumping milk no longer seemed worth the effort that it required
- 27. I (She) was not present to feed my baby for reasons other than work
- 28. I (She) wanted or needed someone else to feed my baby
- 29. Someone else wanted to feed the baby
- 30. I (She) did not want to breastfeed in public
- 31. I (She) wanted my (her) body back to myself (herself)
- 32. I (She) became pregnant or wanted to become pregnant again

D17 [if female] Did any of the following people want YOU to stop breastfeeding?

[if male] Did any of the following people want YOUR WIFE to stop breastfeeding?



D17a	The Baby's father	1. Yes 2. No 999. I don't know
D17b	Your Mother	1. Yes 2. No 999. I don't know
D17c	Your Mother-in-law	1. Yes 2. No 999. I don't know
D17d	Your grandmother	1. Yes 2. No 999. I don't know
D17e	Another family member	1. Yes 2. No 999. I don't know
D17f	A doctor or other health professional	1. Yes 2. No 999. I don't know
D18a	[if female] Think back to the timing of YOUR/YOUR WIFE's pregnancy for each of your children. Did you take into consideration the school calendar (e.g., holidays) in order to time the birth date of any of your children?  [if male] Think back to the timing of YOUR WIFE's pregnancy for each of your children. Did you take into consideration the school calendar (e.g., holidays) in order to time the birth date of any of your children?	1 Yes 0 No
D18b	[if yes to D18a] Please explain Why?	
D19a	You mentioned that you have at least one kid who is younger than 6. Who takes care of the child when you are at school?	1. Nursey 2. Babysitter 3. House manager

4. School
5. Grandparents
6. Spouse
7. Other relatives
- 777. Other (specify)

D19b	[if other] Please specify the other person who takes care of the child	
D19c	[if 1, 2 or 3 to D19a] How much do YOU pay monthly in total for these childcare services?	<i>Record the monthly price for this service in KSH</i>
D20a	You mentioned that you have at least one kid who is older than 6. Who used to take care of the child or children when YOU were at school? [Allow for multiple options]	<ol style="list-style-type: none"> <li>1. Nursey</li> <li>2. Babysitter</li> <li>3. House manager</li> <li>4. School</li> <li>5. Grandparents</li> <li>6. Spouse</li> <li>7. Other relatives</li> <li>-777. Other (specify)</li> </ol>
D20b	[if other] Please specify the other person who takes care of the child	
D20c	[if 1, 2 or 3 to D20a] How much did YOU pay monthly for this childcare service?	<i>Record the monthly price for this service in KSH</i>
D21a	[if female] Did you ever use a breast pump to express your milk?	<ol style="list-style-type: none"> <li>1. Yes, manual breast pump</li> <li>2. Yes, electric breast pump</li> <li>3. Both electric and manual pump</li> <li>4. No</li> </ol>
	[if male] Did YOUR WIFE ever use a breast pump to express HER milk?	
D21b	[if yes to D21a]	<ol style="list-style-type: none"> <li>1. Every day</li> <li>2. Almost every day</li> <li>3. At least once a week</li> <li>4. Less than once a week</li> <li>5. Never</li> <li>-777. Other (specify)</li> <li>-999. I don't know</li> </ol>
	[if female] How often did you use to breast-pump your milk when you were at the workplace?	
	[if male] How often did YOUR WIFE use to breast-pump HER milk when she was at the workplace?	

	[if other] Specify the frequency	
D21c	[if no to D21a]	1. Yes 2. No
	[if female] Did you ever express milk with your hands in order to relieve pressure while you were at the workplace?	-888. Refused to answer -999. I don't know
	[if male] Did YOUR WIFE ever express milk with her hands in order to relieve pressure while she was at the workplace?	
D22	[if female] Have you had any of the following experiences related to breastfeeding or expressing milk at the workplace?	
	[if male] Have you ever heard of following situations happening in this school?	
D22a	[if female] A coworker made negative comments or complained to me about breastfeeding	[if female] 1 Yes 0 No
	[if male] A coworker made negative comments or complained about a teacher breastfeeding	[if male] 1 Yes 2 No 3 I don't know
D22b	[if female] My employer or my supervisor made negative comments or complained to me about breastfeeding	[if female] 1 Yes 0 No
	[if male and not HT] The HT or Deputy HT made negative comments or complained to about a teacher breastfeeding	[if male] 1 Yes 2 No 3 I don't know
D22c	[if female] It was hard for me to arrange break time for breastfeeding or pumping milk	[if female] 1 Yes 0 No
	[if male] It was hard for HER to arrange break time for breastfeeding or pumping milk	[if male] 1 Yes 2 No 3 I don't know
D22d	[if female] It was hard for me to find a place to breastfeed or pump milk	[if female] 1 Yes 0 No
		[if male] 1 Yes 2 No 3 I don't know

	[if male] It is hard for breastfeeding teachers to find a place to breastfeed or pump milk	
D22e	[if female] It was hard for me to arrange a place to store pumped breast milk [if male] It is hard for breastfeeding teachers to arrange a place to store pumped breast milk	[if female] 1 Yes 0 No [if male] 1 Yes 2 No 3 I don't know
D22f	[if female] It was hard for me to carry the equipment I needed to pump milk at work [if male] It is hard for breastfeeding teachers to carry the equipment they needed to pump milk at work	[if female] 1 Yes 0 No [if male] 1 Yes 2 No 3 I don't know
D22g	[if female] I felt worried about keeping my job because of breastfeeding [if male] Breastfeeding teachers feel worried about keeping their job because it is difficult to combine it with breastfeeding	[if female] 1 Yes 0 No [if male] 1 Yes 2 No 3 I don't know
D22h	[if female] I felt worried about continuing to breastfeed because of my job [if male] Breastfeeding teachers feel worried about continuing to breastfeed because it is difficult to combine it with their job	[if female] 1 Yes 0 No [if male] 1 Yes 2 No 3 I don't know
D22i	[if female] I felt embarrassed among coworkers, my supervisor, or my employer because of breastfeeding [if male] Breastfeeding teachers feel embarrassed among coworkers, supervisors, or HT because of breastfeeding	[if female] 1 Yes 0 No [if male] 1 Yes 2 No 3 I don't know
M11	Think back to the last 6 months. How many days of work did you miss? Exclude days in which the school was closed.	

