**The Quality of Maternity Leave Scales (QMLS)**

Instructions: “Maternity leave is time mothers take off from paid work to care for a new baby in their family. We are curious to hear about your experience of maternal leave. **Please answer this scale based on your most recent childbirth.** There are no right or wrong answers; we are interested in your personal experiences and thoughts."

Using the scale below, indicate your level of agreement with each of the following statements.

1— Strongly disagree

2— Disagree

3— Slightly disagree

4— Neither agree nor disagree

5— Slightly agree

6— Agree

7— Strongly agree

Time Off

1. My leave from work was long enough after giving birth.
2. The leave provided from my employer provided enough time for me to bond with my baby.
3. After childbirth, I had enough time to spend with my newborn.
4. I was able to take the right amount of maternity leave for me.

Flexibility

1. Before childbirth, I was able to take time off work for baby-related reasons.
2. I was able to take time off work for prenatal healthcare appointments.
3. My employer allowed me to leave work for unplanned absences due to this pregnancy.
4. I could count on my employer to give me the time off I needed during my pregnancy.

Coworker Support

1. My co-workers were supportive of me taking maternity leave.
2. People at work supported me in taking time off for this child’s pregnancy.
3. My coworkers were understanding about me taking maternity leave.

Discrimination

1. I was demoted at work because of this pregnancy. (r)
2. I was treated negatively at work because of this pregnancy. (r)
3. I felt discriminated against at work because I took maternity leave. (r)
4. I was denied promotion opportunities at work because I took maternity leave. (r)

Microaggressions

1. I was physically touched at work when I did not solicit it during the pregnancy. (r)
2. My body was talked about at work without my permission during the pregnancy. (r)
3. I received unwanted advice from coworkers during this pregnancy. (r)
4. My coworkers showed unnecessary concern for my decisions because of this pregnancy. (r)

Benefits

1. I received good financial compensation during my maternity leave.
2. My benefits at work were sufficient to support me through this childbirth.
3. My employer has good healthcare benefits related to maternity leave.
4. I had access to mental healthcare benefits from my employer during my maternity leave.

(r) items are to be reverse-scored

Total score: All items

Subscales are summed within their own domain.

Represent QMLS as a bifactor model within a latent model framework

May use ipsative scoring by calculating the mean of the total QMLS and subtracting it from each subscale mean score to generate values for each subscale

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