



EUROPEAN COMMISSION
EUROSTAT

Directorate D: Single market, Employment and Social statistics
Unit D-1: Labour market



Doc. D1/EMPL/38/2003

**Explanatory notes for LFS 2005 ad hoc module on
reconciliation between work and family life**

1- Political orientations for the preparation of the LFS module 2005

The EU gender policy objectives on employment indicated in the 2002 Employment Guidelines adopted by the Council on 18 February 2002 are the following:

- Mainstreaming gender equality
- Tackling gender gaps
- Enabling women and men to reconcile work and family life

The objectives under the guideline Reconciling work and family life are:

- Adopting family-friendly policies (including care services and parental and other leave schemes)
- Increasing the availability of care services for children and other dependants (setting a national target)
- Facilitate the return of women and men to the paid workforce after an absence (e.g. facilitate access to training and upgrading of skills)

The preamble of the Guidelines also indicate that career breaks, part-time work and flexible working arrangements are of particular importance for women and men reconciling work and family life and that an equal sharing of family responsibilities is crucial in this aspect.

There are similar requirements in the 2003 Employment Guidelines adopted by the Council on 22 July 2003 with the specific guideline on "Gender equality".

Reconciliation is also a key element in the common objectives of the Social Inclusion Process¹ which was launched at the Lisbon European Council. Under objective 1.1, Member States are invited "to promote access to stable and quality employment for all women and men who are capable of working, in particular ... by developing policies to promote the reconciliation of work and family life, including the issue of child and dependant care..."

The Joint report on "Increasing labour market participation and active ageing"² shows that family and care responsibilities are the first reason for inactivity of women aged 25-54. It recommends in particular developing childcare services (accessibility, affordability and quality) and enhancing efficiency of elderly care facilities and improving their linkage with social policy in general.

These policy needs have been underlined on subsequent occasions:

- the Madrid European Council (15-16 December 1995), requested an annual review of the implementation in the Member States of the Beijing Platform of Action (including child care services as a means to reconcile work and family and fight against poverty);
- on 2 December 1998, the Council agreed that the annual assessment of the implementation of the Beijing Platform of Action would include a proposal on a simple set of quantitative and qualitative indicators and benchmarks;

¹ OJ C 82 of 13-03-2001

² COM (2002) 9 final

- on 22 October 1999, the Council adopted conclusions which confirmed that “reconciliation of work and family life” would be one of the themes of the next review of the implementation of the Beijing Platform of Action by the Council of the European Union;
- The **Lisbon European Council** of 23-24 March 2000 recognised that it was important to further all aspects of equal opportunities, in particular by setting a new benchmark for improving child care provision;
- The **French Presidency** addressed the theme of the relationship between family life and working life with a study by questionnaire on the implementation by the Member States of the European Union and the European Institutions of the Beijing Platform of Action (23 October 2000), trying to build a set of indicators most pertinent to establishing the needs of reconciling family life and working life (one indicator on childcare services and one on care for other dependants). They regarded devising these indicators and following them up in subsequent years as a vital part of improving policies in support of the family life/working life relationship and gender equality;
- The Presidency conclusions of the **Stockholm European Council** (23-24 March 2001) pose as priority full employment and more and better jobs. Recognise that increasing employment rates demands active employment policies and invites the Council and the Commission to develop indicators on the provision of care facilities for children and other dependants and on family benefit systems by 2002.
- The Presidency conclusions of the **Barcelona European Council** (16-17 March 2002) state, that MS should remove disincentives for female labour force participation and strive, in line with national patterns of provision, to provide childcare by 2010 to at least 90% of children between 3 years and mandatory school age and at least 33% of children under 3 years of age.

2- Focus of the LFS module 2005

According to the policy needs and taking into account the constraint of 11 variables for the module, the aims and the structure of the module are the following :

- **The first aim** is to establish how far persons participate in the labour force as they would wish, and where they are unable to do so, whether the reasons are connected with a lack of suitable care services for children and dependant persons :

- 1/ identification of care responsibilities (children and dependants)
- 2/ analyse of the consequences on labour participation taking into account the choice/constraint dimension
- 3/ in case of constraint, identification of the ones linked with the lack or unsuitability of care services

The constraint during holiday periods is also taken into account.