M11b	[If above > 0] Out of these, how many days were missed because of childcare and/or breastfeeding?	
D23	<p>[Skip if D14c=-444 and -100]</p> <p>[if male] Think about the first three months after YOUR WIFE came back to work after having a child, for ALL YOUR CHILDREN. On average for all your children, how many days of work did SHE miss because she had to take care of your child?</p> <p>[if female] Think about the first three months after YOU came back to work after having a child, for ALL YOUR CHILDREN. On average for all your children, how many days of work did YOU miss because you had to take care of your child?</p>	[if male] Record -999 for Don't know
D23b	[if female] Think about the first three months after YOU came back to work after having a child, for ALL YOUR CHILDREN. On average for all your children, how many days of work did YOU miss because you had to breastfeed your child?	
D24	<p>Thank you! Now I will read for you some statements.</p> <p>[If B10a != 0] Think about the first three months when YOU came back to work after having a child, for ALL YOUR CHILDREN, I want you to tell me how often YOU felt this way.</p> <p>[If B10a = 0] Think about the last three months, I want you to tell me how often YOU felt this way.</p>	<p>1. Never</p> <p>2. Rarely</p> <p>3. Sometimes</p> <p>4. Often</p> <p>5. Very often</p> <p>[only if male] -999. I don't know</p>
D24a	How often did YOU have trouble wrapping up the final details of a project or assignment, once the challenging parts have been done?	<p>1. Never</p> <p>2. Rarely</p> <p>3. Sometimes</p> <p>4. Often</p> <p>5. Very often</p> <p>[only if male] -999. I don't know</p>

D24b	How often did YOU have difficulty getting things in order when you had to do a task that required organisation?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know
D24c	How often did YOU have problems remembering appointments or obligations?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know
D24d	When YOU had a task that required a lot of thought, how often did you avoid or delay getting started?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know
D24e	How often did YOU make careless mistakes when you had to work on a boring or difficult task?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know
D24f	How often did YOU have difficulty keeping your attention when you were doing boring or repetitive work?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know

D24g	How often did YOU have difficulty concentrating on what people were saying to you, even when they were speaking to you directly?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know
D24h	How often did YOU misplace or had difficulty finding things at home or at work?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know
D24i	How often were YOU distracted by activity or noise around you?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know
D24j	How often did YOU feel restless or fidgety?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know
D24k	How often did YOU have difficulty unwinding and relaxing when you had time to yourself?	1. Never 2. Rarely 3. Sometimes 4. Often 5. Very often [only if male] -999. I don't know

D27	[if female and modb _b10 _filtre=0] Do you plan to have biological children?	1 Yes 0 No
D27a	[if yes to D27] How many do you plan to have?	
—	[if male and modb _b10 _filtre=0] Do you know what breast pumping means? This is also called "expressing milk"	1 Yes 0 No
	[if no] When they are away from their babies, breastfeeding moms can pump their breast milk, either with their hands or with an electric pump, to feed later on their babies. This is what is called breast pumping or milk expression.	
D28	[if yes to D27]	1. Yes, breastfeeding
	[if female] Do you plan to breastfeed your babies (or feed them your pumped milk)?	2. Yes, pumped milk
	[if male] Do you plan to encourage your spouse or partner to breastfeed your babies (or feed them your pumped milk)?	3. Both Breastfeeding and pumping milk
		4. None of the above
D29	[if yes to D28]	1. Yes, breastfeed at the workplace at least sometimes
	[if female] Do you plan to breastfeed your babies at your workplace or express your milk at the workplace to later feed your babies?	2. Yes, express milk at the workplace at least sometimes
	[if male] Would you agree if your spouse or partner breastfed your babies at the workplace?	3. None of the above
D30	[if yes to D27]	<i>Record the number of months</i>
	[if female] How old do you plan your babies to be when you'll completely stop breastfeeding or feeding them with your milk?	
	[if male] For how long would you like your spouse or partner to breastfeed your babies?	
D31	[if yes to D27 and female] How old do you plan your babies to be when you'll start introducing formula or other types of food? In other words, how old do you plan your babies to be when	<i>Record the number of months</i>



	YOU'll stop exclusive breastfeeding?	
D32	[if yes to D27]	<i>Record the number of months</i>
	[if female] How many months of paid maternity leave do you plan to take?	
	[if male] How many weeks of paid paternity leave do you plan to take?	
D33	[if yes to D27 and female] How many extra months or weeks of unpaid maternity leave do you plan to take?	<i>Record the number of months</i>
D34	[if yes to D27] After you come back to work, do you think you will be able to reach some formal or informal arrangements at your school in order to allow you to combine work and childrearing?	1. Yes, I think I will change formally my contract 2. Yes, I think I will have informal agreements with the head teacher/supervisor 3. Yes, I think I will have informal agreements with my colleagues 4. Yes, other (specify) 5. No, I do not plan to be back to work afterwards
D34a	[if 1 to D34] Please explain how the contract would change	
D34b	[if 2 to D34] Please explain the informal agreements with the headteacher/supervisor	
D34c	[if 3 to D34] Please explain the informal agreements with colleagues	
D34d	[if 4 to D34] Please explain other arrangements	
D35	Think about the timing of your future pregnancies. Will you take into consideration the school calendar (e.g., holidays) in order to time the birth date of any of your children?	1 Yes 0 No
D36	[if yes to D35] Why would you do this?	

