



INSTITUTO NACIONAL DE ESTATÍSTICA

DEPARTAMENTO DE ESTATÍSTICAS SOCIAIS
SERVIÇO DE ESTATÍSTICAS DO TRABALHO

INQUÉRITO AO EMPREGO

AD HOC MODULE
2005

RECONCILIATION BETWEEN WORK AND FAMILY LIFE

MANUAL OF THE INTERVIEWER

MARCH 2005

INDEX

1. INTRODUCTION	3
2. OBJECTIVES.....	3
3. TARGET POPULATION.....	3
4. GENERAL ASPECTS	3
5. SPECIFIC ASPECTS.....	4
6. EXPLANATORY NOTES.....	4
MODULE’S QUESTIONNAIRE.....	21

1. INTRODUCTION

In accordance with the *ad-hoc* modules’ plan approved by EUROSTAT, during the 2nd quarter of 2005 the module “Reconciliation between work and family life” will be held jointly with the national Labour Force Survey (Inquérito ao Emprego - IE).

2. OBJECTIVES

The purpose of this module is justified by the need to establish a database, containing **harmonized and comparable** information at community level, regarding the interaction between the work and family life and to what measure they are mutually contingent, in order to serve as basis for political and social decision making.

Being a complex theme and given the restricted number of variables to include, the present module shall only fall upon the following aspects:

- i) Identification of care responsibilities and the main type of care services used by the families;
- ii) Evaluate to what extent the **individuals’** family **responsibilities are** contingent or hinder their participation in active life;
- iii) Know whether the motives inherent to such constraints or impediments are directly linked to lack of the care services;
- iv) Analyse the **employer** degree of flexibility in relation to the employee’s family responsibilities;
- v) Absences from work motivated by their family responsibilities.

3. TARGET POPULATION

This module is addressed to persons aged 15-64 years old.

4. GENERAL ASPECTS

The structure of the IE questionnaire remains unchanged. The module’s set of questions are placed after the conclusion of the main questionnaire, in accordance with the defined filters. This sequence arises from the fact that some of the conditions selected for respondent individual demand knowledge of the composition of the family group, being this information only possible after the IE’s conclusions.

Prior to the module’s set of questions the following introductory text was inserted:

«Now we would like to obtain information about the reconciliation between the work and family life, in relation to some of the members of the household»

5. SPECIFIC ASPECTS

The data collection follows the same criteria stipulated for IE, which are, the information is to be obtained directly from the individual in question. If not present, or in no condition to answer, then the information needs to be obtained from a member of the family, who is able to respond accurately on his behalf.

If the individual to whom the data relates refuses to respond to the module or, being absent or under no condition to reply, no one shall speak on his behalf, having the interviewer to run through all the questions applicable and register “Refuses to answer» or «Doesn’t know», according to the Blaise option reserved for this purpose, remaining the outcome of the contact unchanged in relation to the IE survey.

6. EXPLANATORY NOTES

C1. During an usual week, who is mainly caring for your children while you are working?

Codes 1 to 4

WHO SHOULD ANSWER

Employed person aged 15-64 years old with, at least, one child/spouse’s child aged less than 15 years old, living in the household.

RESPONSE GENERAL CRITERIA

- The biological, the adopted and the stepchildren of less than 15 years old who are members of the household, should be considered.
- If school-going children, please mention the first care service/scheme used (where they spend more hours) besides the compulsory school hours.
- If different care services/schemes are used, you are requested to signal the one where more hours are spent or, if impossible, select the one that, from amongst the ones referred to by the individual, is top of the set of response options to this question.
- The response must be related to a standard week (*normal week*), excluding school holidays and other specific situations (illnesses and other problems).
- If impossible to establish a standard week due to frequent changes of care service/scheme used, the response should report to the reference week of the IE, if it does not coincide with the holiday periods or any other specific situation. As a last criterion, it should report

to the week before the reference week of the IE, excluding holidays and any other specific situation.

SPECIFIC ASPECTS

The response «Not Known» of the Blaise option for the purpose, should be considered, if:

- The individual is unable to respond being temporarily absent from work due, for instance, to maternity, paternity or parental leave (the same being applied in relation to the spouses of the respondent individuals);
- The work carried out during the reference week is of an occasional nature (the individual does not work), notwithstanding using or having used the children’s care services/scheme during that period.

