

Instructions to interviewers and questionnaire for 2010 ad hoc module (English-language version)

Guide for interviewers

Overview of the module:	
Objectives	43
Survey execution	43
Data-collection documents and sample	44
Commented questionnaire:	45
A – Care services used	45
Aa – When there is at least one child aged 14 or under living in the household	46
Ab – For all respondents, regarding other children or persons receiving care	62
B – Working-time organisation and arrangements for family reasons	67
C – Career breaks and parental leaves	74

OBJECTIVES

This module has been introduced to satisfy a request from Eurostat.

In the framework of a European policy to reduce gender inequality in access to the labour market, and also to give greater choices to men and women regarding how to organise their lives, a key element is a better understanding of the conditions and difficulties involved in reconciling work and family life (the “work-life balance”). This module follows the initial survey module administered in 2005¹; it aims to measure any developments since then and to supplement more precise information on (1) the time that care services are used and (2) the possibility of taking unexpected short-term leave or long term leave for family-related matters. In addition to the questions requested by the European authorities, the module will collect information on more specific aspects of the work-life balance that are less common or less often examined.

The three objectives of the *ad hoc* module

The three parts of the questionnaire—A, B, and C—broadly correspond to the survey’s three main objectives:

The first objective is to determine how individuals organise their family life, specifically regarding childcare or care for dependent persons. In addition, it seeks to determine how the respondents’ labour-market situation is influenced by constraints related to their family life (for example, can the availability and quality of childcare services influence the decision to take or keep a job, to work full-time or part-time, and so on?).

The second objective is to determine the degree of flexibility of working-time arrangements to accommodate family constraints (items measured include the possibility of adjusting working hours for family reasons). This is dealt with mainly in the second part of the questionnaire, which concerns only active persons in employment, both employees and the self-employed.

The third objective is to evaluate the frequency of career breaks (or changes in labour-market participation), particularly for parental leaves. There is also an attempt to understand why parents took—or failed to take—a parental leave.

SURVEY EXECUTION

The respondent chosen for the module is **a person selected using a random method in each household from among its members aged 15-64**,² whose dwelling is being surveyed for the sixth and last time under the French Labour Force Survey (LFS). The *ad hoc* module questionnaire is administered immediately after the LFS questionnaire. Proxy is not allowed for this module: if the individual cannot respond in person, no other member of the household can respond for him or her, and a second visit to administer the questionnaire for the *ad hoc* module will then be required.

¹ The additional module for 2005 related to the same theme as the 2010 module. It was analyzed by INSEE, particularly in *INSEE Première* 1132, April 2007. (http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1132).

² These are private households, i.e., people living in independent housing, not in collective accommodation.

Note that you can foresee who will be selected by the random method: it is the first person aged 15-64 whose birthday falls after the last day of the reference week. This can allow you, when making an appointment for the LFS, to choose a time when the person to be surveyed for the *ad hoc* module will be present.

The module contains three parts:

- A - Care services used
- B - Working-time organisation and arrangements for family reasons
- C - Career breaks and parental leaves

DATA-COLLECTION DOCUMENTS

An advance letter and a brochure are available for use in contacting the household. They should be delivered to the person who will be surveyed for the *ad hoc* module.

Coding cards are available for some questions in the *ad hoc* module. Remember to use them during the interview, as they should facilitate the questionnaire process.

In what follows, the yellow-highlighted passages are what you should say out loud.

The filters are in boxes.

Unless otherwise specified, there should be only one answer per question.

Before or after each question, specific instructions, and comments on the information sought by each question, are provided if required.

Questionnaire

*Reminder: in each household **one (and only one) person** (called individual **kish**) will be **selected** by a random process among those aged 15-64 in the household. That person will be **the only respondent** for the module. When there is no one aged 15-64, the ad hoc module is not administered.*

In practice, the person selected is the first individual in the household aged 15-64 whose birthday falls after the last day of the reference week.

The first sentence in the module provides a transition from the French Labour Force Survey questionnaire:

Now we are going to begin questions on how you manage to reconcile your work and family life.

Or, for people without children: **Now I am going to ask questions about the people whom you take care of.**

Part A: Care services used; consequences on labour-force participation and employment choices

Part A has two Subparts, Aa and Ab.

Aa is administered when the respondent and/or spouse have at least one child aged 14 or under living in the household. The questions cover each child aged 14 or under in turn, starting with the youngest. The questions are slightly more detailed for the youngest child than for the others.

If there are no children aged 14 or under living in the household, go directly to the start of Subpart Ab. Ab is administered to all respondents, even if certain questions are subject to filters. Ab investigates care for other children not living in the household and for dependent persons (whether or not they live in the household). Then it studies the possible impact of the lack of care services on labour-force participation.

Remark: the children covered by the questions must live in the household (using the same definitions as in the THL [Tableau des Habitants du Logement: "Table of persons in dwelling"]). For example, if the parents are separated and the parent interviewed does not have custody (in other words, if the child does not live there during the week), then the parent will not be interviewed regarding that child. In the case of joint or alternate custody between the two parents, the parent will be interviewed regarding the child if the child spent more than half of the reference week in the dwelling.

Filter Aa:

if $EM14 > 0$ [at least one child aged 14 or under of respondent or spouse living in the household].

Else, go to Ab1.

A.a. Care for children aged 14 or under living in the household

(if two or more children aged 14 or under: $EM14 > 1$) Let's begin by discussing care for the children, the children's time schedules, and the persons who take care of them. Let's start with *Name of youngest child*.

(if only one child: $EM14 = 1$) Let's begin by discussing care for *Name* and his/her time schedule, as well as the persons who take care of him/her.

The "child block" begins **after** this introductory sentence. This block will therefore be administered for all kish's own and/or spouse's children aged 14 or under (for the youngest child, and then for the other children). The questions on the youngest child have variants at certain points, and are slightly more detailed. The questions for all other children are the same.

For the second and subsequent children, there is a transition sentence:

From now on, I am going to ask you questions about *Name*.

The first two questions aim to determine if the child lives somewhere other than in the dwelling, for instance with his/her other parent (if the parents are separated).

[A_AUTLIEU]

Aa0A Does *Name* also live somewhere else?

- 1. Yes, with his/her father
- 2. Yes, with his/her mother
- 3. Yes, somewhere else
- 4. No → filter A_JUMEAU

[A_AUTLIEUT]

Aa0B How much time on average does he/she live there over a 2-week period (apart from school holidays)?

- 1. Over half the time
- 2. About half the time
- 3. Less than half the time
- 4. Very seldom

The following question is asked when there are twins in the household, and the questions were already asked regarding the first twin. In this case, question A_JUMEAU is asked to determine whether the time schedule of the second twin is comparable: if Yes, no further question will be asked regarding the second twin; if No, the second twin's time schedule will be determined.

Filter A_JUMEAU:

For the youngest child → filter A_SCOENF.

Else:

If the questions concern the preceding child's twin → A_JUMEAU.

Else, filter A_SCOENF.

[A_JUMEAU]

Aa0 Is the time schedule of *Name of second twin* the same or very similar to the time schedule of *Name of first twin*?

- 1. Yes → *end questions on this child. Go to the questions on the following child (if any), or, if none, go to Ab1.*
- 2. No

The following questions discuss school, and then before- and after-school time (if the child attends school).

Filter A_SCOENF:

If the child is two or older, A_SCOENF.

Else, filter A_ETUD (Aa11).

This filter prevents asking about school attendance for children under 2 years of age (for younger children, the question is not applicable).

The next question concerns schooling, or specifically whether or not the child **attends school**. This question is also asked for children over 6 (the age when school attendance becomes mandatory): this is because some can be schooled at home, and therefore be schooled without necessarily “going to school”. Whether or not the child attends school will have different consequences for arrangements for childcare or supervision.

[A_SCOENF]*

Aa1 Does *Name* attend school?

This asks about the general situation, and not a specific day or week.

The word “school” also includes all schools for the handicapped and specialised institutions.

- 1. Yes
- 2. No → *filter A_ETUD 1 (Aa14).*

If the respondent spontaneously says “No”, seek clarification by saying that we want to know if he/she attends school in general, and not specifically today or this week.

[A_TPSECOL]*

Aa2 Does he/she attend school:

- 1. All day?
- 2. For only half a day (in the morning or in the afternoon)?

Among children who attend school, we want to distinguish between those who attend school “full-time” and those who attend only “half the time” (a situation found mainly in nursery schools or primary schools). This is because the need for childcare services or the time parents must be available depends directly upon the time spent at school.

[A_TYPECOL]*

Aa3 What type of school does he/she attend?

Instruction: specialised institutions typically are included in choice 5.

- 1. (*under 7*) Pre-school (nursery school) → A_DEJACC
- 2. (*from 5 to 12*) A primary school

- 3. (over 9) A middle school (*collège*)
- 4. (over 12) A *lycée*
- 5. Another type of school or institution

Code 2 (primary school) is what is officially called “elementary school” (*école élémentaire*), but it was decided to leave the more commonly used term “primary school” (*école primaire*).