D37a	Who will take care of your children when you are at school?	1. Nursey 2. Babysitter 3. House manager 4. School 5. Grandparents 6. Spouse -777. Other relatives -777. Other (specify)
—	[if other] Specify who will take care of the children	
D38	Will you ever use a breast pump to express your milk?	1. Manual breast pump 2. Electric breast pump 3. Both electric and manual pump 4. No -777. Other (specify)
—	[if other] Specify other ways	
D39	[if yes to D38] How often would you breast-pump your milk when you are at the workplace?	1. Every day 2. Almost every day 3. At least once a week 4. Less than once a week 5. Never

#### Module F [BREASTFEEDING BELIEFS ON OTHERS]

	Thank you again for your participation to the survey. Now I will ask you some questions on breastfeeding	
F1	In your opinion, how supportive of breastfeeding is your place of employment?	1. Not Supportive at all 2. Not very Supportive 3. Somewhat supportive 4. Very supportive
F2	Think about 10 of your female colleagues with breastfeeding experience. How many of them	

	were ever forced to stop breastfeeding their child because of the need to go to work?	
F3	Think about 10 of your female colleagues. How many of them were ever forced to stop working because of the need to stay with their child?	
F4	[if F3>0] Was any of these interruptions due to the need to breastfeed frequently?	1. Yes 2. No 999. I don't know
F5a	Think about 10 of your female colleagues with breastfeeding experience. How many of them ever talked with you about balancing breastfeeding and work?	Number 0 to 10
F5b	[if F5a>0] Did they complain about challenges of reconciling breastfeeding and work?	1 Yes 0 No
F6	Think about your female friends or colleagues with breastfeeding experience. Would they feel embarrassed by breastfeeding in public?	1. Yes, definitely 2. Yes 3. No 4. No, not at all
F7	To what extent do you agree with the following statement: "Breastfeeding is essential for an healthy development of a child"	1. Strongly Agree 2. Agree 3. Disagree 4. Strongly Disagree
F8	In your opinion, what is the appropriate length of exclusive breastfeeding for a child? <i>By exclusive breastfeeding we mean feeding your baby only breast milk (directly from breast or expressed), and not any other foods or liquids (including infant formula or water).</i>	
F8a	Number	
F8b	Unit of time	1. Weeks 2. Months 3. Years
F9	For how long does the World Health Organization recommend exclusive breastfeeding?	
F9a	Number	
F9b	Unit of time	1. Weeks 2. Months 3. Years

F10	Think about your female friends or colleagues. Do you think their husbands would approve if they breastfed or expressed milk at school?	1. Yes, definitely 2. Yes 3. No 4. No, not at all
F11	[if randomdraw4<=0.5] Think about female teachers in urban Kenya. Would they feel embarrassed by breastfeeding in public?	1. Yes, definitely 2. Yes 3. No 4. No, not at all
F12	[if randomdraw4>0.5] Think about any other woman in urban Kenya. Would she feel embarrassed by breastfeeding in public?	1. Yes, definitely 2. Yes 3. No 4. No, not at all
F13	[if randomdraw5<=0.5] In which public places do you think it would be most appropriate to breastfeed?	
F14	[if randomdraw5>0.5] In which public places do you think it would be least appropriate to breastfeed?	
F15	Think about your FEMALE friends or colleagues. Would they feel embarrassed by talking with their FEMALE colleagues about breastfeeding?	1. Yes, definitely 2. Yes 3. No 4. No, not at all
F16	Think about your FEMALE friends or colleagues. Would they feel embarrassed by talking with their MALE colleagues about breastfeeding?	1. Yes, definitely 2. Yes 3. No 4. No, not at all
F17	Think about your FEMALE friends or colleagues. Would they feel embarrassed by talking with their MALE colleagues about breastfeeding?	1. Yes, definitely 2. Yes 3. No 4. No, not at all
F18	How supportive are you of using formula to feed children older than 6 months?	1. Not Supportive at all 2. Not very Supportive

- 3. Somewhat supportive
- 4. Very supportive

*For men also:*

-888 I prefer not to say

-999 I don't know

- 1. Not Supportive at all
- 2. Not very Supportive
- 3. Somewhat supportive
- 4. Very supportive

*For men also:*

-888 I prefer not to say

-999 I don't know

F19 How supportive are you of breast pumping?

F20 Are you aware of cultural beliefs related to breast pumping? If so, which ones?

F21 [if randomdraw1<=0.5] Now we will describe you three new mothers. Consider them equal on all aspects except those described below. Before their maternity leave, they had the same monthly earnings. They are all married with a husband who has a stable job.

Now their baby is 3 months old and they need to decide whether to go back to work or not, and how to feed the baby moving forward. They all live 2 hours away from their workplace. Their workplace has a lactation room. This is a room that they can use to express and store their milk in a fridge.

Mother 1: she decides to go back to work, and her baby will stay with a domestic helper during the day. To feed the baby, she will use formula.

Mother 2: she decides to go back to work, and her baby will stay with a domestic helper during the day. To feed the baby, she will express her milk at her workplace and bring it back home in the evening.