RESPONSE OPTIONS

1. Childcare services (including paid childminders), pre-school

The care service for children encompasses every social support, educational or cultural services that are usually provided to children less than 15 years old by public or private entities, organised and developed for the purpose, whether paid or subsidised, such as, for instance crèche, day care centres, kindergarten, after school centre, baby-sitters.

Here there are also included paid carers.

2. Partner who is living in the household

3. Relatives/neighbours/friends (unpaid)

Relatives, friends or other persons that may be or may not be **living in the household**.

This response option encompasses situations whereby the older child (aged 15 or more years old) take care for the younger ones.

4. No childcare used

Including situations where:

- The individual does not need to request any care service, because normally takes the child to the work place, or else, the working hours coincide with the school hours and, therefore, the individual is able to ensure care to the children;
- The children are normally left alone in the house, the whole day or part of it, for instance, after school hours.

C2. Apart from your own children (and your spouse’s children) living in the household, do you regularly take care of other children or ill, disable or elderly persons?

Codes 1 to4

WHO SHOULD ANSWER

All persons aged 15-64 years old.

RESPONSE GENERAL CRITERIA

- The answer should refer to the present situation.
- “Take care” should include all the help/caring provided to someone else, to ensure full satisfaction of their basic needs or to any activities related to their daily life.
- Examples of caring tasks for other children: hygienic care, meals, surveillance, helping in their household chores, playing, games, reading...
- Examples of caring tasks for ill, disabled or elderly persons: hygienic care, dressing, walking, meals, doing their laundry, house cleaning, chores, helping with domestic economic aspects or financial matters, organisation of documents, serving as walking escort, visits to the doctors’ consultations ...
- “Regularly” is not defined, given the diversity of situations. For a positive answer it is sufficient for the individual to be effectively occupied with another person (a child or an adult), whether on a daily, weekly or monthly basis.
- The response should take into consideration persons who receive allowances to take care of dependent relatives. For instance, Social Security provides some aid for the purpose, as is the case of the care service allowance for a 3rd person, the escort allowance, and the lifelong allowance ...

RESPONSE OPTIONS

1. Yes, of other children aged less than 15 years old

Children of less than 15 years old (excluding own children and/or spouse’s children living in the same household) whom may or may not be a member of the household.

The own children and the spouse’s children belonging to another household must also be taken into consideration herein.

This response option also includes deficient, disabled and ill children, if they are less than 15 years old.

2. Yes, of other persons over 15 years old

“Other persons” signifies: family members, friends or other persons aged 15 or more years old, whether or not living in the household, whom, due to illnesses, disableness, old age or any other impediment, require temporary or permanent assistance.

This response option encompasses, as well, the own children or the spouse’s children living within the same household, who are deficient, disabled or ill and aged 15 or more years old.

3. Yes, in both situations

If the individual renders care both children and other dependent person.

The response complies with the same criteria referred to in options 1 and 2.

4. No

- If the care consists only of financial support
- if the care is a volunteer work for a charity or for an other organisation the care;
- If the care is provided to young persons 15 or more years of age who are not deficient, disabled or ill.

C3a. Would you wish to change the organisation of your working life and care responsibilities? If yes, how?

Codes 1 to 3

WHO SHOULD ANSWER

- Employed persons aged 15-64 years old with at least 1 child/spouse’s child aged less than 15 years old and living in the same household or (C2=1,2,3).

RESPONSE GENERAL CRITERIA

- Wherefrom it is intended to know the effective desire of the individuals in terms of their situation (professional and family), notwithstanding any eventual constraints which they may have to face to achieve their goals?
- A positive response will imply the desire to change both aspects (professional life and family responsibilities).

RESPONSE OPTIONS

1. No

- the reasons to change the professional life and the care responsibilities are not inter-related, for example, the individual may wish to change the number of working hours without, however, wishing to change the time spent with the family;

- the individual wishes, simultaneously, to work more and care more;
- the individual desires to work less or not work at all and care less.

2. Yes, wish to work more and as consequence to reduce caring time

3. Yes, wish to work less to have more time for caring

including individuals who wish to not work at all in order to have more time for caring.

C3b. Would you wish to change the organisation of your working life and your care responsibilities?

Codes 1 to 2

WHO SHOULD ANSWER

- Not working persons aged 15-64 years old with at least 1 child/spouse's child aged less than 15 years old living in the household or (C2=1,2,3).

