LFS Program Changes for January to March 2010 (JM10)

There have been a number of changes made to the questionnaire. These changes are discussed below.

EUROSTAT AD HOC MODULE QUESTIONS

Each year the Statistical Office of the European Communities (EuroStat) requires all EU Member States to include an ad hoc module in the LFS. The questions within this module change every year. This year’s module covers the topic “Reconciliation between work and family life”. All of the 20 questions in this section are, therefore, new to the LFS and are applicable to all persons aged 16 to 64 in the United Kingdom.

In the past, ad hoc module questions have been asked in one quarter only. A EuroStat requirement means, however, that from JM10 they will be asked every quarter; wave one, MAIN respondents only.

The 20 new questions belonging to the ad hoc module are detailed below.

REGCARA EUROSTAT, W1

FRED (1)

The next section covers the way in which people balance work with family life.

Do you regularly take care of children, aged 14 and under, that are not your own or your partner’s (excluding paid or voluntary care work)?

1. Yes
2. No

General
This question is asked of everybody aged 16-64.

Guidance

Include children aged 14.

Here the term ‘care’ or ‘carers’ refers to those who look after or provide help to children in need of care because they are sick/incapacitated/disabled. Other examples of caring tasks for children up to the age of 14 include personal care, homework, playing games, reading, taking out and general supervision.

Care provided as a professional care minder, as voluntary work or pure financial support are excluded.

The term ‘regularly’ is defined as on a fixed pattern (every day, every week…) and frequently (not only occasionally, such as once in three months, thus excluding those who look after children only in school holidays). Adopted children should be considered as the respondent’s own children.

Foster children should not be considered as the respondent’s own children and foster carers, therefore, can be coded as ‘yes’ at this question (the LFS does NOT regard foster caring as paid or voluntary work).
Do you regularly take care of ill, disabled or elderly individuals, aged 15 and over (excluding paid or voluntary care work)?

1. Yes
2. No

General
This question is asked of everybody aged 16-64.

Guidance
Here, the term ‘care’ or ‘carers’ refers to those who look after or provide help to friends/relatives aged 15 or more in need of care because they are sick/elderly/incapacitated/disabled. Other examples of caring tasks for friends/relatives aged 15 or more include personal care (e.g. dressing, washing), physical help (e.g. walking), helping with paper work or financial matters, domestic help (housework, laundry) and company.

Care provided as a professional care minder, as voluntary work or pure financial support are excluded.

The term ‘regularly’ is defined as on a fixed pattern (every day, every week…) and frequently (not only occasionally, such as once in three months).

Individuals taken care of can live inside or outside the household.

Respondents who receive allowances to take care of disabled relatives should be considered as carers.

May I just check, do you, or your partner, have a child aged 14 or under living in the household?

1. Yes
2. No

General
This question is asked of everybody aged 16-64.

ASK OR RECORD (to avoid annoying respondents if information is known. Please ask if at all unsure).

Guidance
Include children aged 14 and only those that reside in the household.

This question refers to the respondent’s OWN children.

Adopted children should be considered as the respondent’s own children.

Foster children should not be considered as the respondents own children.

**Please note** that questions CHILD14, CHLDCAA, CHLDCAB, and CHLDAGE may already have values in, or appear to be blank, depending on the person number of the respondents, if they have a partner, and the order in which they are interviewed. This is due to the fact that if we are interviewing a couple in the same household, the answers for these questions will be the same for each couple. Therefore, if the
respondent being interviewed is the partner of someone who has already answered these questions, their values will automatically appear, to avoid repetition.

In the case where there are blank values for a respondent, this is due to the fact that the order in which the interviews have taken place has changed since entering the person information at the beginning of the questionnaire. Values should appear later, once the respondent’s partner has been interviewed.

