Appendix 1

The target population for this module consists of persons between the age of 15 and 64. The questions concentrate on the caring responsibilities of children, elderly, ill or disabled.

Variable 197: REGCARE

Q27a Are you taking care of ill, disabled, elderly relatives or friends who are 15 years and over and who need care on a regular basis?

1 Yes – go to Q27b
2 No – go to Q27b

For care to be considered on a regular basis it must imply a fixed or frequent pattern. Examples of care include personal care such as washing, physical help such as helping a person to go up stairs, help with paperwork or financial matters, domestic help and company.

Care provided by paid care givers, voluntary workers or care through financial support is to be excluded from this question.

The objective of this question is to know if a person has any caring responsibilities of dependent persons.

Q27b Apart from your own children residing in this house, do you regularly take care of other children between the age of 0 and 14 on a regular basis?

1 Yes – go to Q27 (main variable in questionnaire)
2 No – go to Q27 (main variable in questionnaire)

The emphasis of question is on the care of OTHER CHILDREN, therefore not own children –Ex. Person takes care of her sister’s children on a regular basis while sister is at work, grandparents taking care of grandchildren.

Examples of care include personal care, help with homework, playing games, reading and surveillance.

Care provided by paid care givers, voluntary workers or care through financial support is to be excluded from this question.

The objective is to know if a person has any caring responsibilities of children.

Variable 198: CHILDCAR

Filter after Q13 – if there are children in the family aged 14 or less go to Q13a; if not go to Q14

Q13a Do you use childcare facilities on a regular basis for the youngest child living in the household?

1 Yes I use paid childcare facilities
2 I use both paid and unpaid childcare facilities
3 Family members/ neighbours/ friends care for my child/ children (implies unpaid care)
4 Even though I have a child/children who are 14 yrs or less, I do not need to make use of any childcare facility (both paid and unpaid)
5 I am not a parent

- Child care facilities refer to day care centres, paid child minding services and after school care. Care given within the compulsory school framework should be excluded as long as this takes place after normal school hours.
- Subsidised child care is to be included as part of paid child care facilities.

Filter after Q13a – if Q13a= 1 or 2 go to Q13b; if Q13a= 3 or 4 go to Q13c; if Q13a = 5 go to Q14

Q13b What is the range of hours which you usually avail of for both paid and unpaid childcare services per week?

1 up to 10 hours
2 11 to 20 hours
3 21 to 30 hours
4 31 to 40 hours
5 41 hours or more

Filter after Q13b – all answers go to Q13c

- The emphasis of these questions is on the use of childcare facilities or the methods being used by parents for the care of own children. Included in this variable are the hours which children spend at kindergarten schools (irrespective if they are paid or not)

**Variable 199: IMPFACIL**

Filter before Q41a and before Employed Section Q9a – if a person is not working or working part time due to caring responsibilities, there is a go to Q41a or Employed Section Q9a if not go to Q42 (variable in main questionnaire) or Employed Section Q10 (variable in main questionnaire)

Q41a / Employed section Q9a In what way do care facilities impact on your decision not to work? / In what way do care facilities impact on your decision to work part time or on reduced hours?

1 Suitable care services for children are not available or affordable
2 Suitable care services for ill, disabled or elderly are not available or affordable
3 Suitable care services for both children, ill, disabled or elderly are not available or affordable
4 (i) Care facilities do not influence my decision not to work/
4 (ii) Care facilities do not influence my decision to work part time

- This question has the objective to assess the impact of care facilities on decisions to work or to work part time or with reduced hours
Variable 200: NOWRECHI
Variable 201: NOWRECAR

Filter after Q41a/ Employed section Q11a – if answer is 1 or 2 or 3 Go to Q41b/ Employed section Q11b otherwise go to Q42 (variable in main questionnaire) or Employed Section Q10 (variable in main questionnaire)

Q41b / Employed section Q11b What is the main reason linked to care facilities for not working?/ What is the main reason linked to care facilities for working part time or on reduced hours?

1. No care services are available
2. Available care services are too expensive
3. Available care services are not of sufficient quality
4. Other reasons linked with the lack of suitable care services

Variable 202: VARHOURS

All persons answering Employed section Q7a go to Employed section Q7b

Employed section Q7b Which of the following options best describes the working hours in your job?