RESPONSE GENERAL CRITERIA

- It is intended to know the effective desire of the individuals in relation to their present situation (professional and family), not withstanding any eventual constraints faced to achieve it.

RESPONSE OPTIONS

1. No

- the reasons to change their professional life and care responsibilities are not inter-related, for example: the individual may wish to change the number of working hours without, however, wishing to change the hours dedicated to family care;
- the individual wishes, simultaneously, to work and care more;
- the individual not wanting to work and wishing to reduce caring time.

2. Yes, wish to work and as consequence to reduce caring time

C4a. Is the fact that you are not working or working more linked to the lack or the unsuitability of childcare services/paid childminders?

Codes Yes/No

WHO SHOULD ANSWER

- ((persons aged 15-64 years old with at least 1 child/spouse’s child aged less 15 years old living in the household) or ((C2=1,3) and (C3a=2 or C3b=2))).

RESPONSE GENERAL CRITERIA

- The response here should take into consideration own children or other children less than 15 years old, whether or not members of the same household.
- Examples of childcare services: crèche, day care centres, kindergarten, after school centre, baby-sitters.
- Are also included paid carers.

RESPONSE OPTIONS

1. Yes

If the individual cannot work or work more hours, because he is unable to find a childcare service where the children can be cared for: they either do not exist, they are insufficient, too expensive, or they are not trustworthy/safe, or they lack the quality desired.

2. No

This response includes those situations where:

- the individual is unable to find work or to work more hours;
- the individual prefers a different solution, excluding childcare services, for example: leaving the child with relatives (but there is no relative available).

C4b. What is the main reason for not working or for not working more hours linked to the lack or unsuitability of the childcare services/paid childminders?

Codes 1 to 3

WHO SHOULD ANSWER

(C4a=1).

RESPONSE GENERAL CRITERIA

- Signal the main present reason.
- If it is impossible to choose, the first code that applies in order of the list should be recorded.

RESPONSE OPTIONS

1. Lack of childcare services /paid childminders

This means that there are not care services within the desired geographic area or within a practical or acceptable distance; or those that do exist are insufficient, without place available; or not enough care; etc..

2. Childcare services /paid childminders are too expensive

Herein is included the individual who is not working and considers childcare services quite expensive according to the notion of what could be earned if **he entered the labour market**. The salary may even be higher than the price of the services. However, the difference may not be sufficiently encouraging for the individual to find work.

3. The childcare services /paid childminders are not of sufficient quality

From the interviewed point of view, and including for instance:

- the teaching programme, the subjects taught;
- excessive number of children per room;
- insufficient number of teachers, educators and auxiliary personnel;
- the childcare personnel are not trustworthy;
- lack of adequate structures, equipment and materials;
- the care provided is insufficient to provide for the children’s needs.

C4c. When is there a lack of childcare services/paid childminders?

Codes 1 to 3

WHO SHOULD ANSWER

(C4b=1).

RESPONSE GENERAL CRITERIA

- Signal the main actual reason.
- If it is impossible to choose, the first code that applies in order of the list should be recorded.

RESPONSE OPTIONS

1. During the day

Means that there is a lack of **childcare** services between 7 a.m. and 7 p.m., approximately.

2. At special times

Means there is a lack of childcare services before 7 a.m. and after 7 p.m. (for instance: 24h/24h, night work) or on weekends.

3. Doesn't know

Priority should be given to codes 1 and 2. Code 3 may be used only if the person does not know the hours where the care would be needed, for instance, have no idea about the future working hours.

C5a. Is the fact that you are not working or working more linked to the lack or the unsuitability of care services/paid carers for ill, disable, elderly persons?

Codes Yes / No

WHO SHOULD ANSWER

((C2=2,3) and (C3a=2 or C3b=2)).

RESPONSE GENERAL CRITERIA

- The response should only take into consideration persons 15 or more years old that find themselves in a dependency situation, whether or not they belong to the household, whether or not they are the own children.
- Some examples of care services for dependent: as house care, day recreation centre, old age home, mess hall, occupational activities centre, residential home, whether paid or subsidised.
- In the term “care services”, paid carers are included.

RESPONSE OPTIONS

1. Yes

2. If the individual cannot work or to work more hours, he is unable to find a care service where leave the dependent person: they do not exist, they are insufficient, too expensive, or they are not trustworthy/safe, or lack the quality desired.