Mother 3: she decides to go stay at home, where she can stay with her baby during the day. To

feed the baby, she will breastfeed.

[if randomdraw1>0.5] Now we will describe you three new mothers. Consider them equal on all aspects except those described below. Before their maternity leave, they had the same monthly earnings. They are all married with a husband who has a stable job.

Now their baby is 3 months old and they need to decide whether to go back to work or not, and how to feed the baby moving forward. They all live 2 hours away from their workplace. Their workplace does not have a lactation room. This is a room that they could use to express and store their milk in a fridge.

Mother 1: she decides to go back to work, and her baby will stay with a domestic helper during the day. To feed the baby, she will use formula.

Mother 2: she decides to go back to work, and her baby will stay with a domestic helper during the day. To feed the baby, she will express her milk at her workplace and bring it back home in the evening.

Mother 3: she decides to go stay at home, where she can stay with her baby during the day. To feed the baby, she will breastfeed.

F21a	If this was your friend, which of these three scenarios would you recommend for her?	1. Mother 1 2. Mother 2 3. Mother 3
F21b	What do you think most teachers in your school would choose as the best option?	1. Mother 1 2. Mother 2 3. Mother 3
F21c	What do you think most teachers in your school would choose as the best option?	1. Mother 1 2. Mother 2 3. Mother 3

F21d	What do you think most husbands would choose if their wife was in this situation?	1. Mother 1 2. Mother 2 3. Mother 3
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## Module G [ORGANIZATIONAL CULTURE]

Now we will read a series of statements. For each, please tell us how much you agree on a scale from Strongly Agree to Strongly Disagree. The exact scale is the following:

Strongly Agree / Agree / Disagree / Strongly Disagree

There is no right or wrong answer, we just want to know your opinion!

G1	Where I work, teachers can state their opinion without the fear of negative consequences	1. Strongly Agree 2. Agree 3. Disagree 4. Strongly Disagree
G2	When any of the teachers suggests a new way to do something, it is taken forward	1. Never 2. Rarely 3. Sometimes 4. Often 5. Always
G3	I trust my superiors	1. Strongly Agree 2. Agree 3. Disagree 4. Strongly Disagree
G4	I feel able to achieve my career objectives at this school	1. Strongly Agree 2. Agree 3. Disagree 4. Strongly Disagree
G5	Potential changes in this school are taken in consultation with the teachers who would be affected	1. Strongly Agree 2. Agree 3. Disagree 4. Strongly Disagree

G6	[if 1 or 2 to G5] How are teacher consulted?	
G7	Changes in this school are decided by the Board of Management with little personal input from the teachers	<ol style="list-style-type: none"> <li>1. Strongly Agree</li> <li>2. Agree</li> <li>3. Disagree</li> <li>4. Strongly Disagree</li> </ol>
G8	Where I work, people don't judge others negatively for taking up days of leave	<ol style="list-style-type: none"> <li>1. Strongly Agree</li> <li>2. Agree</li> <li>3. Disagree</li> <li>4. Strongly Disagree</li> </ol>
G9	My relationships with colleagues are poor	<ol style="list-style-type: none"> <li>1. Strongly Agree</li> <li>2. Agree</li> <li>3. Disagree</li> <li>4. Strongly Disagree</li> </ol>
G10	Where I work, I could ask a colleague to cover for me through a mutual informal arrangement if I need to be absent for some hours	<ol style="list-style-type: none"> <li>1. Strongly Agree</li> <li>2. Agree</li> <li>3. Disagree</li> <li>4. Strongly Disagree</li> </ol>
G11	Is there a welfare organization in your school, where employees help each other (for example, they collect money when someone gets a child, or if a relative dies)?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No</li> <li>3. I don't know</li> </ol>
G12	[if yes to G11] How often do the members meet?	<ol style="list-style-type: none"> <li>1. Every day</li> <li>2. Once a week</li> <li>3. Every two weeks</li> <li>4. Once a month</li> <li>5. Every three months</li> <li>6. Less often than every three months</li> <li>7. When need arises</li> </ol>



Thank you! Now we will ask you about lactation rooms. By lactation room, we mean a dedicated hygienic space for the breastfeeding female teachers to express milk or breastfeed their babies.

H0a	Are you aware of any workplace in which a lactation room is available?	1 Yes 0 No
H0b	Where are these lactation rooms? <i>[They should mention the name of the employer, and what type of institution it is]</i>	
H0c	Do you personally know anyone who has been using a lactation room available in their workplace?	1 Yes 0 No
H1	In this school, is there a lactation room?	1. Yes, there is 2. No, there is not 999. I don't know
H2	[if yes to H1] what facilities are there?	1. Sink 2. Chair 3. Fridge 4. Curtain 5. Breast pump 6. Baby cot/baby bed -777. Other (specify)
	[if other] Please specify the other facilities	
H3	[if yes to H1] Is the space hygienic?	1. Yes, there is 2. No, there is not -999 I don't know
H4	[if yes to H1] What can this space be used for?	1. Breastfeeding a baby 2. Expressing milk with a pump 3. Both Breastfeeding a baby and Expressing milk with a pump 4. None of the above -999. I don't know
H5	[if yes to H1] How did you find out about the existence of the lactation room?	1. Word of mouth 2. I saw it by chance