<table>
<thead>
<tr>
<th>CHLDCAA</th>
<th>EUROSTAT, W1</th>
</tr>
</thead>
<tbody>
<tr>
<td>FRED (1)</td>
<td></td>
</tr>
<tr>
<td>Do you use childcare services for the youngest child in the household? (Please exclude any care services that you use only during school holidays).</td>
<td></td>
</tr>
<tr>
<td>1. Yes</td>
<td></td>
</tr>
<tr>
<td>2. No</td>
<td></td>
</tr>
</tbody>
</table>

**General**

This question applies for respondents who have a child under the age of 14 (CHILD14=1).

**Guidance**

Childcare services include paid childminders and pre-school (including free pre-school), crèche, day care centres, organised family care, after school centres, afternoon school services, paid carers. Also include childcare services subsided by state/employer.

Exclude compulsory school and any sports clubs and language courses. Also exclude situations where partners/relatives/neighbours/friends (unpaid) care for the child.

**Please note** that questions CHILD14, CHLDCAA, CHILDCAB, and CHLDAGE may already have values in, or appear to be blank, depending on the person number of the respondents, if they have a partner, and the order in which they are interviewed. This is due to the fact that if we are interviewing a couple in the same household, the answers for these questions will be the same for each couple. Therefore, if the respondent being interviewed is the partner of someone who has already answered these questions, their values will automatically appear, to avoid repetition.

In the case where there are blank values for a respondent, this is due to the fact that the order in which the interviews have taken place has changed since entering the person information at the beginning of the questionnaire. Values should appear later, once the respondent’s partner has been interviewed.
And for how many hours per week?
Prompt as necessary:

1. up to 10 hours per week
2. more than 10 hours and up to 20 hours per week
3. more than 20 hours and up to 30 hours per week
4. more than 30 hours and up to 40 hours per week
5. more than 40 hours per week.

General
Applies if respondent uses childcare services for the youngest child in the household (CHILDCAA=1).

Guidance
ALL childcare services should be considered here, not just the main one.

CHILDCAB refers to the standard situation outside of any holidays or other particular arrangements (e.g. emergency arrangements due to a sick child or other problems).

**Please note** that questions CHILD14, CHILDCAA, CHILDCAB, and CHLDAGE may already have values in, or appear to be blank, depending on the person number of the respondents, if they have a partner, and the order in which they are interviewed. This is due to the fact that if we are interviewing a couple in the same household, the answers for these questions will be the same for each couple. Therefore, if the respondent being interviewed is the partner of someone who has already answered these questions, their values will automatically appear, to avoid repetition.

In the case where there are blank values for a respondent, this is due to the fact that the order in which the interviews have taken place has changed since entering the person information at the beginning of the questionnaire. Values should appear later, once the respondent’s partner has been interviewed.

Is the reason why you are not currently working because suitable or affordable care facilities are not available?

1. Yes
2. No

General
Applies if respondent does not work and cares for child or ill/elderly individuals or has a child 14 years of age and under [[WRKING=2] and (JBAWAY=2) and (OwnBus=2) and (RelBus=2)] and [((RegCarA=Yes) or (RegCarB=Yes)) or (CHILD14=1)].

Guidance
IMPFAX aims to measure the extent to which limited access to care services is an obstacle to participation in the labour market.

Care includes all care responsibilities for own/partner’s or other children (up to the age of 14) living inside or outside the household.

Care as a job or as a volunteer is excluded.

‘Suitability’ means the minimum standards of quality that the person requests from a care service.

‘Affordability’ means not too expensive.
FRED (1)
And is this because...

1. suitable care services for children are not available or affordable,
2. suitable care services for ill, disabled or elderly individuals are not available or affordable, or
3. suitable care services for both children and ill, disabled or elderly individuals are not available or affordable
4. none of the above?

General
Applies if suitable or affordable care facilities are not available or affordable (IMPFAX=1).

Guidance
IMPFAY aims to measure the extent to which the limited access to care services is an obstacle to working full time.

Care includes all care responsibilities for own/partner’s or other children (up to the age of 14) living inside or outside the household.

Care as a job or as a volunteer is excluded.

‘Suitable’ means the minimum standards of quality that the person requests from a care service.

‘Affordable’ means not too expensive.

‘Available’ means at a reasonable distance, taking into account also the means of transport, and whether the service is currently open/available for use by the respondent. E.g. if the care services are full, they are not available. The same is true for inconvenient daily opening hours.