2. No

This response should include situations where:

- The individual is unable to find work or to work more hours;
- The individual prefers a different solution, excluding care services, for example: leaving the person with relatives (but there is no relative available).

- The helped person does not want to be cared by someone else.

C5b. What is the main reason for not working or for not working more hours linked to the lack or unsuitability of the care services/paid carers for ill, elderly or disabled persons?

Codes 1 to 3

WHO SHOULD ANSWER

(C5a=1).

RESPONSE GENERAL CRITERIA

- Signal the main actual reason.
- If it is impossible to choose, the first code that applies in order of the list should be recorded.

RESPONSE OPTIONS

1. Lack of care services/paid carers

This means that there are not care services within the desired geographic area or within a practical or acceptable distance; or those that do exist are insufficient, without place available; or not enough care; etc..

2. Care services/ paid carers are too expensive

Under the point of view of the person who helps or under the point of view of the person helped.

Herein is included the individual who is not working; considers the services too expensive according to the notion of what the individual has, what could be earned if included in the work market. The salary may even be higher than the price of the services, however, the difference may not be sufficiently encouraging for the individual to find work.

3. Available care services are not of sufficient quality

For the person who helps or for the person helped, including for instance:

- overcrowded space;
- insufficient service providers;
- care teams are not trustworthy;
- lack of adequate structures, equipment and materials;
- the care services provided are insufficient.

C5c. When there is a lack of care services/paid carers?

Codes 1 to 3

WHO SHOULD ANSWER

(C5b=1).

RESPONSE GENERAL CRITERIA

- Signal the main actual reason.
- If it is impossible to choose, the first code that applies in order of the list should be recorded.

RESPONSE OPTIONS

1. During the day

It means that there is a lack of care services between 7 a.m. and 7 p.m., approximately.

2. At special times

Means there is a lack of care services before 7 am and after 7 pm (for instance: 24h/24h, night work) or on weekends.

3. Doesn't know

Priority should be given to codes 1 and 2. Code 3 may be used only if the person does not know the hours where the care would be needed, for instance, have no idea about the future working hours.

C6a. Over the last 12 months, during the school holidays or when the usual childcare service closed or when the carer was on holidays, did you take days off or reduce the number of hours worked or take other special arrangements at work to care for your own children or your spouse's children?

Codes Yes/No

WHO SHOULD ANSWER

Employed persons aged 15-64 years old with at least 1 child/spouse's child aged less than 15 years old living in the household.

RESPONSE OPTIONS

1. Yes

2. No

- The individual has not worked during the last 12 months **in those periods**, due, for instance, to maternity, paternity or parental leave;
- The care service usually used is open during the 12 months of the year.

C6b. Was at least once because you could not find a suitable childcare service or a paid childminder to replace usual arrangements?

Codes Yes/No

WHO SHOULD ANSWER

(C6a=1).

RESPONSE GENERAL CRITERIA

- A few examples of childcare services: crèche, day care centres, kindergarten, after school centre, baby-sitters.
- It should be also considered paid carers and childcare services subsidised by state/employers.

RESPONSE OPTIONS

1. Yes

2. No

C6c. What was the main difficulty you met with childcare services or paid childminders during these periods?

Codes 1 to 4

WHO SHOULD ANSWER

(C6b=1).

RESPONSE GENERAL CRITERIA

- Signal de main actual reason.

- If it is impossible to choose, the first code that applies in order of the list should be recorded.

RESPONSE OPTIONS

1. Lack of alternative childcare services during the day

It means the lack of alternative childcare services before 7 a.m. and after 7 p.m. within the geographical area desired or at a convenient and acceptable distance or that those that do exist are insufficient and without vacancies, or can only ensure assistance during part of the day.

2. Lack of alternative childcare services at especial times

It means the lack of alternative childcare services before 7 am and after 7 pm (for example: 24h/24h, at night) or during the weekends, within the geographical area desired or at a convenient and acceptable distance or those that do exist is insufficient with no vacancies.

3. Alternative childcare services too expensive

4. Alternative childcare services not off sufficient quality

From the individuals point of view and including, for instance

- The learning programme, the subjects taught;
- Excessive number of children in one room;
- Insufficient number of teachers, educators and auxiliary personnel;
- The child care providers are not trustworthy;
- Lack of proper structures, equipment and materials;
- The care provided is not sufficient to cover the needs of the child.