Code 5 (other type of school or institution) includes classes for special-needs students, and specialised institutions (such as facilities for children with physical deficiencies or psychological impairments, or centres for adolescents with behavioural problems). In particular, therapeutic and special-needs institutions, as well as hospital-schools, are included in code 5.

This question allows us to (1) distinguish between pre-school (nursery school)—where attendance is not compulsory—and other schools or institutions, and (2) make allowance for differences in how parents organise things depending on the level of the educational institution. This is because a child in primary school is generally not allowed the same freedom as a child in middle school; moreover, there are before-school and after-school services in primary schools, which are less common in middle school. These factors have an impact on how parents organise their time and therefore on how easily parents can reconcile work and family life.

The following question is used to identify boarders. For boarders, respondents will not be asked how they organise their time each day.

[A_INTERN]*

Aa4 Is he or she a boarder?

If the term “boarder” is not understood, you may prompt with: “does he/she eat and sleep there?”

- 1. Yes → *end of questions on this child. Go to the questions on the following child or, if none, go to Ab1.*
- 2. No

Questions Aa5 to Aa13 concern only students who attend school but are not boarders.

The following question relates to lunch during a typical school week, so it naturally follows asking if the child is a boarder. It aims to identify constraints surrounding the lunch period, or the organisation the parents have chosen for this time period.

[A_DEJACC]*

DK³

Aa5 During the week, where does *Name* most often have his/her midday meal?

Here we are talking about weekdays (not the weekend).

If the place changes from one week to another, ask what happened during the most recent week of school.

Multiple responses allowed only if the respondent cannot choose between different answers.

- 1. In the cafeteria of the school or facility he/she attends
- 2. At your home, alone or with a member of the household
- 3. At your home, with a person paid to take care of him/her
- 4. (if both parents do not live in the household) At the other parent’s home

³ “DK” after a question indicates that the answer “Doesn’t Know” is allowed for that question.

- 5. At his/her grandmother's or grandfather's
- 6. At the home of a person paid to take care of him/her
- 7. Somewhere else with relatives or friends

If the person cannot decide because this changes from week to week, ask what happened the previous week, if that week was not exceptional.

Questions Aa6 to Aa11 concern what happens on a Thursday during the school year.

The purpose of these questions is to describe a typical day, in order to identify how the family is organised around an ordinary school day for a child, and notably the use of before- and after-school services (such as an after-school study hall). Thursday has been chosen because it is the most representative day on average.⁴ (Monday can be peculiar because it follows the weekend; Tuesday and Friday can be peculiar because they come before Wednesday or the weekend; Wednesday is a day when many children either have no school, or half the day off).

For all questions regarding Thursday, the aim is to describe the typical situation on a Thursday during the school year. If the respondent cannot describe a typical situation, ask what happened on the most recent Thursday when there was school.

[INTRO2]

Now, we are going to discuss what happens **typically on Thursday** during the school year.

Thursday is a day of the week that is fairly representative of what typically happens.

[A_DEPDOM] Time DK

Aa6 On Thursday, what time does Name leave your home in the morning?

To go to the school or the day-care centre, or to the home of someone who takes him/her to school later.

The time rounded to the nearest quarter-hour is sufficient.

Caution: for the afternoon and evening, use 24-hour format, i.e., 19.00 rather than 7.00.

--:--

This is the time to leave for school or the day-care centre, or to the home of someone who takes him/her to school later. The aim is not to get the exact time; the time rounded to the nearest quarter-hour is sufficient.

The next questions aim to determine the constraints associated with the trip to school. These are constraints that the parents must take into account in organising their daily lives, for the children and for themselves.

[A_DEPACC] DK

Aa7 And who accompanies the child to school?

It serves no purpose to read the choices.

Choose the person who spends the most time.

If the person accompanying the child changes from week to week, ask what happened the last Thursday there was school.

Multiple responses allowed if there are two or more persons who accompany the child at the same time (for example both parents).

⁴ The aim is not to describe a typical day for each child, but to have a representative day "on average" for all children.

- 1. Yourself
- 2. (if kish has a spouse living in the household) Your spouse
- 3. (if the child's two parents do not live in the household) His/her other parent
- 4. His/her grandmother and/or grandfather
- 5. Some other person who is not paid to do so (neighbours, uncle, aunt, etc.)
- 6. A person paid to take care of him/her
- 7. He/she goes to school alone or with other children (friend, brother or sister)

It normally serves no purpose to read the choices, unless you have doubts.

Brothers and sisters, if adults (defined as being 15+), are included in choice 5. If they are young (defined as being 14 or under), they are included in choice 7. **Multiple answers** to this question are allowed **only if there are two or more persons who accompany the child at the same time.**

In what follows, the aim is to determine what the child does after classes end. Does he/she stay at school for after-school study hall? Have the parents arranged special activities for their child? Is he/she cared for by someone who is not a member of the household? Or does the child return home directly? This is what the question aims to determine.

[A_RETACT] DK

Aa8 Continuing to look at Thursdays, what does *Name* do after school?

Show coding card no. 1.

It's the general idea that matters. For example, if the child goes home to get his/her gear before leaving right away for the swimming pool, choose answer 3.

- 1. He/she stays in the school itself, for after-school activities (study hall, playtime for younger children, etc.)
- 2. He/she goes directly home to your place (alone or accompanied)
- 3. He/she has sports or cultural activities outside the school
- 4. He/she goes to a recreation centre or a day-care centre (separate from the school)
- 5. He/she goes to the home of someone who is paid to take care of him/her
- 6. (if the child's two parents do not live in the household) He/she goes to the other parent's place
- 7. He/she goes to some other person's place
- 8. He/she goes to some other facility with other children

[A_RETACTC] Character(80)

Aa8B [if A_RETACT=6]

Please specify the person:

[A_RETACTD] Character(80)

Aa8C [if A_RETACT=7]

Please specify the place:

A coding card is provided for this question.

The next item asks about when the child returns home, who accompanies him/her home, and stays with him/her at home in the afternoon or evening. This information may be used to determine approximately when the parents are available to take care of their children.

[A_RETDOM] Time DK

Aa9 **And what time does he/she arrive home**
(if both parents do not live in the household) or **at his/her other parent's home?**

The time rounded to the nearest quarter-hour is sufficient.

Caution: for the afternoon and evening, use 24-hour format, i.e., 19.00 rather than 7.00.

-- : --

The aim is not to get the exact time; the time rounded to the nearest quarter-hour is sufficient.

[A_RETACC] DK

Aa10 **And who accompanies him/her home?**

Do not read the choices.

The place the child is coming from is irrelevant here.

Choose the person who spends the most time accompanying the child.

If the person accompanying the child changes from week to week, ask what happened the last Thursday there was school.

Multiple responses allowed if there are two or more persons who accompany the child at the same time (for example both parents).

- 1. Yourself
- 2. (if kish has a spouse living in the household) Your spouse
- 3. (if both parents do not live in the household) His/her other parent
- 4. His/her grandmother and/or grandfather
- 5. Some other person who is not paid to do so (neighbours, uncle, aunt, etc.)
- 6. A person paid to take care of him/her
- 7. He/she comes home alone or with other children (friend, brother or sister)

It normally serves no purpose to read the choices, unless you have doubts.

Brothers and sisters, if they are adults (defined as being 15+), are included in code 5. If they are young (defined as being 14 or under), they are included in code 7.

The question asks about the child's journey home, irrespective of whether from school or from somewhere the child went after school.

[A_SRSURV] DK

Aa11 **And once he/she arrives home, who is Name with?**

Do not read the choices.

Multiple responses are possible.

If the situation changes from week to week and the respondent doesn't know how to describe the typical situation, ask what happened the last Thursday there was school.

- 1. He/she is alone
- 2. He/she is with you
- 3. (if kish has a spouse living in the household) He/she is with your spouse
- 4. He/she is with another person in the household
- 5. He/she is with his/her grandmother and/or grandfather
- 6. He/she is with a person paid to take care of him/her
- 7. He/she is with some other person.

[A_SRSURVC] Character(60)

Aa11B [if A_SRSURV=7]

Please specify who that other person is:

Question Aa11 also helps to understand who is susceptible of looking after the child (for example, for homework) when the child is back home.

Then come questions Aa12 and Aa13 about Wednesday **during the school year**. Because many children do not have school on Wednesday, specific arrangements are often made for the day.

Like the instruction for questions regarding Thursdays, what is requested is a description of the typical situation on Wednesday. If the respondent cannot describe a typical situation, ask what happened on the most recent Wednesday during the school year.

[INTRO3]

Now, we are going to talk about what typically happens with *Name* on Wednesdays, once again, during the school year.

Wednesday is a day when many children don't have school or, in any event, not all day.

[A_GMERC] DK

Aa12 On Wednesday mornings, most often, what does *Name* do?

Show coding card no. 2.

Multiple responses are possible.