FRED (1)
What is the main reason related to childcare for you not working or working part-time?
Prompt as necessary:

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

General
Applies if (IMPFAY=1 OR IMPFAY=3) OR (PTNCre7=1).

Guidance
The aim of NOWRCH is to know what the main constrains on childcare services are: the lack of childcare services at all, the costs, or the quality. The answer will depend on the situation and the point of view of the person.

Childcare services include paid childminders and pre-school (including free pre-school), crèche, day care centres, organised family care, after school centre, afternoon school services, paid carers. Also include childcare services subsided by state/employer.

The main reason is asked for; therefore the respondent has to choose only the main one if many apply. The main reason should also be interpreted as the main current reason.
Code 1:
This code should be used when the care is not available as needed. This means that there are no childcare services available for the children in the area (accessible) at all (including available services being too far away).

OR no childcare service available (no place available/full…)
OR not enough care services for children who need more time in care (e.g. a child is cared for in the morning but a lack of care services in the afternoon)
OR the opening hours are in general not convenient.

This code should therefore also be used if childcare services are available at normal times, e.g. approximately from 07:00 to 19:00, but care would be needed at special times, that is to say before 07:00 in the morning or after 19:00 in the evening, during the weekend or during school holidays.

Code 2:
A person who is not working and who might expect a salary which is not high enough compared to the cost of the care should be coded here

Code 3:
“Quality not sufficient” from the person’s point of view includes educational contents not sufficient, too many children and not enough carers, or person not confident (does not trust). Should also be used in case of lack of suitable childcare services for children (up to 14) with special needs.

Code 4:
This is a residual category and it applies only when the conditions in the cases 1-3 do not apply.

NOWRCA

EUROSTAT, W1

FRED (1)
What is the main reason related to the care of other individuals, for you not working or working part-time?
Prompt as necessary:

1. No care services 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

General
Applies if (IMPFAY=2 OR IMPFAY=3) OR (PTNCre7=2).

Guidance
The aim of NOWRCA is to know which the main constraints on care services for the ill, disabled and elderly are: the lack of care services at all, the cost, or the quality. The answer will depend on the situation and point of view of the person.

In the term “care services”, paid carers are included. Care services include care services at home and/or care in an institution, also including institutions where persons can go only during the day.

The main reason is asked for. Even if there is a combination of reasons (e.g. quality not sufficient and cost too high), the person has to choose the main one. If it is impossible to choose, the first code that applies in the order of the list should be recorded. The main reason should be interpreted as the main current reason.

Code 1:
This code should be used when the care is not available as needed. This means that there are no care services for the person at all (including available services being too far away) OR no care service available (no place available/full) OR not enough care (need of a prolongation of the care service) OR the opening hours are in general not convenient. This code should therefore also be used if care services are available at normal times, e.g. approximately from 07:00 to 19:00, but the care would be needed at special times, that is to say before 07:00 in the morning or after 19:00 in the evening, during the weekend, during holidays or 24 hours a day.
Code 2:
Too expensive for the person helped OR for the person who helps. A person who could expect a salary which is not high enough compared to the cost of the care he/she would have to support should be coded here (the salary can be higher than the cost of the care but not high enough to encourage the person to work).

Code 3:
“Quality not sufficient” from the interviewed person’s point of view OR from the helped person’s point of view.

Code 4:
This is a residual category and it applies only when the conditions in the cases 1-3 do not apply.

VARHRA
EUROSTAT, W1

FRED (1)
The following short section deals with working time arrangements and family life. Are the days and hours you work decided by...

1. your employer,
2. yourself, or
3. yourself and your employer?

General
Applies if aged 16-64 AND if STAT=1.

Guidance
The purpose of this question is to determine who decides the respondent’s working days and hours.

VARHRB
EUROSTAT, W1

FRED (1)
Which of the following best describes your working time arrangements

1. flexitime
2. a fixed number of daily hours but with some flexibility within the day
3. you determine your own work schedule, with no formal boundaries at all
4. none of these?