C7. It is possible for you to vary start or/and end of the working day for family reasons by at least one hour?

Codes 1 to 3

WHO SHOULD ANSWER

Employed persons aged 15-64 years old.

RESPONSE GENERAL CRITERIA

- Do not consider leave of work foreseen by law, which are: breastfeeding or feeding leave, reduction of normal working period for child caring.
- The response must take into account the rights granted by the employers to the employees, as well as the informal agreements (individual) between employee and employer.

RESPONSE OPTIONS

1. It is generally possible

Include working time banking.

2. It is rarely possible

3. It is not possible

C8. Is it possible for you to organise your working time or your work in order to take whole days off for family reasons (without using holidays a special leave?)

Codes 1 to 3

WHO SHOULD ANSWER

Employed persons aged 15-64 years old.

RESPONSE GENERAL CRITERIA

- The response shall not consider **the absence licenses foreseen by law**, such as, for example: maternity, paternity, paternal leave, leave for adoption, under age care absences, grandchild birth absence, absences due to demise of family members, etc..
- The response should take into account the rights granted by the employer entity to the employees, as well the informal agreements (individual) between employee and employer.
- The personal plans to reorganise the work by way of allowing the individual to be absent a few days may lead to a change of shift, to compensate for the absence hours before or after the absence.

RESPONSE OPTIONS

1. It is generally possible

This option is to be select even if a limit for the number of days exists.

Includes working time banking with the possibility to take whole days off.

2. It is rarely possible

3. It is not possible

C9a. Over the last 12 months, did you take time off from work without using holidays because of sickness or accident of a child/relative or because of family emergencies (even for few hours)?

Codes Yes/No

WHO SHOULD ANSWER

Employed persons aged 15-64 years old.

RESPONSE GENERAL CRITERIA

- Unlike the previous questions, the response to this question encompasses leave of absence/absences foreseen by law.
- The exceptions to the preceding point are the absences due to maternity, paternity and parental leave, meaning, that they are excluded from the scope of the question.
- The absences motivated by illness or accident of the individual himself should not be contemplated.
- Besides illness (even if not serious, such as a cold), accident or death of relatives, other emergency situations should also be considered such as, absence of childminder, school closed due to an outbreak of contagious illness, etc..
- Generally, unforeseen situations are mentioned although being herein also included planned reasons such as, surgical intervention of a relative.

RESPONSE OPTIONS

1. **Yes**
2. **No**

C9b. Did you take at least once special leave days, either remunerated or not?

Codes 1 to 3

WHO SHOULD ANSWER

(C9a=1).

RESPONSE OPTIONS

1. **Yes, special leave totally or partially remunerated**
2. **Yes, special leave not remunerated**
3. **No**

C10a. Over the last 12 months, did you take parental leave for your children living in the household?

Codes Yes/No

WHO SHOULD ANSWER

Persons aged 15-64 years old with at least 1 child aged less than 8 years old, living in the household.

RESPONSE GENERAL CRITERIA

- The response should report only to biological or adopted children members of the household.
- For a positive response it is enough to have enjoyed 1 day of parental leave during the last 12 months.
- The scope of this question does not include the 5 working days' (consecutive or interposed) to which the father has the right during the first month after the birth of the child, being this leave subsidised by the Social Security.

PARENTAL LEAVE AND SPECIAL CARE TO A BIOLOGICAL OR ADOPTED CHILD

This leave is granted to working mothers or fathers for childcare up to 6 years old, besides maternity and paternity leave. The father and the mother have the right to apply, alternatively:

- a) For the 3 months' parental leave;
- b) Part time work during 12 months, with a normal working period equal to half of the full time working period;
- c) To interpose periods of parental leave and part time work whereby the duration of absence and the reduction of working hours are equal to the normal 3 month's working periods.

Having used-up any of the mentioned rights, the father or the mother shall have the right to a special leave to care for their child or adopted child, which may be consecutive or interposed up to a limit of 2 years. In the event of a third or more births, the leave may be extended up to 3 years. The parental and special leaves do not confer the right to substitute retribution or allowance, except during the first 15 days of parental leave granted to the father, if immediately subsequent to the maternity or paternity leave.

The parental and special leave periods are taken into consideration in terms of invalidity and old age pension calculation tax of the Social Security.