- 1. He/she goes to day camp or a recreation centre
- 2. He/she goes to school, for courses, or to a collective facility where he/she is cared for (like (*under 3*) a crèche, (*if the child attends nursery school or primary school*) a day-care centre, (*if the child goes to secondary school*) after-school study hall, etc.)
- 3. He/she has activities (like sports) or special lessons, either at the school or somewhere else
- 4. He/she stays with you
- 5. (*if kish has a spouse living in the household*) He/she stays with your spouse
- 6. (*if both parents do not live in the household*) He/she stays with his/her other parent
- 7. He/she stays with his/her grandparents
- 8. He/she stays with some other person who is not paid to take care of him/her (neighbour, uncle, aunt, etc.)
- 9. He/she stays with a person paid to take care of him/her
- 10. He/she stays alone or with other children (friend, brother or sister)
- 11. Other

Multiple responses to this question are possible (if, for example, the child has more than one activity in the same half-day).

[A_GMERC] Character(60)

Aa12B [if A_GMERC=11]

Please specify this other activity:

[A_GMERC A] DK

Aa13 And what about Wednesday afternoons?

Show coding card no. 2.

Multiple responses are possible

- 1. He/she goes to day camp or a recreation centre
- 2. He/she goes to school, for courses, or to a collective facility where he/she is cared for (like (under 3) a crèche, (if the child attends nursery school or primary school) a day-care centre, (if the child goes to secondary school) after-school study hall, etc.)
- 3. He/she has activities (like sports) or special lessons, either at the school or somewhere else
- 4. He/she stays with you
- 5. (if kish has a spouse living in the household) He/she stays with your spouse
- 6. (if both parents do not live in the household) He/she stays with his/her other parent
- 7. He/she stays with his/her grandparents
- 8. He/she stays with some other person who is not paid to take care of him/her (neighbour, uncle, aunt, etc.)
- 9. He/she stays with a person paid to take care of him/her
- 10. He/she stays alone or with other children (friend, brother or sister)
- 11. Other

Multiple responses to this question are possible (if, for example, the child has more than one activity in the same half-day).

[A_GMERCAC] Character(60)

Aa13B [if A_GMERC A=11]

Please specify this other activity:

Questions Aa14 to Aa21 concern only the youngest child of the respondent (and/or spouse) living in the household.

For older children:

- if the child is ten or under, the questions continue at Aa22;
- if the child is 11+, there are no further questions for that child. You should go to the questions on the next-oldest child, or, if none, go to question Ab1.

Questions Aa14 and Aa14(a) examine the details of the forms of childcare used in a typical week (once again, excluding school holidays) for the youngest child of the individual drawn as the respondent (and/or spouse). The choices considered are broad, including both “professional” forms of childcare (crèche, childminder, etc.), and less formalised types of childcare (for example, grandparents). Further, once all the forms of childcare are listed (in question Aa14), we ask how much time is spent each week or month for each form of childcare used (Aa14(a)).

Note that for older children, a shorter, simplified question is provided below (question Aa22).

[INTRO4]

Now, we are going to talk about the persons

(under 7) who take care of Name.

(over 8) with whom Name stays.

Aa14 Apart from yourself

(if kish has a spouse living in the household) and your spouse,

(if both parents do not live in the household) and his/her other parent,

what persons or facilities in the following list take care of or supervise *Name* during a typical week, including the weekend:

Typical week: excluding school holidays and excluding exceptional events (strikes, illness, etc.).

Facility or person	Yes/No
(if child attends school) [A_ETUD]* Before-school session, before-school study hall, day-care centre, after-school study hall (in the school itself, but not classes)	Yes € → No €
(over age 2) [A_CLOISIR]* Day camp, recreation centre (Wednesday, morning or afternoon/evening)	Yes € → No €
(if child attends nursery school or primary school, or does not attend school) [A_ASSMAT]* Childminder or nanny <u>not in your own home</u> , including family crèche	Yes € → No €
(if child attends nursery school or primary school, or does not attend school) [A_AUXPAR] Nanny or paid childcarer coming to look after your child in your home (in particular, a carer in your home or a carer shared with another child)	Yes € → No €
(if child attends nursery school or primary school, or does not attend school) [A_AIDMEN]* Babysitter, au-pair, family worker, home helper	Yes € → No €
[A_GRDPAR] Grandparents	Yes € → No €
[A_AUTFAM] Other family members, neighbours, friends, etc.	Yes € → No €
(under 6) [A_GARDERIE]* Day nursery or kindergarten, drop-off care centre	Yes € → No €
(under 3) [A_CRECHE]* Crèche (excluding family crèche)	Yes € → No €

Let's seek clarification what is meant by "family crèche" (question A_Auxpar). How it operates is somewhere between a traditional crèche and a childminder. The child goes to the home of a childminder who is most often paid by the local authority. In addition, the childminder is very often asked to go regularly to the municipal crèche (for instance, once a week). This form of childcare is still very rare today.

One must avoid confusing family crèche and **parental crèche**. A parental crèche is a not-for-profit organisation that cares for children aged 2 months to 6 years (but generally up to 4 years). The parents are members of the organisation and have general responsibility for the crèche. They employ professional carers (the educational team) and often personally participate in supervising the children.

[A_NB...]

For all forms of childcare for which the response was Yes:

Aa14(a) And approximately how many hours does he/she spend in [form of childcare] each week, or if appropriate, each month?

Specify the number (in HH.MM format), and then specify **per week or per month** on the following screen.

If the hours vary considerably from week to week, try to get an average insofar as possible.

Night-time hours must be included.

--

[A_NB... U]

Specify the unit:

- 1. Per week
- 2. Per month

With all the information collected in questions Aa14 and Aa14(a), it will be possible to determine how parents organise care for their children, and to determine the current use made of the various forms of childcare.

If the youngest child is 8+, the questions regarding that child are completed. Move on to the questions on the next-oldest child or, if none, go to question Ab1.

The questions continue for children aged 7 or under, for whom the issue of caring by childcare services comes up most often. The questions address the problems of the availability of care services and their suitability to the parents' needs, before attempting to determine what parents consider to be the ideal form of childcare, and a possible form of childcare that parents rule out entirely for young children.

Questions Aa15 and Aa15(a) aim to understand the difficulties parents perceive in organising care for their youngest child and, if applicable, to get details on the main problem they faced.

If under 7 years, A_DIFORG.

Else, filter A_CRCENT.

[A_DIFORG]

DK

Aa15 How would you describe the ease or difficulty in organising care for Name? Was it:

- 1. Very difficult?
- 2. Fairly difficult?
- 3. Fairly easy? → filter A_CRCENT
- 4. It didn't pose any problems → filter A_CRCENT
- 5. Not concerned (for persons who are (or whose spouse is) on maternity or paternity leave) → filter A_CRCENT

(DK → filter A_CRCENT)

[A_DIFORGB]

Aa15(a) What was the main reason you thought it was difficult? Was it:

Instruction: Indicate the main reason.

- 1. Because there weren't enough places in the form of childcare that you wanted

- 2. For financial reasons
- 3. Because of problems with the times at which the services were available
- 4. Because it's not easy to find someone you can trust or a quality facility

Questions Aa16 and Aa16(a) are administered only to employees. The aim is to determine the current state of development of company crèches. These are growing gradually, and it is useful to quantify their pace of growth.

Filter A_CRCENT:

*If kish is an employee and has children under 7 in the household, A_CRCENT.
Else, A_DIFHOR.*

[A_CRCENT] DK

Aa16 Are there crèche places where you currently work, or places to which you could have access through your employer?

- 1. Yes
- 2. No → filter A_DIFHOR
- (DK → filter A_DIFHOR)

[A_CRCENTB]

Aa16(a) Have you used the crèche for your child/for one of your children?

- 1. Yes
- 2. No, it wasn't available when you may have needed it
- 3. No, it was available but you didn't use it

Next, in questions Aa17 and Aa17(a), we move to childcare problems at certain times of day. These questions should make it possible to identify those persons who have specific time requirements because of, for example, atypical working hours. More generally, the questions show whether or not the persons consider the supply of care services suited to their own needs.

Filter A_DIFHOR:

*If the youngest child is under 7, A_DIFHOR.
Else, end of questions for this child. Go to the questions on the following child or, if none, go to Ab1.*

[A_DIFHOR] DK

Aa17 Generally speaking, do the hours of professional childcare workers suit you?

Do not read the choices.

This means all childcare professionals, whether or not they are currently used by the household.

Code 3: For instance, when the person is unfamiliar with the forms of childcare because he/she doesn't need it or has made other arrangements, such as a stay-at-home mother)

- 1. Yes → filter A_GARDID
- 2. No
- 3. Not concerned → filter A_GARDID
- (DK → filter A_GARDID)

Professional childcarers may be crèches, childminders, nannies, day-care centres, and so on; this includes both those who take care of children today, and those who do not currently do so.

[A_DIFHORB]

Aa17(a) What changes would suit you?

Multiple responses are possible

- 1. Availability earlier in the morning
- 2. Availability later in the evening
- 3. Availability at night
- 4. Availability during a different time period

[A_DIFHORB1C] Time

Aa17(a)B [If A_DIFHORB=1]

Please specify the time you would like in the morning:

If the respondent has trouble giving a specific time, the nearest quarter-hour is sufficient.