3. Head teacher or principal told us  
-777. Other (specify)

	[if other] Please specify the other way in which you found out about the lactation rooms	
H5a	When was the lactation room created?	
H6	Do you remember whether teachers asked for the lactation room or whether it was a decision coming from the top?	1. Employers asked for it 2. Management decided -999 I don't know
H7	[if no/don't know to H1] Do some mothers still breastfeed or express milk during working hours?	1. Yes, they breastfeed 2. Yes, they express milk 3. Yes, they both breastfeed and express milk 4. No -999 I don't know
H8a	[if yes to H7] When can mothers express their milk or breastfeed?	
H8a1	[if yes to H7] Where and how can mothers express their milk?	
H8a2	[if yes to H7] Where and how can mothers breastfeed?	
H8b	[If no to H7] Even if mothers are not expressing their milk or breastfeeding during working hours, how and when could they do so if they wanted to?	
H9	When they start to work, are teachers oriented on which space they can use for breastfeeding or expressing milk and on the rules about breastfeeding and expressing milk during working hours?	1. Yes 2. No -999 I don't know
—	[if yes to H9 and word of mouth to H5] On the last screen you made an illogical combination of answers. You cannot select "YES", and you selected "Word of mouth" in Question 5 when asked how you found out about lactation room Please go back and rectify!!	
—	[if yes to H9 and I saw it by chance to H5] On the last screen you made an illogical combination of answers. You cannot select "YES", and you selected "I saw it by chance" in Question 5 when asked how you found out about lactation room	

Please go back and rectify!!

H10	Are there provisions for breastfeeding mothers to go to the baby or have the baby brought to her if child care is reasonably close?	1. Yes 2. No -999. I don't know
H11	Is there an agreement between mothers and the head teacher or principal regarding her break time to breastfeed or express milk?	1. Yes, it is written valid for everyone 2. Yes, it is a written agreement decided on a case-by-case basis 3. Yes, it is an oral agreement valid for everyone 4. Yes, it is an oral agreement decided on a case-by-case basis 5. No -999. I don't know
H12	What is the agreement in terms of the interval of the breaks?	<i>Record in hours. i.e. Breaks every _ _ _ _ hours</i>
H13	What is the agreement in terms of the length of each break?	<i>Record in minutes i.e. Length of each break: _ _ _ _ _</i>
H14	Is there a committee responsible in this school for overseeing implementation of policies in the workplace related to breastfeeding?	1. Yes , there's a specific committee 2. Yes, there is a welfare committee -777. Yes, other 3. No -999. I don't know
_	[if other] Specify the other committee	
H15	Is there a committee responsible in this school for overseeing implementation of policies in the workplace related to mothers or women in general?	1. Yes , there's a specific committee 2. Yes, there is a welfare committee -777. Yes, other 3. No -999. I don't know
_	[if other] Specify the other committee	

## Module I [LACTATION ROOM USAGE]

We now would like to know a bit more about the lactation room present in this institution.

I1a	To what extent do you agree with the following statement: "It is a good idea to have a lactation room in this school for teachers and staff"	<ol style="list-style-type: none"> <li>1. Strongly Agree</li> <li>2. Agree</li> <li>3. Disagree</li> <li>4. Strongly Disagree</li> </ol>
I1a _1	[if 1 or 2 to I1a] Why do you think it's a good idea?	
I1a _2	[if 3 or 4 to I1a] Why do you think it's not a good idea?	
I1b	To what extent do you agree with the following statement: "It is a good idea to have a lactation room even if most teachers would only use it for expressing their milk and won't bring their babies to school"	<ol style="list-style-type: none"> <li>1. Strongly Agree</li> <li>2. Agree</li> <li>3. Disagree</li> <li>4. Strongly Disagree</li> </ol>
I1b _1	[if 1 or 2 to I1b] Why do you think it's a good idea?	
I1b _2	[if 3 or 4 to I1b] Why do you think it's not a good idea?	
I2a	Do you personally know anyone who uses or has used the lactation room?	1 Yes 0 No
I2b	[if yes to I2a] How do they use it?	<ol style="list-style-type: none"> <li>1. They breastfeed their children directly at the workplace</li> <li>2. They pump their milk and feed their children later on</li> <li>3. Both (breastfeeding and pumping milk)</li> </ol>
I3	According to what you know, do breastfeeding mothers use the lactation room regularly?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No</li> <li>999. I don't know</li> </ol>
I3a	[if no to I3] Why not?	
I4a	Do you think that some mothers would like to use this facility, but are also worried	<ol style="list-style-type: none"> <li>1. Yes</li> </ol>

	about using it?	2. No 999. I don't know
I4b	[if yes to I4a] Why are they worried?	1. Concerns with privacy (been seen by colleagues) 2. Concerns with privacy (been seen by students) 3. Concerns with hygiene 4. To be harassed by colleagues 5. To be harassed by students 6. Their supervisor thinks they are lazy and taking too many breastfeeding breaks 7. Male employees would complain about the space dedicated to women's needs -777. Other (specify)
—	[if other] Specify the other reasons that make them worried	
I5a	Is there some change that you think should be made to the lactation room?	1. Yes 2. No 999. I don't know
I5b	[if yes to I5a] Please explain the change you would make	
I6a	Did the management of the school ask employees to contribute to the set-up and maintenance of the lactation room when they built it?	1. Yes 2. No 999. I don't know
I6b	[if yes to I6a] How much did they ask for	
I6c	[if yes to I6a] How much did you contribute	
I7a	[if no to I6a] In case management proposed cost sharing to set up and maintain lactation rooms, would you have contributed?	1. Yes 2. No 999. I don't know

I7b	[if yes to I7a] How much would you have contributed? (Think about a one-time contribution)	
I8	[if no to I6a] How much do you think a breastfeeding woman would have been willing to contribute? (Think about a one-time contribution)	
I9	How did male employees react to the creation of this space?	1. Indifferent 2. Opposed to it 3. Supportive of it 4. I don't know because I joined the school after the creation of the room
I10	Have you ever heard male teachers complaining about the lactation room?	1 Yes 0 No