RESPONSE OPTIONS

- 1. Yes**
- 2. No**

C10b. Was the parental leave remunerated, even partly over the last 12 months?

Codes Yes/No

WHO SHOULD ANSWER

(C10a=1).

RESPONSE OPTIONS

1. Yes

In the event of a parental vacation by the father immediately after the maternity or paternity leave, which confers the right to a parental leave allowance (paid in cash, and replacing the work income, granted during the first 15 days).

Or, in the event of the employer ensuring the work income, even if partially in relation to the salary or part of the leave.

2. No

C10c. How did you take it over the last 12 months?

Codes 1 to 3

WHO SHOULD ANSWER

(C10a=1).

RESPONSE OPTIONS

1. In one block full-time

2. In part-time

3. In another arrangements or combinations of arrangements

C11. Why didn't you take parental leave for your children living in your household over the last 12 months?

Codes 1 to 7

WHO SHOULD ANSWER

(C10a=2).

RESPONSE GENERAL CRITERIA

- If it is impossible to choose, the first code that applies in order of the list should be recorded.

RESPONSE OPTIONS

1. Had no legal right to take parental leave

Means that, according to the law, the individual has no right to enjoy a parental leave because:

- Has previously enjoyed;
- was not working;
- Was on maternity/paternity leave

2. No remuneration or too low

3. Not enough flexibility in choice of the parental leave periods

Could not choose the periods that he would like or could not take the parental leave in part-time.

4. Negative effects on Social Security

5. Negative effects on the career/negative perception from the employer

6. Preference to work (for other reasons different from the previous one)

7. Other reason

MODULE QUESTIONNAIRE

FILTER 1

- * If person aged 15 and 64 → Filter 2
- * Else → End

INTRODUCTORY TEXT

Now we would like to obtain information about the reconciliation between work and family life in relation to some of the household members.

FILTER 2

- * If employed person with at least 1 child/spouse's child less than 15 years old living in the same household → C1
- * Else → C2

C1

During an usual week, who is mainly caring for your children while you are working?

Attention: consider only the main means used besides the compulsory school hours and excluding school holidays and emergency situations due to illness or other problems.

- Childcare service (including paid childminders), pre-school 1
- Partner who is living in household..... 2
- Relatives/neighbours/friends (unpaid)..... 3
- No childcare used 4
- Don't Know /Refusal 9

C2

Apart from your own children (and your spouse's children) living in the household, do you regularly take care of other children or ill, disable or elderly persons?

Attention: Care rendered within the professional scope should not be considered.

- Yes, of other children less than 15 years old 1
- Yes, of other persons over 15 years old 2
- Yes, both situations 3
- No 4
- Doesn't know /Refusal 9

FILTER 3

- * If employed person ((with at least 1 child/spouse's child less than 15 years of age living in the same household) or (C2 = 1,2,3)) → C3a
- * Else → Filter 4

C3a

Would you wish to change the organisation of your working life and your care responsibilities? If yes, how?

- No 1 → **Filter 5**
- Yes, wish to work more and as consequence to reduce caring time 2 → **Filter 5**
- Yes, wish to work less to have more time for caring..... 3 → **Filter 5**
- Doesn't know/Refusal*..... 9 → **Filter 5**

FILTER 4

- * **If not working person (with at least 1 child/spouse's child less than 15 years of age, living in the same household) or (C2 = 1, 2 ,3)) → C3b**
- * **Else → Filter 7**

C3b

Would you wish to change the organisation of your working life and your care responsibilities?

- No 1
- Yes, wish to work and as consequence to reduce caring time 2
- Doesn't know/Refusal* 9

FILTER 5

- * **If (person with at least 1 child/spouse's child less than 15 years of age and living in the same household) or (C2=1,3)) and (C3a=2) or (C3b=2)) → C4a**
- * **Else → Filter 6**

C4a

Is the fact that you are not working or working more linked to the lack or the unsuitability of childcare services/paid childminders?

- Yes 1
- No 2 → **Filter 6**
- Doesn't know/Refusal* 9 → **Filter 6**

C4b

What is the main reason for not working or working more hours linked to the lack or the unsuitable of childcare services/paid childminders?

Attention: if several reasons and it are impossible to choose code in order of the list.