[A_DIFHORB2C] Time

Aa17(a)C [If A_DIFHORB=2]

Please specify the time you would like in the evening:

If the respondent has trouble giving a specific time, the nearest quarter-hour is sufficient.

[A_DIFHORB4AC] Time

Aa17(a)D [If A_DIFHORB=4]

Please specify the starting time you would like:

If the respondent has trouble giving a specific time, the nearest quarter-hour is sufficient.

[A_DIFHORB4BC] Time

Aa17(a)E [If A_DIFHORB=4]

Please specify the ending time you would like:

If the respondent has trouble giving a specific time, the nearest quarter-hour is sufficient.

If the child is 4+, the questions regarding that child are completed. Move on to the questions on the next-oldest child (aged 14 or under) or, if none, go to question Ab1.

If the child is 3 or under, we go to questions Aa18 and Aa19 regarding what parents consider to be the ideal form of childcare (apart from the parents themselves), and the characteristics that make it the ideal form of childcare.

Filter A_GARDID:

If the youngest child is under 3 years old, A_GARDID.

Else, ask the questions for the following child (if any), or go to Part Ab.

[A_GARDID] DK

Aa18 In your opinion, what would be the ideal form of childcare for a child the age of Name?

Show coding card no. 3.

Parental crèche is included in code 1, family crèche in code 2, and babysitters in code 3.

- 1. Collective crèche → A_RGARDID
 - 2. Childminder → A_RGARDID
 - 3. Childcare in your own home → A_RGARDID
 - 4. Shared childcare between your home and another family's home → A_RGARDID
 - 5. The parents → A_GARDIDB
 - 6. The grandparents or other relatives → A_RGARDID
 - 7. Other
 - 8. None → A_GARDEC
- (DK → A_GARDEC)

[A_GARDIDC] Character(60)

Aa18B [if A_GARDID=7]

Please specify the other form of childcare:

----- → A_RGARDID

Caution: This question must be read exactly as it is written. The expression “for a child the age of...” will help respondents to distance themselves somewhat from their own situation.

Because many respondents can be expected to say “the parents”, the following question is asked, if need be, to determine the second choice. This is because we want to identify the ideal form of childcare, apart from the parents.

[A_GARDIDB] DK

Aa18(a) And apart from the parents?

Show coding card no. 3.

Parental crèche is included in code 1, family crèche in code 2, and babysitters in code 3.

- 1. Collective crèche
 - 2. Childminder
 - 3. Childcare in your own home
 - 4. Shared childcare between your home and another family's home
 - 6. The grandparents or other relatives
 - 7. Other
 - 8. None → A_GARDEC
- (DK → A_GARDEC)

[A_GARDIDBC] Character(60)

Aa18(a)B [if A_GARDIDB=7]

Please specify the other form of childcare:

[A_RGARDID] Character (100)

Aa19 What makes this form of childcare ideal, in your opinion?

The question asks about the ideal form of childcare apart from the parents.

The question is open-ended. One can imagine that some will mention financial reasons, while others stress the child's well-being or social development, and so on.

Questions Aa20 and Aa21 aim to identify what parents regard as negative about a given form of childcare, to the point that they would not even consider it for a child like their youngest child.

[A_GARDEC] DK

Aa20 On the other hand, what form of childcare would you rule out as a matter of principle for a child the age of Name?

Show coding card no. 4.

Parental crèche is included in code 1, family crèche in code 2, and babysitters in code 3.

- 1. Collective crèche
- 2. Childminder
- 3. Childcare in your own home
- 4. Shared childcare between your home and another family's home
- 6. The grandparents or other relatives
- 7. Other
- 8. None → *end of block for this child*

(DK → *end of block for this child*)

[A_GARDECC] Character(60)

Aa20B [if A_GARDEC=7]

Please specify the other form of childcare:

[A_RGARDEC] Character (100)

Aa21 Why do you rule out this form of childcare?

→ *end of block for this child*

The questions on the youngest child end here. Move on to the questions on the next-oldest child aged 14 or under or, if none, go to question Ab1.

Questions Aa22 and Aa22(a) are asked for children other than the youngest child, who are aged 10 or under. They are simplified questions on the forms of childcare used.

The aim is to determine what arrangements respondents make when they have two or more children; whether they choose different forms of childcare for different children or whether they seek to combine them.

Filter A_MODGARA [these questions are asked for children other than the youngest child, and who are under 10]:

[INTRO5]

Briefly, we are going to talk about those who take care of *Name* during a typical week, that is, excluding school holidays and exceptional events (like strikes or sickness).

Question Aa22 relates to how childcare is organised during a typical week, **during the school year, when the child is not at school**. What we want to identify are the forms of childcare used during the day (between 8 a.m. and 8 p.m.).

[A_MODGARA, A_MODGARB, A_MODGARC]

Aa22 In the following list, tell me which persons or facilities typically look after *Name* the most during the day between 8 a.m. and 8 p.m., (if attends school) when he/she is not at school:

Show coding card no. 5.

It is hoped there will be at least two responses. Indicate the most-often used and the second most-often used form of childcare.

If the situation changes from week to week, ask what happened during the most recent week (if SCOENF=1) there was school.

- 1. Yourself
- 2. (if kish has a spouse living in the household) Your spouse
- 3. (if both parents do not live in the household) His/her other parent
- 4. (if under 3) The crèche, drop-off care centre, or another collective form of childcare
- 5. A childminder (in the childminder's home), including family crèche
- 6. A babysitter or some other person paid in your home
- 7. One of his/her grandparents
- 8. Another family member (brother, sister, uncle, and so on)
- 9. Some other person: friends, neighbours, and so on
- (For A_MODGARB and C) 10. No other form of childcare

Code 6 also includes childcare shared by two or more families (a carer who goes alternately to the home of one family and then the other).

Caution! If the child attends school, we are looking at forms of childcare **outside the school**.

If the person cannot decide on an answer because the form of childcare changes from week to week, ask what happened during the previous week, if that week was not exceptional.

Question Aa22(a) is used to gauge the frequency of use of the forms of childcare, in order to determine, for instance, if certain modes are actually secondary, whereas others tend to be used to cover the five weekdays.

Note that this quantification of the use of specific childcare services is not done when the person taking care of the child is a parent (or step-parent).

[A_TPSGARA] XX.YY

If MODGARA is not by parents or stepparents

Aa22(a) Approximately how many hours a week does *Name* spend with *[form of childcare]*?

The answer must be in hours per week.

[A_TPSGARB] XX.YY

If MODGARB is not by parents or stepparents

Aa22(a) And approximately how many hours a week does *Name* spend with *[form of childcare]* or, if appropriate, how many hours a month?

[A_TPSGARC] XX.YY

If MODGARC is not by parents or stepparents

Aa22(a) And approximately how many hours a week does *Name* spend with *[form of childcare]* or, if appropriate, how many hours a month?

End of child block

A.b. Care for other children aged 14 or under / Care for dependent persons - Influence on employment status

Part Ab is administered to all respondents: there is no filter. It begins by investigating possible care for children aged 14 or under other than the respondent's (or spouse's) own children living in the household and care for dependent persons (irrespective of whether or not they live in the household).

The next aim is to evaluate how caring for children or other persons can raise conciliation problems and possibly lead some persons to reduce their working time or even stop working (for instance, if the available supply of childcare services or care services for adult dependent persons is too low or fails to meet needs).

[INTROAB]

(if at least one child aged 14 or under in the household) Now we are going to discuss other persons you could take care of.

[A_AUTENF]*

Ab1

(if at least one child aged 14 or under in the household) Apart from (list of children aged 14 or under of kish and/or spouse), do you regularly take care of other children aged 14 or under, for instance your family's or friends' children, without being paid to do so?

By "take care of", we mean to look after, help to do homework, supervise, drive or accompany somewhere, and so on...

Care performed in a professional capacity or with a charity or similar organisation must be excluded.

"Regularly" means that something occurs, if not every week, at least every month, or often in the case of school holidays.

Children placed in the person's care (in the case of foster families) are included among these "other children".

- 1. Yes
- 2. No → A_AUTDEP

[A_AUTENFID]

Ab2 And who are those other children?

Multiple responses are possible.

Code 2 concerns the spouse's children who are not the respondent's.

Code 4 includes, among other persons, the respondent's brothers and sisters aged 14 or under.

- 1. Your child(ren) who live(s) somewhere else
- 2. (if kish has a spouse living in the household) Your spouse's children who live somewhere else
- 3. (if over 30 years old) Your grandchildren and/or your spouse's grandchildren
- 4. Other children who are members of your family (if kish has a spouse living in the household) or your spouse's family
- 5. Children who are not members of your family (if kish has a spouse living in the household) or of your spouse's family

In choice 2, we are speaking about children who are the spouse's children, but not the respondent's.

[A_AUTENFT]

Ab3 How much time do you spend taking care of them a week?

Do the total for all the children identified in the previous question.

- 1. Less than 2 hours per week
- 2. From 2 to less than 5 hours per week
- 3. From 5 to less than 8 hours per week
- 4. From 8 to less than 20 hours per week
- 5. 20 hours or more per week
- 6. Other (if frequency is less than once a week)

Questions Ab4 to Ab6 discuss care for dependent persons.