#### Module J [LACTATION ROOM NOT PRESENT]

J1a	To what extent do you agree with the following statement: "It is a good idea to have a lactation room in this school for teachers and staff"	1. Strongly Agree 2. Agree 3. Disagree 4. Strongly Disagree
J1a _1	[if 1 or 2 to J1a] Why do you think it's a good idea?	
J1a _2	[if 3 or 4 to J1a] Why do you think it's not a good idea?	
J1b	To what extent do you agree with the following statement: "It is a good idea to have a lactation room even if most teachers would only use it for expressing their milk and won't bring their babies to school"	1. Strongly Agree 2. Agree 3. Disagree 4. Strongly Disagree
J1b _1	[if 1 or 2 to J1b] Why do you think it's a good idea?	
J1b _2	[if 3 or 4 to J1b] Why do you think it's not a good idea?	
J1c	Why do you think there is not a lactation room in your school? Please select the most important reason	1. Lack of funding 2. Mothers don't want it 3. Husbands don't want it 4. Students' parents don't want it

- 5. Head teacher/Principal doesn't want it
- 6. Never thought about it so far
- 7. No need
- 777. Other reason (specify)

— [if other] Specify the other reasons why you think there is no lactation room in your school

J1d [if 2, 3, 4 or 5 to J1c] Why they don't want it?

— [if not headteacher]

Let's say that the management of this organization agrees on establishing a lactation room. As a reminder, a lactation room is a dedicated hygienic space for the breastfeeding female teachers to express milk or breastfeed their babies.

[if headteacher]

Let's say that you, together with the other the management of this organization, agree on establishing a lactation room. As a reminder, a lactation room is a dedicated hygienic space for the breastfeeding female teachers to express milk or breastfeed their babies.

J2a Do you think breastfeeding mothers would use this space regularly?

1 Yes 0 No

J2b [if yes to J2a] How would they use it?

- 1.They breastfeed their children directly at the workplace
- 2. They pump their milk and feed their children later on
- 3. Both (breastfeeding and pumping milk)

J3c Think about your female friends or colleagues. Do you think their husbands would approve if they breastfed or expressed milk at school if there is a lactation room?

- 1. Yes, definitely
- 2. Yes
- 3. No
- 4. No, not at all

J3a Do you think that some mothers would like to use this facility, but would also be worried about using it?

- 1. Yes
- 2. No

J3b	[If yes] Why would they be worried?	<p>999. I don't know</p> <ol style="list-style-type: none"> <li>1. Concerns with privacy (been seen by colleagues)</li> <li>2. Concerns with privacy (been seen by students)</li> <li>3. Concerns with hygiene</li> <li>4. To be harassed by colleagues</li> <li>5. To be harassed by students</li> <li>6. Their supervisor thinks they are lazy and taking too many breastfeeding breaks</li> <li>7. Male employees would complain about the space dedicated to women's needs</li> </ol> <p>-777. Other (specify)</p>
—	[if other] Specify why they would be worried?	
J4a	What facilities would you put for sure in the lactation room?	<ol style="list-style-type: none"> <li>1. Sink</li> <li>2. Chair</li> <li>3. Fridge</li> <li>4. Curtain</li> <li>5. Breast pump</li> </ol> <p>-777. Other (specify)</p>
—	[if other] Specify what other facilities you would put in the lactation room?	
J4b	How much do you think it would cost to set up a lactation room that has the facilities you have mentioned?	<i>Probe for an estimate, record in KSH</i>
J5	<p>[if not headteacher]</p> <p>Suppose that the management asked the teachers to contribute monetarily to the set up and maintenance of a lactation room. Would you consider this fair?</p>	1 Yes 0 No



	[if headteacher]	
	Suppose that you, together with the other management, asked the teachers to contribute monetarily to the set up and maintenance of a lactation room. Would you consider this fair?	
J6	In case management proposed cost sharing to set up and maintain lactation rooms, would you contribute?	1. Yes 2. No 999. I don't know
	Think about a one-time contribution	
J6b	[if yes to J6] How much would you contribute?	
	Think about a one-time contribution	
J7a	How much do you think a breastfeeding woman in this school would be willing to contribute?	
	Think about a one-time contribution	
J7b	How much do you think an employee in this school would be willing to contribute, on average?	
	Think about a one-time contribution	
J8	How do you think that male employees would react to the creation of this space?	1. Indifferent 2. Opposed to it 3. Supportive of it
J9	Is there any room or space in this school that you think could be adapted to become a private space for breastfeeding mothers when needed?	1 Yes 0 No
J10	[if yes to J9] Which space?	
J11	[if yes to J9] Do you think that this space could become permanently dedicated for this purpose only or would it be only used for this when needed by mothers?	1. Could become permanently for mothers 2. Only when needed -777. Other (specify)
—	[if other] Please specify	

#### Module K [CHAMPIONS SELECTED]

Sometimes organizations decide to implement changes, for instance some schools decide to build new infrastructures or change the scheduling of their shifts. Such changes affect teachers and staff directly.

Suppose that the school is considering whether or not to spend some money to create or

improve a private space for teachers who are breastfeeding.

[if not headteacher]

Among all your colleagues, who would you pick to voice your view on this topic with the head teacher and the Board of Management?

Please select at least three people and rank them in order of preference, from most to least preferred.

This should be a person that you trust and who you think will be able to effectively present your views on lactation rooms with the head teacher and the Board of Management.

[if headteacher]

Among all your colleagues, who would you pick to voice your view on this topic with the Board of Management?