- Lack of childcare services/paid childminders 1
- Childcare services/paid childminders are too expensive 2 → **Filter 6**
- Available childcare services/paid childminders are not of sufficient quality 3 → **Filter 6**
- Doesn't know/Refusal* 9 → **Filter 6**

C4c

When there is a lack of childcare services/paid childminders?

Attention: if several reasons and it is impossible to choose code in order of the list

- During the day..... 1
 At special times 2
 Doesn't know 3

FILTER 6

* (C2=2,3) and ((C3a=2) or (C3b=2)) → C5a

* Else → Filter 7

C5a

Is the fact that you are not working or working more linked to the lack or the unsuitability of care services/paid carers for ill, disable, elderly persons?

- Yes 1
 No 2 → **Filter 7**
 Doesn't know/Refusal 9 → **Filter 7**

C5b

What is the main reason for not working or working more hours linked to the lack or the unsuitable of the care services/paid carers for ill, disable, elderly persons?

Attention: if several reasons and it is impossible to choose code in order of the list.

- Lack of care services/paid carers 1
 Care services/paid carers are too expensive 2 → **Filter 7**
 Available care services are not of sufficient quality 3 → **Filter 7**
 Doesn't know/Refusal 9 → **Filter 7**

C5c

When there is a lack of care services/paid carers?

Attention: if several reasons and it is impossible to choose code in order of the list.

- During the day..... 1
 At special times 2
 Doesn't know 3

FILTER 7

* **If employed person with at least 1 child/spouse's child less than 15 years old living in the same household → C6a**

* **Else → Filter 8**

C6a

Over the last 12 months, during the school holidays or when the usual childcare service closed or when the carer was on holidays, did you take days off or reduce the number of hours worked or take other special arrangements at work to care for your own children or your spouse's children?

- Yes 1
 No 2 → **Filter 8**
 Doesn't know/Refusal 9 → **Filter 8**

C6b

Was at least once because you could not find a suitable childcare service or a paid childminder to replace usual arrangements?

- Yes 1
 No 2 → **Filter 8**
 Doesn't know/Refusal 9 → **Filter 8**

C6c

What was the main difficulty you met with childcare services or paid childminders during these periods?

Attention: if several reasons and it is impossible to choose code in order of the list.

- Lack of alternative childcare services during the day..... 1
 Lack of alternative childcare services at special times 2
 Alternative childcare services too expensive 3
 Alternative childcare services not of sufficient quality..... 4
 Doesn't know/Refusal 9

FILTER 8

- * **If employed person aged 15-64 years old → C7**
- * **Else → Filter 9**

C7

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

- It is generally possible 1
 It is rarely possible 2
 It is not possible 3
 Doesn't know/Refusal 9

C8

Is it possible for you to organise your working time or your work in order to take whole days off for family reasons (without using holidays or special leave)?

- It is generally possible 1
It is rarely possible 2
It is not possible 3
Doesn't know/Refusal 9

C9a

Over the last 12 months, did you take time off from work without using holidays because of sickness or accident of a child/relative or because of family emergencies (even for few hours)?

- Yes 1
No 2 → **Filter 9**
Doesn't know/Refusal 9 → **Filter 9**

C9b

Did you take at least once special leave days, either remunerated or not?

- Yes, special leave remunerated, totally or partially 1
Yes, special leave not remunerated 2
No 3
Doesn't know/Refusal 9

FILTER 9

- * If person with at least 1 child aged less than 8 years old, living in the same household → C10a
- * Else → End

C10a

Over the last 12 months, did you take parental leave for your children living in your household?

- Yes 1
No 2 → **C11**
Doesn't know/Refusal 9 → **End**

C10b

Was the parental leave remunerated, even partly over the last 12 months?

- Yes 1
No 2
Doesn't know/Won't reply 9

C10c

How did you take it over the last 12 month?

- In one block full time 1 → **End**
In part time 2 → **End**
In another arrangement or combination of arrangements 3 → **End**
Doesn't Know/Refusal 9 → **End**

C11

Why didn't you take parental leave for your children living in your household over the last 12 months?

Attention: if impossible to choose code in order of the list

- Had no legal right to take parental leave 1
No remuneration or too low 2
Not enough flexibility in choice of the parental leave period 3
Negative effects on social security 4
Negative effects on the career/negative perception from the employer 5
Preference to work (for other reasons different from the previous ones) 6
Other reason 7
Doesn't know/Refusal 9

THANK YOU FOR YOUR COOPERATION