[A_AUTDEP]*

Ab4 Do you regularly take care of someone who is ill, elderly or disabled, irrespective of whether or not he/she is a member of your household, without being paid to do so?

Care performed in a professional capacity or with a charity or similar organisation must be excluded.

Handicapped children (defined as being 14 or under) are considered first as children. Therefore, they are not included under this question.

- 1. Yes
- 2. No → filter A_IMPENF 1

Note that the term “take care of” can mean quite different things—from going shopping or giving a hand, to more complicated forms of care.

[A_AUTDEPID]

Ab5 And who is the person?

Multiple responses are possible.

- 1. Your father
- 2. Your mother
- (if kish has a spouse living in the household) 3. Your spouse
- (if kish has a spouse living in the household) 4. Your spouse's father
- (if kish has a spouse living in the household) 5. Your spouse's mother
- 6. Another relative of yours (if kish has a spouse living in the household) or of your spouse
- 7. Someone who is not a member of your family (if kish has a spouse living in the household) or your spouse's family

[A_AUTDEPT]

Ab6 How much time do you spend taking care of them a week?

Take the total for all the persons identified in the previous question.

- 1. Less than 2 hours per week
- 2. From 2 to less than 5 hours per week
- 3. From 5 to less than 8 hours per week
- 4. 8 hours or more per week

Filter A_IMPENF 1:

Caution: The remaining questions in Part Ab concern only those persons who are not working full-time, and who have children aged 14 or under in the household and/or who take care of other children aged 14 or under (see answer to Ab1) and/or who take care of dependent persons (see response to Ab4).

Therefore:

1. For those who are working full-time, go to the filter for Part B.
2. For those who work part-time, unpaid family helpers who do not indicate their hours worked, self-employed persons indicating they work less than 35 hours a week, the unemployed, and those who are not economically active:
 - a. if the person (or spouse) has children aged 14 or under in the household, and/or takes care of other children aged 14 or under, and/or takes care of dependent persons, go to filter Impenf2.
 - b. Else, go to the filter for Part B.
3. Other cases: go to the filter for Part B.

The following questions are administered to persons who are not working full-time and who must take care of children (their own children, or others) aged 14 or under or dependent persons. We wish to understand the influence of the lack of available services on labour-market participation.

Filter IMPENF2:

If $EM14 > 0$ or $A_AUTENF = 1$ (kish takes care of children aged 14 or under, whether they are that person's children, the spouse's children, or other children) $\rightarrow A_IMPENF$.
Else \rightarrow go to filter A_IMPDEP

[A_IMPENF]*

Ab7

(If $TPP=2$ [part-time]) You work part-time. Is this explained in part by a lack of childcare services, and/or because the services available are too expensive?

(if $TPP=3$ and ($STC=3$ or $AIDREF=1$) [unpaid family helpers not indicating the length of time they work]) You said that you help your spouse or a member of your family in his/her work. Is this choice explained in part by a lack of childcare services, and/or because the services available are too expensive?

(if $TPP=3$ and $STC=1$ [self-employed persons not indicating the length of time they work]) Is your choice of being self-employed explained in part by a lack of childcare services, and/or because the services available are too expensive?

(If $ACTOP=2$ [not active person in employment]) You have no job, or you haven't worked in over three months. Is this explained in part by a lack of childcare services, and/or because the services available are too expensive?

- 1. Yes
- 2. No \rightarrow filter A_IMPDEP

If the person claims to work part-time, or not at all, because of a lack of childcare service or because of its cost, we now seek to identify the main problem. This makes it possible to outline the inadequacies in the supply of childcare services.

[A_IMPENFB]*

Ab8 More specifically, is your main problem that:

If the person does not trust the services available, choose code 3.

- 1. There is no childcare service available, or not at the right hours
- 2. The available childcare services are too expensive
- 3. The available childcare services are not of sufficient quality
- 4. Other reason connected to childcare services

[A_IMPENFBC] Character(80)

Ab8B [If A_IMPENF=4]

Please specify the other reason:

What is measured next is the possible impact on labour-force participation of difficulties with care services for dependent persons.

Filter A_IMPDEP:

If A_AUTDEP = 1 [takes care of dependent persons] → A_IMPDEP.

Else, go to the filter for Part B.

[A_IMPDEP]*

Ab9

(If TPP=2 [part-time]) You work part-time. Is this explained in part by a lack of care services for dependent persons, and/or because the services available are too expensive?

(if TPP=3 and (STC=3 or AIDREF=1) [unpaid family helpers not indicating the hours they work]) You said that you help your spouse or a member of your family in his/her work. Is this choice explained in part by a lack of care services for dependent persons, and/or because the services available are too expensive?

(if TPP=3 and STC=1 [self-employed persons not indicating the hours they work]) Is your choice of being self-employed explained in part by a lack of care services for dependent persons, and/or because the services available are too expensive?

(If ACTOP=2 [not active person in employment]) You have no job, or you haven't worked in over three months. Is this explained in part by a lack of care services for dependent persons, and/or because the services available are too expensive?

- 1. Yes
- 2. No → go to the filter for Part B

In the same way as for childcare services, identifying the main difficulty makes it possible to outline the inadequacies in the supply of care services for dependent persons.

[A_IMPDEPB]*

Ab10 Please describe your problem more specifically:

If the person does not trust the services available, choose code 3.

- 1. There are no available care services for the elderly, disabled or ill, or not at the right hours
- 2. The available services are too expensive
- 3. The available services are not of sufficient quality
- 4. Other reason connected to care services

[A_IMPDEPBC] Character(80)

Ab10B If A_IMPDEPB=4

Please specify that other reason:

→ go to the filter for Part B

Part B: Working-time organisation and arrangements for family reasons

Filter B:

***If kish has a job and is an employee or self-employed, administer Part B.
Else, go to the filter for Part C.***

In Part B, which is administered to persons who are employees or self-employed, we seek to understand the adaptability and flexibility of working-time arrangements, both contractually and in concrete cases, as well as difficulties in organising in exceptional situations or—quite simply—during school holidays.

Note that throughout Part B, **for persons with more than one job, we are speaking about their main job.**

[INTROB]

From now on, we are going to discuss your working time, and in particular how you can organise your work schedule.

The first question, which is reserved for employees only, aims to understand the theoretical and contractual organisation of work schedules. It provides an initial approach to work-schedule flexibility.

Filter B FLEXTRAV:

If employee, B_FLEXTRAV.

If self-employed, B_TRAVDOM.

[B_FLEXTRAV]*

B0 How are your working hours determined for your main job?

Show coding card no. 6.

Code 2: the person decides when to start work, but must still work a set number of hours per day. This could be the case of shift work when the person can adjust his/her working hours.

Here we are talking about the practical organisation of work, not what is written in the company rules or the employment contract.

- 1. Your working hours are set by your employer, without your being able to change them
- 2. You have to work a specified number of hours each day, but you can adjust when you start and end the day depending on your needs
- 3. You have a system of variable working hours (a number of hours to work each week or month, but you can arrange them as you wish)
- 4. You are totally free to determine your own work schedule
- 5. Other situation (including teachers)

Note that persons with variable working hours and who have mandatory periods of presence (for example, from 9.30 to 11.30 in the morning and from 2 to 4 in the afternoon) are included in code 3.

[B_FLEXTRAVC] Character(60)

BOB [if FLEXTRAV=5]

Please specify how your working hours are organised.

The following question relates to home working. It is useful for preparing the subsequent questions, but also, and most importantly, because the constraints—especially for parents—are quite different depending on whether they work at home or not.

[B_TRAVDOM]*

B1 Do you often work at home?

- 1. Yes, at least half your working hours
- 2. Yes, less than half your working hours
- 3. Seldom or never

Question B2 presents concrete problems that can arise and should improve comprehension of respondents' perceptions of the difficulty of combining work and family life.

[B_CONCILA] DK

B2 During the past three months, how often have you experienced the following situations: (if B_TRAVDOM=1 [kish works most of the time at home]) After work, you have felt too tired to handle various domestic tasks

(if B_TRAVDOM=2 or 3) You have returned home too tired to handle various domestic tasks
Show coding card no. 7.

If the person's situation has changed recently, it's only the current situation that matters.

- 7-1. Yes, several times a week
- 8-2. Yes, several times a month
- 9-3. Yes, once or twice a month
- 10-4. Yes, but less frequently
- 11-5. No, never
- 12-6. Not applicable: the person worked less than a month and a half in the past three months. → filter B_ABSHEURA

Formatiert: Nummerierung und Aufzählungszeichen

“Domestic tasks” include all household chores: doing the washing up, cleaning, shopping, cooking, laundry, DIY, managing the budget.

[B_CONCILB] DK

B2 During the past three months, how often have you experienced the following situations: You have had trouble assuming your family responsibilities because you have spent much time (if kish works mainly at home) working (otherwise) at work

Show coding card no. 7.

If the person's situation has changed recently, it's only the current situation that matters.