General
This question applies if the respondent is an employee and has a degree of control over their own work schedule (STAT=1 AND VARHRA is not equal to 1).

Guidance
The variable VARHRB measures the flexibility of the working time arrangements of employees.

The focus of VARHRB is on the respondent’s view regarding the actual (not contractual) situation.

For cases where the employee has the possibility to decide the work schedule, the most relevant schemes are distinguished.

The general situation (outside particular periods of urgent work) should be considered.

Persons on maternity leave should give the answer with respect to the job they had before child-birth and to which they will return in the future.
Flexitime/working time banking is a system of accumulation and settlement of debit and credit hours around a standard number of weekly or monthly working hours. Over a longer period, the average number of working hours is equal to the number of contractually agreed working hours. Working time banking should not be interpreted as an arrangement of total autonomy when to start and finish work.

**POSTND**

<table>
<thead>
<tr>
<th>FRED (1)</th>
<th>EUROSTAT, W1</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>If you need to vary the start or end of your working day for family reasons (by at least one hour) is it...</strong></td>
<td></td>
</tr>
<tr>
<td>1. generally possible</td>
<td></td>
</tr>
<tr>
<td>2. rarely possible, or</td>
<td></td>
</tr>
<tr>
<td>3. not at all possible?</td>
<td></td>
</tr>
</tbody>
</table>

**General**

This question applies if (VARHRA=1) OR (VARHRB=2 or VARHRB=4).
The aim of POSTND is to evaluate the actual degree of flexibility of the job in terms of reconciliation with family life as a usual and exceptional mean. POSTND focuses on the possible variation of the start and/or end of a working day by at least one hour.

**Guidance**

Formal or informal working arrangements should be taken into account. “For family reasons” also includes care for children and dependents. Hours taken off are normally made up later/earlier. But they are not always necessarily compensated in terms of hours done; the fact that the job is done is enough and this should be included.

**Code 1:**
The person can generally start later and/or finish earlier for family reasons (outside particular periods of urgent work...).

**Code 2:**
The person can start later and/or finish earlier for family reasons, but rarely and not generally. This covers cases of emergencies.

**Code 3:**
The person cannot start later and/or finish earlier for family reasons. Respondents for whom this question is not relevant because of their special workplace, e.g. oil-platform workers, should also be coded here.

**POSGWT**

<table>
<thead>
<tr>
<th>FRED (1)</th>
<th>EUROSTAT, W1</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>If you wish to arrange your working time in order to take whole days off for family reasons (without using holidays) is it...</strong></td>
<td></td>
</tr>
<tr>
<td>1. generally possible</td>
<td></td>
</tr>
<tr>
<td>2. rarely possible, or</td>
<td></td>
</tr>
<tr>
<td>3. not at all possible?</td>
<td></td>
</tr>
</tbody>
</table>

**General**

This question applies if respondent is aged 16-64 AND STAT=1.
The aim of POSGWT is to evaluate the actual degree of flexibility of the job in terms of reconciliation with family life as a usual and exceptional mean.
Guidance

Formal or informal working arrangements should be taken into account.

“Organise working time in order to take whole days off” includes working time banking with the possibility of taking whole days off, persons who have free working time and who can be absent from work for a day without any special arrangement. The person plans to arrange their working time in order to take whole days off (e.g. plans to accumulate the hours beforehand or after, changes shifts…).

“For family reasons” also includes to care for children and dependants.

“To take whole days off” means without using holidays.

Days taken off are normally made up later/earlier. But they are not always necessarily compensated in terms of hours/days done; the fact that the job is done is enough and this should be included.

It is not relevant whether the days taken off are paid or unpaid – only the question of whether it is possible to take days off is addressed.

Code 1:
The person can generally organise their working time in order to take whole days off for family reasons (outside particular periods of urgent work, even if a limit for the number of days exists). Persons who generally have the option to organise their working time in order to take whole days off should be coded 1 because they can particularly do it for family reasons.

Code 2:
The person can organise the working time in order to take whole days off for family reasons, but rarely and not generally. This covers cases of emergencies.