Please select at least three people and rank them in order of preference, from most to least preferred.

This should be a person that you trust and who you think will be able to effectively present your views on lactation rooms with the Board of Management.

K1a [if no internet issue] Select the first person

K1b [if internet issue] Please write the full name of the first teacher (ie. first name middle name and surname)

K1c Please state the reason for selecting PERSON NO.1

K2a [if no internet issue] Select the second person

K2b [if internet issue] Please write the full name of the second teacher (ie. first name middle name and surname)

K2c Please state the reason for selecting PERSON NO.2

K3a [if no internet issue] Select the third person

K3b [if internet issue] Please write the full name of the third teacher (ie. first name middle name and surname)

K3c	Please state the reason for selecting PERSON NO.3	
K4	Suppose that the colleagues that you selected are elected to form a committee in charge of creating a dedicated space in your school for breastfeeding mothers. What types of incentives do you think that would motivate them to work hard to create this room and be effective in its creation?	
K4a	Incentives	<ol style="list-style-type: none"> <li>1. Individual bonus payment</li> <li>2. Individual prize (e.g., voucher to spend online)</li> <li>3. Allow the committee to meet during working hours once a month</li> <li>4. Certificate of recognition to be shown in the office</li> <li>5. Ceremony of recognition with top management</li> <li>-777. Other (specify)</li> <li>7. No incentive needed</li> </ol>
_	[if other] Specify the other incentive	

#### Module L [HEADTEACHER ONLY]

	Thank you for agreeing to participate in this study. We first have a few questions for you about the school.	
L1	How many students are there in this school?	
_	[if students<=50 in L1] On the last screen you entered that the school has _ _ _ number of students. This number seems low. Please confirm that it is correct [surveyor only]	1 Yes 0 No
L1b	How many non-teaching staff are there in this school?	
_	Number of women:	
_	Number of men:	

L1c	How many non-teaching staff are there in this school?	
—	Number of women:	
—	Number of men:	
L2	How many government teachers are working in this school, including teachers that are on temporary leaves?	
—	[if government teachers≤10 in L2] On the last screen you entered that the school has __ _ number of Government teachers. This number seems low. Please confirm that it is correct [surveyor only]	1 Yes 0 No
L3	How many teachers of practice are in this school, including teachers that are on temporary leaves?	
L4a	How many teachers of board are in this school, including teachers that are on temporary leaves?	
—	So do you confirm that in total there are recorded number of teachers in this school?	1 Yes 0 No
L4b	[if no to L4a] Are there any other types of teachers we haven't mentioned?	1 Yes 0 No
L4c	[if yes to L4b] [for each category] What is the category?	
L4d	[for each category] How many teachers are in above category?	
	[if no to L4b] Please go back and repeat the questions on the three categories of teachers (Q.L2, Q.L3, and Q.L4a) to correct the numbers appropriately [surveyor only]	
L5	Out of all the teachers in the school, how many are women?	
L6	Out of all the teachers in the school, how many are women between 18 and 40?	
L7	Currently, how many teachers are pregnant?	
L8	In this week, how many teachers are on maternity leave?	
L9	How many classrooms are there in this school?	
—	[if classrooms<4 in L9] On the last screen you entered that the school has __ _ number of classrooms. This number seems low. Please confirm that it is correct [surveyor only]	1 Yes 0 No
L10	Is there running water in this school?	1 Yes 0 No

L11	Is there electricity in this school?	1 Yes 0 No
L12	Are toilets for the staff separated from the students' toilets in this school?	1 Yes 0 No
L13	[if yes to L12] How many toilets do you have for students in this school?	
L14	[if yes to L12] How many toilets do you have for staff in this school?	
L15	[if no to L12] How many toilets do you have for staff and students in this school?	
L16	Are the toilets used by the staff separated by gender?	1 Yes 0 No
L16a	Do you think there is not enough space for classrooms in this school?	1 Yes 0 No
L16b	Do you think there is not enough extra space for staff in this school?	1 Yes 0 No
L17	Have you ever received a visit from a Ministry of Health inspector since you started working as a headteacher in this school?	1 Yes 0 No
L18	[if yes to L17] What did they check?	
L23a	Suppose you receive a donation of 50,000KSH for improvements in the school. How would you use the money?	
L23b	What are the steps you should take to implement this project?	
L23	Suppose you receive a donation of 50,000KSH for any type of improvement in the school. Do you agree with the following statement: "It would be a good idea to use the money to set up a lactation room for the teachers and staff rather than for some other improvements?"	1. Strongly Agree 2. Agree 3. Disagree 4. Strongly Disagree
L24a	Do you ever allow your teachers to leave early to go home or to come in late?	1. Yes, anytime that they ask 2. Yes, most of the time that they ask 3. Yes, but rarely 4. No, never
L24b	Under what circumstances WOULD you allow teachers to leave early or to arrive late?	1. They are sick 2. Their child is sick 3. They need to breastfeed 4. Family emergency -777. Other (specify)

L24c	[if other] Please specify the other reasons	
L25a	Are you part of any union and/or association of headteachers?	1 Yes 0 No
L25b	[if yes to L25a] Which union and/or association of teachers do you belong to?	1. KNUT -- Kenya National Union of Teachers 2. KEWOTA -- Kenya Women Teachers Association 3. PSTAK -- Private Schools Teachers Association Kenya 4. KEP SHA -- Kenya Primary School Head Teacher Association 5. KSSHA -- Kenya Secondary School Heads Association 6. KUPPET -- Kenya Union of Post Primary Education Teachers -777. Other (specify)
—	[if other] Specify the other headteacher association/union that you belong to	
L25c	Are you a union representative in this school?	1 Yes 0 No
L25d	How comfortable would you be in asking one of your teachers to take on more responsibilities on matters that influence the whole school?	1. Very comfortable 2. Indifferent 3. Not comfortable
L25e	To what extent do you agree with the following statement "In this school, sometimes there are disagreements between colleagues".	1. Strongly agree 2. Agree 3. Disagree 4. Strongly disagree 5. I don't have a supervisor/superior
L26	How frequently do you have ALL TEACHING STAFF meetings?	1. Every day 2. Every two days 3. Once a week 4. Every two weeks