- 7-1. Yes, several times a week
- 8-2. Yes, several times a month
- 9-3. Yes, once or twice a month
- 10-4. Yes, but less frequently
- 11-5. No, never
- 12-6. Not applicable (when the respondent considers he/she has no family responsibilities)

Formatiert: Nummerierung und Aufzählungszeichen

“Family responsibilities” mean: everything that has to do with the family, whether it relates to the spouse, the children or parents and grandparents.

[B_CONCILC] DK

B2 During the past three months, how often have you experienced the following situations:
(if kish works mainly at home) You have had trouble doing your work well because of everything you had done for your home
(otherwise) You arrived at work too tired to do your work well because of everything you had done at home.

Show coding card no. 7.

If the person's situation has changed recently, it's only the current situation that matters.

- 6-1. Yes, several times a week
- 7-2. Yes, several times a month
- 8-3. Yes, once or twice a month
- 9-4. Yes, but less frequently
- 10-5. No, never

Formatiert: Nummerierung und Aufzählungszeichen

[B_CONCILD] DK

B2 During the past three months, how often have you experienced the following situations:
Family concerns have prevented you from concentrating on your work.

Show coding card no. 7.

If the person's situation has changed recently, it's only the current situation that matters.

- 6-1. Yes, several times a week
- 7-2. Yes, several times a month
- 8-3. Yes, once or twice a month
- 9-4. Yes, but less frequently
- 10-5. No, never

Formatiert: Nummerierung und Aufzählungszeichen

The remaining questions in Part B aim to observe how unexpected events associated with family life are resolved (a sick child, a relative with difficulties, or official formalities for people who work): the possibility of arriving later or leaving work earlier, the possibility of taking a day off without using leave days. After discussing hypothetical situations, respondents are questioned regarding the possible occurrence of such situations over the previous 12 months, whether a family emergency or to care for children when the usual caregivers are on holiday. The last question (B9) investigates who is capable of providing support in dealing with unexpected events.

Filter B_ABSHEURA:

If B_FLEXTRAV=3 or 4 [kish has variable working hours, or is entirely free to set working hours], B_ABSJOUR.

Else, B_ABSHEURA.

[B_ABSHEURA] * DK

B3 Can you begin work one hour later or stop working an hour earlier:
- if you have an unexpected family event (a problem with one of your children or a member of your family)?

Whether or not this is provided for in the company rules is irrelevant; the question is about how this can be arranged in practice.

- 1. Yes
- 2. No

[B_ABSHEURB] * DK

B3 Can you begin work one hour later or stop working an hour earlier:
- if you have to take time off for an appointment or an official formality that cannot be scheduled outside of working hours (for yourself or a member of your family)?

Whether or not this is provided for in the company rules is irrelevant; the question is about how this can be arranged in practice.

- 1. Yes
- 2. No

If $EM10 > 0$ [at least one child of kish or spouse aged 10 or under living in the household],
B_ABSHEURC.
Else, B_ABSJOUR.

[B_ABSHEURC] * DK

B3 Can you begin work one hour later or stop working an hour earlier:
- if you have a problem with childcare (strike by the childcare organisation, or the person supposed to look after the children is unexpectedly unavailable)?

Whether or not this is provided for in the company rules is irrelevant; the question is about how this can be arranged in practice.

- 1. Yes
- 2. No

Questions B4 and B4(a) are reserved for employees only. They aim to understand how the respondent can theoretically take off one or more days for family reasons. In particular, the question seeks to see if people can take time off from their work without using leave days, and, if Yes, how.

Filter B_ABSJOUR:
If $STC=2$ (employee), B_ABSJOUR1.
If $STC=1$ (self-employed), B_ABSURG.

[B_ABSJOUR1 to 5]* DK

B4 If you had to take time off for family reasons for one day, or even several days, how could you go about it?

1. By taking annual holiday-leave days (excluding time credit days) Yes/No
2. By taking time credit days Yes/No
3. By taking unpaid leave Yes/No
4. By taking exceptional leave days (birth, marriage, (if $EM14 > 0$ sick child.), etc.) Yes/No
5. Through a less formal arrangement with co-workers or your supervisor, and catching up with the work before or after Yes/No

Filter B_ABSJOURBIS:

If B_Absjour3=1 or B_Absjour5=1 then B_Absjourbis.

Else, B_ABSURG.

[B_ABSJOURBIS]*

B4(a) For family reasons, this means that you could, in particular: take unpaid leave / arrange things with people in your organisation. Would this be limited only to family emergencies?

- 1. Yes
- 2. No

Questions B5 and B6 aim to determine if the person has taken time off work for a family emergency over the past 12 months, and, if Yes, what arrangements were made with the employer to take time off.

[B_ABSURG]

B5 And over the past 12 months, have you had to

(if kish works mainly at home) stop your work,

(otherwise) take time off,

even if only for a few hours, because of a family emergency (illness, accident affecting a relative, etc.)?

- 1. Yes
- 2. No

Filter B_ABSURGB:

If employee and took time off for a family emergency in the past 12 months, B_ABSURGB.

Else, filter B_DIFVAC.

[B_ABSURGB]

B6 And when you

(if kish works mainly at home) stopped:

(otherwise) took time off work:

Multiple responses are possible.

- 1. You took paid leave for special events (for example, for exceptional family events (if at least one child aged 14 or under in the household) or leave days for sick child)
- 2. You took unpaid leave.
- 3. You took annual paid holiday days, or time credit days.
- 4. You made other arrangements (arrangement with a co-worker, with your supervisor, etc.).

The remaining questions in Part B concern persons with at least one child aged 10 or under. If there are no children aged 10 or under in the household, move to the filter for Part C.

In questions B8 and B9, we want to determine if the person had difficulties in organising childcare during holidays (school holidays, or holidays of the usual childcarers).

Filter B_DIFVAC:

- If EM10>=1 (at least one child aged 10 or under in the household), B_DIFVAC

- Else, go to the filter for Part C.

[B_DIFVAC]

B7 Also in the past twelve months, did you have difficulties organising care for the child(ren) during school holidays, or when the usual childcarers were not available?

- 1. Yes
- 2. No → B_PERSCONFA

[B_IDDIFVAC]

B8 Were these difficulties:

Multiple responses are possible.

- 1. For a non-schoolgoing child (or children)?
- 2. For a schoolgoing child (or children)?

The following questions consider a hypothetical situation in which the person has to return home later than usual in the evening. Whom can the person call upon to look after the children? We want to get two responses (note: there are two questions, in order to determine how the respondent “ranks” the individuals who could assist in such a situation).

[B_PERSCONFA] DK

B9 Let us suppose that you have to return home later than usual. Whom could you count on to look after the children?

Show coding card no. 8.

Indicate the first response.

Do not mention choice 9.

1. (if kish has a spouse living in the household) Your spouse
 2. (if PARSEPG=1) The father or mother of one of the children, who doesn't live with you
 3. Their grandmother, their grandfather
 4. Another person in the household or family (brother or sister, uncle, aunt, and so on)
 5. A person paid to take care of him/her
 6. A day-care centre, a crèche, and so on
 7. Someone else
 8. He/she/they can take care of themselves → filter C
 9. No one → filter C
- (DK → filter C)

[B_PERSCONFB] DK

B9(a) And whom else could you call upon?

Show coding card no. 8.

Do not mention choice 9.

1. (if kish has a spouse living in the household) Your spouse
2. (if PARSEPG=1) The father or mother of one of the children, who doesn't live with you
3. Their grandmother, their grandfather
4. Another person in the household or family (brother or sister, uncle, aunt, and so on)
5. A person paid to take care of him/her
6. A day-care centre, a crèche, and so on
7. Someone else

8. He/she/they can take care of themselves

9. No one else → *filter C*

(DK → *filter C*)

Part C. Career breaks and parental leaves

Filter C:

If kish and/or spouse have a child aged 7 or under living in the household.

Else, end of questionnaire.

This part of the questionnaire aims to better understand changes in labour-market participation after the birth of a child: the taking of parental leave, possible changes in work after the birth of the youngest child, ranging from a shift in working hours, to part-time work, to stopping work altogether.

Part C is administered only if the respondent (or spouse) has a child aged 7 or under in the household. Else, the questionnaire ends here.

In what follows, we are going to talk about your situation at the birth of *Name of youngest child*, and the possible impact the arrival of *Name of youngest child* had on your work or your job-seeking.

Questions C0 to C2 are filters for the subsequent questions. The purpose is to determine which persons worked after the birth of the youngest child or stopped working shortly before the birth (in which case one could think that stopping work was connected to the arrival of the child).

- if SEXE=2 and RABS=3 [woman on maternity leave] → C_CMATPRE.

-Else:

If OCCREF=2 [kish holds a regular job during the reference week], → filter BMAT

If OCCREF=1 [kish does not hold a regular job during the reference week],

C_TRAPOST.

*[C_CMATPRE]**

C0 *In most cases, the interviewer should be able to fill in this answer without asking. The question should be asked orally only in cases of doubt.*

You said you are on maternity leave. Is it ...

- 1. Prenatal maternity leave? → **filter BMAT**
- 2. Postnatal maternity leave? → **filter BMAT**

*[C_TRAPOST]**

C1 **Have you had a job since the birth of *Name of youngest child*?**

Exclude purely occasional jobs.