- **The second aim** is to analyse the degree of flexibility offered at work in terms of reconciliation with family life.

- **The third aim** is to estimate how far leave of absence is taken (as specified in Council Directive 96/34/EC of 3.6.1996, OJ L145) :

* parental leave to care for children and the main reason for not taking parental leave

* time off from work in case of “Force majeure”

The aims of the module ARE NOT to :

- analyse in detail how children and dependant persons are cared for (see SILC for childcare)

- analyse in detail the sharing of tasks inside the household (see Time use surveys)

3- Elaboration of the variables for the LFS module 2005

Three task force meetings were organised in order to build a finalised draft of variables for the LFS module 2005. The task force was composed of eight countries : DE, FR, IT, ES, PT, FI, SE, UK.

4- Description of the variables for the LFS module 2005

Target population : persons aged 15-64 years old (**16-64 for ES, UK**).

Global instruction : if the countries have a special code “does not know”, these answers will be coded blank.

C237 : Main type of childcare used for own/spouse’s children up to 14 while person is working (apart from compulsory school; normal week omitting school holidays and emergency arrangements)

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

2- Partner who is living in the household

3- Relatives/neighbours/friends (unpaid)

4- No childcare used

9- Not applicable (not included in the filter)

blank- No answer

Filters

- Everybody aged 15-64 with at least one own/spouse’s child up to 14 living in the household and C24=1,2

- Children aged 14 years old should be included.

Objective

The aim is not to know precisely how the children are cared for. The objective is to know what allows mainly the person to work, in other words, the main childcare used for children up to 14 while person is working. Is it a childcare service ? Is it a relative ? Is it the partner ? The labour status from the LFS will give us information on the existence/condition of the work for both partners. This variable could be also analysed by gender, taking into account the age of the children, the number of children and the type of household (couple, single parent, ...).

Instructions for the survey or for the coding

- “While person is working” = during his/her working hours.

- The reference period is a current and normal week outside :

* holidays (parents, children, services, ...)

* other particular arrangements (sick child or other problems).

If the person can not decide because childcare changes from one week to another, the reference period should be the reference week if not distorted or the first week before the reference week that is not distorted.

- Children concerned : own (including adopted) or spouse/partner up to 14 living in the same household that the person interviewed. Children aged 14 years old should be included.

- Main organisation outside compulsory school hours if only school-going children. Besides, as existence and definition of pre-school vary from one country to another, pre-school is coded in the same code as childcare services (including free pre-school).

- Childcare services : creche, day care centre, organised family care (e.g. family creches, home-based care by childminders affiliated to a child minding service), after school centre, paid carers, ... Paid childcare is included. Childcare services subsidised by state/employers are also included.

- As sometimes persons are using several childcare arrangements for a child or different childcare arrangements from one child to another, the carer (codes 1 to 3) who spends the highest number of hours/week caring for one or several children should be coded. If it is impossible to choose, the first code that applies in the order of the list should be recorded.

- Code 3- “Relatives/neighbours/friends (unpaid)” : including grandparents, father/mother living outside the household, ... These persons can live inside or outside the household.

- Code 4 : if the children up to 14 always take care of themselves/each other OR if person works at home/cares for the child at the work place OR if no childcare is used at all (e.g. compulsory school hours correspond to working hours).

Note : rigorously, if a sister/brother aged more than 14 takes care of the children up to 14, the sister/brother is considered as a relative and should be coded 3.

- Particular cases : if the person says that he/she can not answer because he/she is currently temporary absent from work (e.g. maternity/paternity leave, parental leave, ...) or has work exceptionally during the reference week but has no usual work, this person should be coded blank.