Code 3:
This code applies to persons who can not organise their working time in order to take whole days off, e.g. teachers.

CHILD8  EUROSTAT, W1

FRED (1)
Ask or record

May I just check, do you, or your partner, have a child aged 8 or under living in the household?

1. Yes
2. No

General
Applies if the respondent has a child aged 14 or under (CHILD14=1).
ASK OR RECORD (to avoid annoying respondents if information is known. Please ask if at all unsure).

Guidance
Include children aged 8 and only those that reside in the household.

This question refers to the respondents’ OWN children living in the household.

Adopted children should be considered as the respondent’s own children.

Foster children should not be considered as the respondents own children.
**CHLDAGE**

**Ask or record**

And how old is the youngest child?

Interviewer to enter number of years rounded

0-8

**General**

Applies if the respondent has a child age 8 or under (CHILD8=1).

**ASK OR RECORD** (to avoid annoying respondents if information is known. Please ask if at all unsure).

**Guidance**

Please enter age of the youngest child.

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**REDWORK**

**FRED (1)**

Did you reduce your working hours, for at least one month, to take care of the youngest child (excluding maternity and paternity leave)?

1. Yes
2. No

**General**

This should be asked of those aged 16-64 if they have a child aged 8 or under and are either working or have ever worked within a certain time frame [(CHILD8=1) and ((WRKING=1) or (EVERWK=1) and \(\text{YEAR(PREFDATE)}-\text{LEFTYR}\) less than or equal to (CHLDA GE+1))]

The variable REDWORK aims at providing the number of persons who reduced their working time after the birth of the youngest child. The reference period is any period of at least one month after the paternity or maternity leave.

**Guidance**

One month can also be defined as 4 consecutive weeks.

REDWORK concerns persons who regularly reduced their working time after the birth of the youngest child and

- worked less by taking either one or more full day(s) per week or some hours per day/week off to take care of this child, for at least one month (or are currently doing so) – excluding standard holidays or flexitime systems (balance of overtime)
- are still working part-time. They started to do this in order to look after their youngest child in the past and they never went back to a full-time job afterwards.

"Reduction" in this sense excludes reducing the hours worked per week to 0, i.e. not working at all.
**STOPWORK**

**FRED (1)**

Did you stop working, for at least one month, to take care of the youngest child (excluding maternity and paternity leave)?

1. Yes
2. No

**General**

This should be asked of those aged 16-64 and if they have a child aged 8 or under and either working or have ever worked within a certain time frame \([(\text{CHILD}=1) \text{ and } ((\text{WRKING}=1) \text{ or } (\text{EVERWK}=1 \text{ and } \text{YEAR(PREFDATE)}-\text{LEFTYR}) \leq (\text{CHLDA GE}+1))]\).

The variable STOPWORK aims at providing information on career breaks after the birth of the youngest child. The reference period is any period of at least one month after the paternity or maternity leave. It covers all arrangements chosen by the employee, both paid and unpaid.

**STOPWKB**

**FRED (1)**

And for how long did you stop working?

Prompt as necessary:

1. for a period of up to 3 months
2. for more than 3 months and up to 6 months
3. for more than 6 months and up to 1 year
4. for more than 1 year
5. leave is still ongoing

**General**

Applies if STOPWORK=1.

**Guidance**

The variable STOPWKB aims at providing information on career breaks after the birth of the youngest child. It covers all arrangements chosen by the employee, both paid and unpaid.

One month can also be defined as 4 consecutive weeks.

STOPWKB concerns persons who changed their working pattern after the birth of the youngest child; they stopped working for at least one month (or are currently doing so) to take care of this child – excluding standard holidays or flexitime systems (balance of overtime) – and

- returned / intend to return to work afterwards
  or
- did not return / do not intend to return to work afterwards.

Persons who left their job (with or without fixed duration) and who stopped working or looking for a job in order to look after the youngest child are included.

The interruption should be relatively significant, i.e. for at least one month in a block (exceptional cases do not need to be surveyed). Interruptions of less than one month, standard holidays or flexitime systems (balance of overtime) are excluded if these are the only arrangements used.