- 1. Yes → **filter BMAT**
- 2. No

*[C_TRAPRE]**

C2 **Did you work before the child's birth?**

Exclude purely occasional jobs.

- 1. Yes
- 2. No → **C_EMPTRAV**

[C_ARRDAT]*

C2(a) When did you stop working?

- 1. Less than a year before the birth of *Name of youngest child* → filter **BMAT**
- 2. Over a year before the birth of *Name of youngest child*

[C_EMPTRAV]

C2(b) Did the birth of *Name of youngest child* prevent you from taking a job, or interfere with your job seeking?

- 1. Yes → *end of questionnaire*
- 2. No → *end of questionnaire*

For those who have never worked or stopped working over a year before the birth of their youngest child, the questionnaire ends here. For these persons, we cannot speak of a career break due to the birth of the youngest child.

For other respondents, in what follows, two parallel sets of questions are provided:

- one for persons on postnatal maternity leave (or persons on paternity leave), in which we attempt to identify expected changes in employment status (**block BMAT**);
- and one for the other persons, in which the actual changes in employment status are studied (**block BFREQ**).

Filter BMAT:

*For persons on postnatal maternity leave (or fathers on paternity leave), block BMAT.
Else, block BFREQ.*

BLOCK BMAT:

This block of questions is accordingly reserved only for persons on postnatal maternity leave or persons on paternity leave.

First of all, the aim is to determine if the person plans to take part-time parental leave to care for the youngest child. Given that step-parents are not eligible for parental leave, the question is asked only if the respondent is the parent of the youngest child living in the household.

Filter C_CPPARTP

*If EM7P>0 [kish herself/himself has at least one child aged 7 or under living in the household]: C_CPPARTP.
Else, filter C_REDTRAP.*

[C_CPPARTP] DK

C3 After the birth or adoption of a child, parents are entitled to take parental leave. Parental leave allows you to take a break from work or reduce your working hours to raise a child, separately from maternity or paternity leave.

Are you personally planning to take a part-time parental leave in order to take care of *Name of youngest child*?

- 1. Yes
- 2. No → C_REDTRAP

(DK → C_REDTRAP)

[C_DCPPARTP] Time expressed as Y/M/W DK
C3(a) How long are you thinking of taking part-time parental leave?
Time expressed as Y/M/W

[C_TXCPPARTP] 0..97 DK
C3(b) And what percentage of time will you work?
_ _% → C_ARRTRAP
(DK → C_ARRTRAP)

Question C4 is broader than question C3, and considers the various possibilities for reducing one's working hours. It concerns parents and step-parents alike.

Caution: Here we are talking about **reducing working hours** by working part-time. **This excludes complete career breaks** (which will be addressed in the next question).

[C_REDTRAP]
C4 Are you planning to reduce your working hours in order to take care of *Name of youngest child*?

Show coding card no. 9bis.

We are talking here about a reduction, and not a complete break from work.

- 1. No, you will continue to work as before
- 2. No, but you plan to arrange your working conditions (for example, by taking a position with more regular working hours, less travel, and so on)
- 3. Yes, by moving to part-time (if already on part-time) or by reducing the part-time percentage), or reducing your working hours
- 4. Yes, using only holidays or time credit
- 5. Yes, using other arrangements

[C_REDTRAPC] Character(60)

C4B [if C_REDTRAP=5]

Please specify what arrangements you have in mind:

Questions C5 to C9 investigate career breaks under consideration related to the birth of the youngest child. Greater attention is placed on full-time parental leaves.

[C_ARRTRAP]
C5 Are you planning to stop working for at least one month in order to take care of *Name of youngest child*, apart from maternity or paternity leave?

Including full-time parental leave.

- 1. Yes → C_MARRTRAP
- 2. No

If the person answers No, he/she is asked to confirm that he/she does not plan to take a full-time parental leave. This confirmation question is useful because some respondents may consider that a full-time parental leave is not a career break (for example, thinking they do not really leave their job, because their job is reserved during the leave).

Note: step-parents are not asked this confirmation question.

Filter C_PASCPP:

If EM7B>0 (kish has at least one child aged 7 or under living in the household): C_PASCPP.
Else: C_CPCOURT (therefore exit block BMAT).

[C_PASCPP]

C6 So, to confirm, is it correct that you are not planning to take a full-time parental leave?

- 1. You are indeed planning to take a full-time parental leave → filter C_DCPPEINP
- 2. You do not think you will take a full-time parental leave → C_CPCOURT (therefore exit block BMAT)

For persons who plan to stop working, the aim is to determine whether they plan to take a full-time parental leave, or if they are considering other arrangements (such as a fairly short absence via leave days, or a longer break after resigning).

[C_MARRTRAP]

C7 And to stop working:

Multiple responses are possible.

Code 3: resignation, combination of two or more arrangements, or any other arrangement chosen by the respondent, whether paid or not.

- 1. You think you will take a full-time parental leave
- 2. You will use only leave days
- 3. You plan to do something else

[C_MARRTRAPC] Character(60)

C7B [if C_MARRTRAP=3 (or 1-3)]

Please specify what you plan to do:

Next, questions C8 and C9 ask how long the person is considering stopping working.

[C_DARRTRAP]

If C_MARRTRAP=2 or 1-3 or 3.

C8 How long are you thinking of stopping working?

- 1. 3 months or less
- 2. From 3 to 6 months (inclusive)
- 3. From 6 months to one year (inclusive)
- 4. Over one year
- 5. You don't know yet

Filter C_DCPPEINP:

If C_MARRTRAP=1 or C_MARRTRAP=1-3 or C_PASCPP=1 [kish is planning to take a full-time parental leave (but is still on maternity or paternity leave)], C_DCPPEINP.
Else: C_CPCOURT (exit block BMAT)

[C_DCPPEINP] DK

C9 How long do you think you will take your full-time parental leave?

Write the answer in the following format:

2W for 2 Weeks
10M for 10 Months
1Y for 1 Year.

END OF BLOCK BMAT. At the end of this block, we go to C_CPCOURT.

BLOCK BFREQ:

This block of questions is used only for persons who are not on postnatal maternity or paternity leave. It is very similar to block BMAT. The main difference is that **here we examine the situation in the past rather than the expected situation.**

First of all, the aim is to determine if the person has taken a part-time parental leave to care for the youngest child. Because parental leave is not available to step-parents, the question is not asked if the respondent is not the parent of the youngest child living in the household.

Filter C_CPPART

If EM7P>0 [kish has at least one child aged 7 or under living in the household]: C_CPPART.
Else, filter C_REDTRA.

[C_CPPART]*

C3 After the birth or adoption of a child, you are entitled to take a parental leave. Parental leave allows you to take a break or reduce your work in order to raise a child, separately from maternity or paternity leave.

After the birth of *Name of youngest child*, did you personally take a part-time parental leave of one month or longer to care for the child?

- 1. No → C_REDTRA
- 2. Yes, and the parental leave has ended
- 3. Yes, and the parental leave has not ended yet → C_TXCPPART

Note that the part-time parental leave does not necessarily have to be taken just after birth. It may have been taken several months, or even several years, later.

[C_DCPPARTMD]* 1..12

C3(a) What date did the leave begin?

Indicate the month it began.

[C_DCPPARTAD]* 2003..2010

C3(a) What date did the leave begin?

Indicate the year it began.

[C_DCPPARTMF]* 1..12

C3(a) What date did the leave end?

Indicate the month it ended.

[C_DCPPARTAF]* 2003..2010

C3(a) What date did the leave end?

Indicate the year it ended.

[C_TXCPART]

C3(b) What is/was the percentage you worked for the part-time parental leave?

--%

Question C3(c) concerns possible aid received by the respondent during the part-time parental leave.

[C_ALCPART]

C3(c) During the leave, did/do you receive an allowance from the Family Benefits Fund [Caisse d'Allocations Familiales] or an equivalent body?

- 1. Yes → C_ARRTRA
- 2. No → C_ARRTRA

Question C4 is broader than question C3, and examines the various ways of reducing one's working hours. It concerns parents and step-parents alike.

Caution: Here we are examining a **reduction** in working hours. **This excludes complete breaks from work** (which will be addressed in the following question).

The reduction in working time need not necessarily occur just after birth; it could also occur later.

[C_REDTRA]*

C4 Continuing to look at what happened after the birth of *Name of youngest child*, did you **reduce** your working hours for at least one month **in order to take care of this child**, apart from maternity or paternity leave?

Show coding card no. 9.

This is a reduction in hours worked, not a complete break from work.

The period of the reduction does not necessarily have to be just after birth; it could also be later.

- 1. No
- 2. No, but you reorganised your working conditions (for example, by taking a position with more regular working hours, less travel, and so on)
- 3. Yes, by moving to part-time (*if already on part-time* or reducing the part-time percentage), or reducing your working hours
- 4. Yes, using only leave days or time credit
- 5. Yes, using other arrangements
- 6. Not applicable (you haven't returned to work since the child was born)

[C_REDTRAC] _____ Character(60)

C4B [if C_REDTRA=5]

Please specify your arrangements:

In questions C5 to C17, we address temporary career breaks and parental leave in particular.