C238 : Person takes regularly care of other children up to 14 or of ill, disabled, elderly relatives/friends aged 15 or more in need of care

1- Yes, of other children up to 14

2- Yes, of relatives/friends aged 15 or more in need of care

3- Yes, of other children up to 14 and of relatives/friends aged 15 or more in need of care

4- No

9- Not applicable (person aged less than 15 or more than 64)

blank- No answer

Filters

Everybody aged 15-64

Objective

The aim is to identify all care responsibilities undertaken by the person interviewed to the extent that all care responsibilities are susceptible to remain an obstacle for the labour participation of the person.

Instructions for the survey or for the coding

- « Caring, care, carer » : the variable focuses on the carers and not on the persons who are cared for (employment perspective linked with care responsibilities). Carers are defined as people who look after or provide regular help -on a fixed pattern- to children or to friends/relatives in need of care because sick/elderly/incapacitated/disabled (help, assistance, support, surveillance). The carer has to be responsible for the care.

Examples of caring tasks for other children up to 14 : personal care, homework, playing games, reading, taking out, surveillance

Examples of caring tasks for friends/relatives in need of care aged 15 or more : personal care (e.g. dressing, washing) ; physical help (e.g. walking) ; helping with paperwork or financial matters ; domestic help (e.g. housework, laundry) ; company, talking, visiting

- “Other children” correspond to other than (own/spouse’s children living in the household) that is to say to :

* own/spouse’s children living outside the household

* other children (not own/spouse’s) living inside or outside the household

Children aged 14 years old should be included.

- The dependant adults helped can live inside or outside the household.

- “Regularly” is defined as on a fixed pattern (every day, every week, ...). The reference period is the current situation.

- If the care consists only of financial support or if the care is a volunteer work for a charity or for an other organisation, then it should not be considered as care.

- Care as a job should be excluded (it means that care done in a professional capacity is excluded)

- Persons who receive allowances to take care of disabled relatives should be considered as carers (codes 2 or 3).

- For children up to 14 who have a handicap, a disability or a health problem : they are considered as “children” (code 1, or 3 if also care of dependant adults).

- Care for children aged 15 or more who are not ill/disabled is out of the scope of this variable.

C239 : Wish to change the organisation of his/her working life and his/her care responsibilities

- 1- No
- 2- Wish to work or to work more (and reduce caring time)
- 3- Wish to work less to have more time for caring
- 9- Not applicable (not included in the filter)
- blank- No answer

Filters

Everybody aged 15-64 and ((has at least one own/spouse's child up to 14 living in the household) or (C238=1, 2, 3))

Objective

The reconciliation between work and family can be to work more for persons who wish to and who wish then to reconcile a work with their family life. But it could be also to work less if they wish to spend more time with the persons cared for and then it is a way to reconcile their family life with their job. The aim here is to know the wish of the carers in terms of work and care and in particular, if they wish to balance more work and care (measure of the balance).

Instructions for the survey or for the coding

- "Care responsibilities" include care for children and care for ill/disabled/elderly relatives/friends (see C237 and C238)
- We want to know the current wish of the person independently of the constraints (e.g. even if she/he can not work because of lack of childcare services or other constraints). Therefore, what we are interested in is : would the person wish to change the organisation of his/her working life and his/her care responsibilities ?
- Particular cases : if person says that she/he wishes to work more and care more OR that she/he wishes to work less and care less, then code 1 (No) should be used.
- Code 3 includes "wish not to work at all in order to have more time for caring".

C240 : Main reason (linked with childcare) for not working or not working more

- 1- Lack of childcare services during the day
- 2- Lack of childcare services at special times
- 3- Lack of childcare services during the day or at special times
- 4- Childcare services are too expensive
- 5- Available childcare services are not of sufficient quality
- 6- Other reason not linked with the lack of suitable childcare services
- 9- Not applicable (not included in the filter)
- blank- No answer

Filters

C239=2 and ((has at least one own/spouse's child up to 14 living in the household) or (C238=1, 3))

Objective

The first aim is to know if carers of children (including parents) who wish to work more do not do so because of constraints on childcare services (codes 1 to 5).