1. Fixed daily working hours
2. Fully flexible working hours
3. Fixed number of hours, with some flexibility within the day
4. Determines own working schedule
5. Other working arrangement

Code 1 Fixed start and end of working hours – no flexibility is possible. This code also includes those varying working arrangements which are defined by the employer and not the employee. Shift working hours should be considered as fixed working hours.

Code 2 Implies that the employee’s working hours are flexible in that one may work long hours for a specific day and shorter hours in another day. The main element is that the employee works the contractual number of hours and there are no restrictions on when such hours of work may be carried out.

Code 3 Implies that an employee may start earlier to finish before ex start work at 7am and finish at 4pm; if employee starts work at 8am, s/he finishes at 5pm. In addition, this working arrangement includes working core number of hours and flexible hours for the non core part of the day ex employee must be at work between 9am and 1pm (core hours), and has flexibility for the rest of the hours of work for the day.

Code 4 Implies that an employee is in a position to define his/ her own working schedule without any formal boundaries.

Code 5 Implies that employee’s working hours do not fit any of the previous categories ex fixed start of day with variable end since employee must finish work before leaving the office.
Variable 203: POSSTEND

Filter after Employed section Q7b - if answer is 1 or 3 or 5 Go to Employed section Q7c; if otherwise go to Employed section Q8 (main variable in questionnaire)

Employed section  7c.  Is it possible for you to vary the start and/ or end of the working day for family reasons by at least one hour?

1. Generally not a problem
2. Rarely possible
3. Never possible

Applies not only if availed of but also to a hypothetical situation
The objective is to evaluate the degree of job flexibility

Variable 204: POSORGWT

Filter after Employed section Q7 - if answer is 3 Go to Employed section Q7a; if otherwise go to Employed section Q8 (main variable in questionnaire)

Employed section  7a.  Is it possible to organize your working time in such a way that you would work extra hours during particular days in order to take whole days off during other days for family reasons (without having to use your vacation or special leave)?

1. Generally not a problem
2. Rarely possible
3. Never possible

Days taken off due to family reasons may be paid or unpaid. The focus of this question is to assess the possibility that employees have in taking days off due to family reasons and not whether these days are paid.
The objective is to evaluate the degree of job flexibility.

Variable 205: REDWORK

If Q13b is less or equal to 5 or if Q13a is 3 or 4 answer Q13c

Q13c.  Following the birth of your youngest son/ daughter did you reduce your working hours for at least one month in order to take care of your child? (exclude the use of maternity/paternity leave)

1. Yes
2. No did not reduce working hours
3. No I stopped working altogether or availed myself of vacation or parental leave
4. I am currently on maternity leave

This question aims to provide an estimate of the number of persons who reduced their working hours after the birth of their youngest child.
Variable 206: STOPWORK

All persons answering Q13c go to Q13d

Q13d. Following your maternity/paternity leave, have you stopped working for at least one month in order to be in a position to take care of your youngest son/daughter?

1. Yes – stopped for 3 months or less
2. Yes – stopped for more than 3 months and up to 6 months
3. Yes – stopped for more than 6 months and up to 1 year
4. Yes – stopped for more than 1 year
5. I have not yet returned to work
6. I did not stop working in order to take care of my youngest son/daughter

The career break referred to in this question excludes maternity leave or paternity leave. This question aims to cover any career breaks taken by any of the parents. These may be associated with parental leave but may also include the use of vacation leave days as long as the total absence from work was of a month or more.

Variable 207: PARLEAVE

All persons answering Q13d go to Q13e

Q13e. Have you availed yourself of full time parental leave for at least one month in order to take care of your youngest son/daughter?

1. Yes
2. No
3. I am still on parental leave

Filter after Q13e - if answer is 1 Go to Q13f; if Q13e = 2 or 3 go to Q14 (main variable in questionnaire)

Q13f. What was the duration of your full time parental leave?

1. Up to 3 months
2. More than 3 months and up to 6 months
3. More than 6 months and up to 1 year
4. More than 1 year