[C_ARRTRA]*

C5 After the birth of *Name of youngest child*, did you **stop working** at one point or another for at least one month **to look after the child**, apart from (if *SEXE=2*) maternity leave (if *SEXE=1*) paternity leave?

*The break need not necessarily occur just after birth; it could come much later.
Including full-time parental leave.*

- 1. Yes → *C_MARRTRA*
- 2. No

The career break need not necessarily occur just after birth; it could come much later.

Persons who voluntarily leave their jobs (that is, excluding dismissal or non-renewal of a contract by the employer) are included in code 1.

If the person answers No to question C5, the respondent is asked to confirm that he/she did not take a full-time parental leave. This confirmation question is useful because some respondents may consider that a full-time parental leave is not a career break (for example, thinking they are not really leaving their job, because their job is reserved during the leave).

Note: step-parents are not asked this confirmation question.

Filter C_PASCP:

*If EM7B>0 (kish has at least one child aged 7 or under living in the household): C_PASCP.
Else, C_RAISNOCP*

*[C_PASCP]**

C6 So, to confirm, is it correct that you did not take full-time parental leave after the birth of *Name of youngest child*?

Do not read the choices.

- 1. You did indeed take a full-time parental leave → *filter C_DCPPLEIN*
- 2. You did not take full-time parental leave → *filter C_DECCP*

For persons who stopped working, the aim is to determine whether they took a full-time parental leave, or if they used other arrangements (such as a fairly short absence via leave days, or a longer break after resigning).

*[C_MARRTRA]**

C7 And to stop working:

Multiple responses are possible.

Code 3: resignation, combination of two or more methods, or any other arrangement chosen by the respondent, whether paid or not.

- 1. You took a full-time parental leave
- 2. You used only leave days
- 3. You did something else

[C_MARRTRAC] _____ Character(60)

C7B *[if MARRTRA=3 (or 1-3)]*

Please specify what you did:

----- → *C_DARRTRA*

Next, questions C8 to C10 ask how long the person stopped working.

[C_DARRTRA]*

If C_MARRTRA=1-3, 2 or 3.

C8 How long did you stop working?

If there were two or more periods, ask for the longest one.

- 1. 3 months or less
- 2. From 3 to 6 months (inclusive)
- 3. From 6 months to one year (inclusive)
- 4. Over one year
- 5. You have not yet returned to work

If the person stopped several times, the duration of the longest career break should be recorded.

Filter C_DCPPLEIN:

If C_MARRTRA=1 or C_MARRTRA=1-3 or C_PASCP=1 [kish took a full-time parental leave], C_DCPPLEIN.

Else: filter C_DECCP.

[C_DCPPLEIN]*

C9 Has this full-time parental leave ended?

- 1. Yes
- 2. No → C_ALCPPLEIN

[C_DCPPLEINMD]*1..12

C10 When did you take this full-time parental leave?

Indicate the month it began.

[C_DCPPLEINAD]* 2003..2010

C10 When did you take this full-time parental leave?

Indicate the year it began.

[C_DCPPLEINMF]*1..12

C10 When did you take this full-time parental leave?

Indicate the month it ended.

[C_DCPPLEINAF]* 2003..2010

C10 When did you take this full-time parental leave?

Indicate the year it ended.

Question C11 concerns financial aid the respondent may have received during his/her full-time parental leave.

[C_ALCPPLEIN]

C11 And during the leave, did/do you receive an allowance from the Family Benefits Fund [Caisse d'Allocations Familiales] or an equivalent body?

- 1. Yes
- 2. No

Questions C12 and C13 are asked when the respondent has taken a parental leave (whether full-time or part-time). They describe when the decision to take a parental leave was made, and the motivations.

Filter C_DECCP:

If C_MARRTRA=1 or C_MARRTRA=1-3 or C_PASCP=1 or C_CPPART=2 or 3 [if kish has taken full-time or part-time parental leave], C_DECCP.

Else, filter C_RAISNOCP

[C_DECCP]

C12 When did you decide to take a parental leave? Is it the case that:

- 1. You always knew you were going to take a parental leave?
- 2. (if woman) You decided when you were pregnant?
(if man) You decided when your spouse was pregnant?
- 3. You decided after the birth, during the maternity/paternity leave?
- 4. You decided after returning to work?

[C_RAISCP1 to 10]

DK (for each of the choices)

C13 Among the following reasons, tell me which ones led you to take a parental leave:

- 1. Another form of childcare would have been too expensive Yes/No/DK
- 2. There were no other nearby solutions for caring for the child Yes/No/DK
- 3. Your working hours were not compatible with the hours the childcare services were available Yes/No/DK
- 4. You wanted to resign, change jobs Yes/No/DK
- 5. It was the best solution for the child Yes/No/DK
- (if woman) 6. You needed it to get over the birth Yes/No/DK
- 7. You had already taken one for another child Yes/No/DK
- 8. You wanted to devote yourself to raising your child Yes/No/DK
- 9. You were waiting for another form of childcare that began later Yes/No/DK
- 10. Other reasons Yes/No

[C_RAISCP10C] Character(250)

C13B [if C_RAISCP10=1]

Please specify those reasons:

Questions C14 to C17 are for persons who did not take full-time parental leave. The aim is to determine why they did not: Financial reasons? Reasons relating to the respondent's career? Or did the respondent simply think it was not necessary?

Filter C_RAISNOCP:

If C_MARRTRA=1 or C_MARRTRA=1-3 or C_PASCP=1 [kish took a full-time parental leave], C_CPCOURT (and therefore exit block BFREQ).

Else, C_RAISNOCP

[C_RAISNOCP]*

DK

C14 If you did not take a full-time parental leave, what was the main reason?

Show coding card no. 10.

- 1. You were not really interested → C_CPCOURT (end BFREQ)

- 2. You could have considered it, but you made other arrangements (part-time leave, help from your spouse, appropriate childcare service, and so on) → *C_NOCPA*
- 3. You were not entitled (or didn't think you were entitled) to a parental leave → *C_NOCPB*
- 4. It would have caused you problems at work or with your career → *C_NOCPD*
- 5. The pay is too low, for paid parental leave → *C_CPCOURT (end BFREQ)*
- 6. There is not enough choice in the dates for the leave → *C_CPCOURT (end BFREQ)*
- 7. You planned to take a full-time parental leave later → *C_CPCOU(siRT (end BFREQ)*
- 8. The question didn't arise for you, because you did not have a real job → *C_CPCOURT (end BFREQ)*
(DK → *C_CPCOURT (end BFREQ)*)

[*C_NOCPA*]*

C15 In the end, you didn't need one because:

- 1. A part-time leave was enough → *C_CPCOURT (end BFREQ)*
- 2. You were able to find a suitable childcare service → *C_CPCOURT (end BFREQ)*
- 3. (if *CMI=1*) Your spouse took a parental leave → *C_CPCOURT (end BFREQ)*
- 4. (if *CMI=1*) Your spouse is on maternity or paternity leave → *C_CPCOURT (end BFREQ)*
- 5. Your spouse or another family member is at home in any event → *C_CPCOURT (end BFREQ)*

[*C_NOCPB*]*

C16 Is it because:

- 1. You didn't know that you were entitled to a parental leave → *C_CPCOURT (end BFREQ)*
- 2. You knew that you were not entitled to it → *C_CPCOURT (end BFREQ)*

[*C_NOCPD*]*

C17 More specifically, were you afraid:

- 1. That your relationship with you employer would be adversely affected (would get worse)
- 2. That your promotions, in terms of grade or pay, would be slowed down
- 3. That you could lose your job
- 4. If you were self-employed, that it would be incompatible with your business activity
- 5. Other

[*C_NOCPCC*] Character(60)

C17B [if *C_NOCPD=45*]

Please specify the other reason:

END OF BLOCK BFREQ. At the end of this block, we move to C_CPCOURT.

The last two questions aim to identify interest in a different approach to parental leave—in particular, one in which paid parental leave would be proportional to pay (rather than the

current flat amount), but limited in time (no more than one year). Question C19 examines the issue of mandatory sharing or balance between the spouses (which could contribute to gender equality), subject to a reduction in the allowance if they fail to do so.

[C_CPCOURT]

C18 Some other European countries propose parental leave with higher pay, but for a shorter period, in that it is limited to one year at most.

Persons on postnatal maternity or paternity leave: If you were offered a leave like this, would you take it?

Other cases: If you had been offered a leave like this, would you have taken it?

If the respondent wants clarification on what is meant by “higher pay”, say that payment for parental leave would be two-thirds of salary, up to a maximum monthly payment of 1,800 euros (net of social contributions).

- 1. Yes
- 2. No
- 3. DK

[C_CPPARTAG]

C19 Continuing to look at other European countries, if one of the parents takes a parental leave, the other parent must also do so. The other parent may take a shorter leave, and not necessarily at the same time.

The goal is to promote more balance in parental leaves between men and women.

In your opinion, is this a good idea?

- 1. Yes
- 2. No
- 3. DK