The second aim is to know which are the constraints on childcare services : mainly, is it the lack of childcare services ? is it the cost ? is it the quality ? It will refer to the point of view of the person.

Instructions for the survey or for the coding

- Childcare services : creche, day care centre, organised family care (e.g. family creches, home-based care by childminders affiliated to a child minding service), after school centre, paid carers, ... Paid childcare is included. Childcare services subsidised by state/employers are also included.

- The main reason should be interpreted as the main current reason. For example, if a mother quit a job because of the lack of childcare services 2 years ago and if now, she finds it too expensive in relation to the expected salary, then code 4.

- Code 1 : this code should be used when the care would be needed approximately from 7h00 to 19h00. Means that there is no childcare service for the children in the area (accessible) at all OR no childcare service available (no place available, ...) OR not enough care service for children who need more care (e.g. a child is cared for in the morning but lack of care services in the afternoon).

- Code 2 : this code should be used if the care would be needed at special times, that is to say approximately before 7h00 in the morning, at night, after 19h00 in the evening, during the weekend or during school holidays ...

- Code 3 : priority is given to codes 1 and 2. Code 3 should be used only if the person does not know the hours where the care would be needed (e.g. has no idea about the future working hours).

- Code 4 : 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 also coded here (the salary can be higher than the cost of the care but not high enough to encourage the person to work).

- Code 5 : « quality not sufficient » from the person's point of view includes educational contents not sufficient, too many children and not enough carers, person not confident (does not trust), ... Should also be used in case of lack of suitable childcare services for children with special needs (up to 14).

- 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.

- Code 6 : e.g. can not find a job, want the child to be cared for only by relatives but there is no relative who can do that, could work more if partner worked less, ...

C241 : During school holidays or when the usual childcare services are closed or when the carer is on holidays :

Person took days off or reduced the number of hours worked or took other special arrangements at work over the last 12 months to care for the children

- 1- No
- 2- Yes, because of lack of alternative childcare services during the day
- 3- Yes, because of lack of alternative childcare services at special times
- 4- Yes, because alternative childcare services too expensive
- 5- Yes, because alternative childcare services not of sufficient quality
- 6- Yes, always because of other reasons
- 9- Not applicable (not included in the filter)
- blank- No answer

Filters

Everybody aged 15-64 with at least one own/spouse's child up to 14 living in the household and C24=1,2

Objective

The difficulty to have children cared for during school holidays (including childcare services closed, ...) was stressed on many occasions (SILC Working Group, EMCO indicators group). Such a variable will allow us to get data on the lack of suitable childcare services during holiday periods.

Instructions for the survey or for the coding

- Childcare services : creche, day care centre, organised family care (e.g. family creches, home-based care by childminders affiliated to a child minding service), after school centre, paid carers, ... Paid childcare is included. Childcare services subsidised by state/employers are also included.
- "Alternative" = substitute to the usual childcare (services, relatives, ...). By definition, we are in the case where the usual childcare arrangements are not available because closed, caring persons on holidays, ...
- Codes 2 to 5 should be used if person had problems with alternative childcare services (at least once) during these periods. In between codes 2 to 5, the main problem should be recorded. If it is impossible for the person to choose between codes 2 to 5, the first code that applies in the order of the list (2 to 5) should be recorded.
- Code 6 should be used if person had no problem at all with alternative childcare services during these periods.
- Particular cases : if the person is coded 1 or 2 in C24 but had not worked over the last 12 months during these kinds of periods (e.g. maternity/paternity/parental leave, ...) or if there were no special periods for the person (e.g. has only one child going to day care centre and the day care centre was opened all over the last 12 months without any interruption), code 1 (No) should be used.