However, the codes would cover persons who took at least one month, combining arrangements such as e.g. parental leave with standard holidays or flexitime systems (balance of overtime).

In case several interruptions of more than one month exist, the length of the longest interruption should generally be provided as an indicator for the degree of job attachment. Alternatively, if the respondent considers the total duration of all spells of this kind as giving a clearer picture of his/her situation, the total duration of all spells can be provided. This should be an exceptional case and only be used if the
respondent is actively expressing his/her doubts whether the length of the longest interruption is an appropriate indicator.

The person may have returned (or intend to return) to work afterwards or not. This includes dismissal or refusal of renewal of a fixed term contract by the employee in order to look after the youngest child (with or without search for another job afterwards). It excludes contracts ended by the employer.

For a person who stopped working to take care of the youngest child for a certain period, but could not find a job again immediately after, only the original period of stopping work should be considered as this is the one linked to the care decision.

The long reference period (child up to the 8th birthday living in the household) allows covering parental leave rights; replies are therefore not only expected from persons currently working, but also from persons unemployed or inactive who worked in the past.

In case of multiple jobs, all jobs would be concerned by the interruption, i.e. the interruption would happen in all jobs.

The exact duration of the interruption is not asked of persons who have not returned to work yet, as they might not know the termination date of the break yet.

Note: Stopping of work caused by temporary care absence should be included if this happened for at least one month in a block in line with the definitions and clarifications above. It is not relevant whether the care absence is paid or unpaid. The only arrangements definitely excluded in STOPWKB are standard holidays and flexitime compensation.

### PARLEAVE

<table>
<thead>
<tr>
<th>FRED (1)</th>
<th>Did you take full-time parental leave (excluding maternity and paternity leave), of at least one month, to take care of the youngest child?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Yes</td>
<td></td>
</tr>
<tr>
<td>2. No</td>
<td></td>
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</tbody>
</table>

### General

This question applies to respondents who are aged 16-64 and have a child aged 8 or under (CHILD8=1). The aim of PARLEAVE is to identify the take-up rate of full-time parental leave to care for children for men and women.

### Guidance

The definition of Parental leave is:

- The leave is taken in addition to maternity leave or paternity leave to take care of children
- It is available until the age of 8 (i.e. up to the 8th birthday; a child is excluded as soon as he/she is 8) for both natural and adopted children; it excludes leave taken for the care of adults
- Depending on Member State/employer, it can be taken full-time/part-time/piecemeal way/time credit system
- It is an individual right for both parents and thus in principal granted on a non-transferable basis
- It can be postponed by employers for justifiable reasons
- Entitlements may be subject to a period of work qualification and/or length of service which shall not exceed one year
- For workers: At the end of parental leave, workers shall have the right to return to the same job or, if that is not possible, to an equivalent or similar job consistent with their employment contract or employment relationship.
PARLEB           EUROSTAT, W1

FRED (1)
And for how long was that?
Prompt as necessary:

1. for a period of up to 3 months
2. for more than 3 months and up to 6 months
3. for more than 6 months and up to 1 year
4. for more than 1 year
5. leave is still ongoing

General
This question applies if PARLEAVE=1.
The aim of PARLEB is to analyse the length of the full-time parental leave taken.

Guidance
The duration of the full-time parental leave should be relatively significant, i.e. at least one month in a block. Interruptions of less than one month, standard holidays or flexitime systems (balance of overtime) are excluded if these are the only arrangements used.

However, the codes would cover persons who took at least one month, combining full-time parental leave with other arrangements, e.g. standard holidays or flexitime systems (balance of overtime), as it might be difficult for the respondent to distinguish all different concepts and periods exactly.

In case several parental leave periods of more than one month exist, in general the length of the longest period should be provided. However, the total duration of all periods of this kind can be provided if this gives a clearer picture of the respondent’s situation.

In case of multiple jobs, the parental leave might concern one job only.

The exact duration of the parental leave is not asked from persons who are still on full-time parental leave, as they might not know the date of its termination yet.