5. Once a month
6. Every two months
7. Every three months
8. Once a semester
9. Once a year
- 777. Other (specify)

— [if other] Specify the frequency

#### Module M ADDITIONAL QUESTIONS TO BE ASKED TO EVERYONE

M1	What do you think are the most important problems at your school that you would like to be solved?	
M3	Overall, how supportive of women's needs do you think is your workplace?	
M3a	What do you think are the biggest challenges that female teachers face when coming back from maternity leave?	
M3b	What do other teachers in this school do to help them?	
M4	Suppose that all schools in Kenya establish lactation rooms and breastfeeding policies for their teachers starting from this academic year. To what extent do you agree with the following statements? Likert: Strongly Agree, Agree, Disagree, Strongly Disagree.	<ol style="list-style-type: none"> <li>1. Strongly agree</li> <li>2. Agree</li> <li>3. Disagree</li> <li>4. Strongly disagree</li> </ol>
M4a	I think that more teachers will breastfeed at school	<ol style="list-style-type: none"> <li>1. Strongly agree</li> <li>2. Agree</li> <li>3. Disagree</li> <li>4. Strongly disagree</li> </ol>
M4b	I think that teachers will be less likely to be absent from school	<ol style="list-style-type: none"> <li>1. Strongly agree</li> <li>2. Agree</li> <li>3. Disagree</li> <li>4. Strongly disagree</li> </ol>
M4c	I think that teachers will be more motivated to teach well	<ol style="list-style-type: none"> <li>1. Strongly agree</li> <li>2. Agree</li> </ol>

M4d	I think that more teachers will want to become pregnant	3. Disagree 4. Strongly disagree 1. Strongly agree 2. Agree
M4d1	I think that female teachers will be more willing to work in those schools	3. Disagree 4. Strongly disagree 1. Strongly agree 2. Agree 3. Disagree 4. Strongly disagree
M4e	[if headteacher] On average, how many days a year are teachers absent in this school?	
M4f	[if headteacher] Consider women who are just back from maternity leave. On average, how many days in a year would they be absent in this school?	
M4g	[if headteacher] Suppose that you establish a lactation room and a breastfeeding policy for teachers in this school starting from this academic year. Think about a mother coming back from maternity leave. How many days of absence do you think that she will take over a year after establishing a lactation room?	
—	[if headteacher] Think about other teachers. How many days of absence do you think that an average teacher will take over a year after establishing a lactation room?	
M5	For this question, we are giving you 50 KHS. We ask you to decide how much to keep for yourself, and how much to donate for a lactation room for your school. Any amount you keep for yourself will be added to the participation fee and given to you as airtime. Any amount you decide to donate to the school will be transferred to the school or HT Mpesa account for a lactation room project. How much would you like to donate out of 50 KHS?	
M6	[if (ii) not a headteacher AND (ii) with child younger than 3]  [if randomdraw2>0.5] ] I would now like to speak with you about an experience in the past related to breastfeeding. Think about a working day in the past years in which you were in need of expressing milk or breastfeeding, but you were at school. What did you do? Could you	



satisfy this need? How did you feel?

[if randomdraw2<=0.5] I would now like to speak with you about an experience in the past related to breastfeeding. Think about a working day in the past years in which you were in need of expressing milk or breastfeeding, but you were at school. Imagine, however, that your school had a lactation room. What would you have done? Could you satisfy this need? How would you have felt?

*[For the enumerator: please write down what the respondent says in detail. If possible, record the audio of the answer.]*

M7

In the following question, we will show you a text. The text contains some typos or grammatical mistakes. Please detect as many of these mistakes as possible by highlighting them on the text. You will have 60 seconds. Are you ready to start?

[if randomdraw3<=0.5] Friendship is the key to a happy and peaceful life. Everyone needs a treu friend in their life that helps them in every condition. A true friend always guides you to chose the correct pathes. Friendship is all about trust and loyalty, there is no place for a lies and cheating. A true friendship is like a backbone that always keeps you striaght and never lets you down.

Several times we are unable to share our emotions or feelings with others, this makes us stress and depress. In this situation we needs a friend to convay our feelings. The bond of friendship saves us from depression and makes us joyful.

[if randomdraw3>0.5]] A true friendship means living all the phase of life toghether. Friendship makes us stronger and more confident. Friendship have the power to bild your life but getting into a bad friendship is toxic. A bad company can ruin your reputation and standerd. Choosing the corrects friend is the mots essential part of our life. The worst situation helps us to know our real friends. A real friendship never breaks down in any circumstance, rather it gives courage and strength to face the difficult and move forward. We have many freinds in our life but true friends are limited. Time may passes but a true friendship stays forever.

*[For the enumerator: please take out the sheet of paper with the paragraph to show to the teacher. Show the text printed out and let the teacher underline the mistakes s/he finds, as if s/he was marking an exam. Please bring with you a pen to give to the teacher. Please click "start" and remove the paper sheet from the teacher when the 60 seconds timer finishes. Take a photo of the task. ]*