C242 : Main reason (linked with care of ill, disabled, elderly relatives/friends aged 15 or more in need of care) for not working or not working more

- 1- Lack of care services during the day
- 2- Lack of care services at special times
- 3- Lack of care services during the day or at special times
- 4- Care services are too expensive
- 5- Available care services are not of sufficient quality
- 6- Other reason not linked with the lack of suitable care services
- 9- Not applicable (not included in the filter)
- blank- No answer

Filters

C239=2 and (C238=2, 3)

Objective

The first aim is to know if carers of dependant adults who wish to work more do not do so because of constraint on care services (coded 1 to 5 ; lack or unsuitability of care services for dependant adults).

The second aim is to know which are the constraints on care services for dependant persons : mainly, is it the lack, the cost, the quality ? It will refer to the point of view of the person.

Instructions for the survey or for the coding

- In the term “care services”, paid carers are included. Care services includes care services at home and/or care in institution, also including institutions where persons can go only during the day.
- The main reason should be interpreted as the main current reason. For example, if the person quit a job because of the lack of care services 2 years ago and if now, the cost of an external care is too expensive for the person helped OR for her, then code 4.
- 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.
- Code 1 : this code should be used when the care would be needed approximately from 7h00 to 19h00. Means that there is no care service for the person at all OR no care service available (no place available, ...) OR not enough care (need of a prolongation of the care service).
- Code 2 : this code should be used if the care would be needed at special times that is to say approximately before 7h00 in the morning, at night, after 19h00 in the evening, during the week-end, during holidays, 24 hours/24 hours.
- Code 3 : priority is given to codes 1 and 2. Code 3 should be used only if the person does not know the hours where the care would be needed (e.g. has no idea about the future working hours).
- Code 4 : 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 5 : « quality not sufficient » from the person's interviewed point of view OR from the helped person's point of view. Includes persons not confident (do not trust), ...
- Code 6 : e.g. can not find a job, person helped does not want to be helped by someone else, ...

C243 : Possible to vary start or/and end of working day for family reasons (at least one hour)

- 1- Generally possible
- 2- Rarely possible
- 3- Not possible
- 9- Not applicable (not included in the filter)
- blank- No answer

Filters

Everybody aged 15-64 and C24=1, 2

Objective

The aim is to evaluate the degree of flexibility of the job in terms of reconciliation with family life as a usual and exceptional mean.

Instructions for the survey or for the coding

- Formal or informal working arrangements should be taken into account.
- 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 but rarely start later and/or finish earlier for family reasons.
- Codes 1 and 2 : the possibility exists without using special leave.
- "For family reasons" includes also care for children and dependants.
- Persons who have the general possibility to vary start or/and end of working day or a general possibility for working time banking should be coded 1 because they can do it in particular for family reasons when they want to.
- Hours taken off are normally made up later/earlier. But they are not always necessary compensated in terms of hours done : the fact that the job is done is enough and this should be included.

C244 : Possible to organise working time in order to take whole days off for family reasons (without using holidays and special leave)

- 1- Generally possible
- 2- Rarely possible
- 3- Not possible
- 9- Not applicable (not included in the filter)
- blank- No answer

Filters

Everybody aged 15-64 and C24=1, 2

Objective

The aim is to evaluate the degree of flexibility of the job in terms of reconciliation with family life as a usual and exceptional mean.

Instructions for the survey or for the coding

- Formal or informal working arrangements should be taken into account.
- “Organise working time in order to take whole days off” : it includes working time banking with the possibility to take whole days off, persons who have free working time who can be absent from work for a day without any special arrangement, The person plans to arrange the working time in order to take whole days off (e.g. plans to make the hours on beforehand or after, changes shifts, ...).
- Code 1 : the person can generally organise the 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).
- Code 2 : the person can but rarely organise the working time in order to take whole days off for family reasons.
- “For family reasons” includes also care for children and dependants.
- “To take whole days off” = without using holidays and special leave
- Persons who have the general possibility to organise working time in order to take whole days off should be coded 1 because they can do it in particular for family reasons.
- Days taken off are normally made up later/earlier. But they are not always necessary compensated in terms of hours/days done : the fact that the job is done is enough and this should be included.

C245 : Time off from work taken over the last 12 months for family sickness or emergencies (without using holidays)

- 1- No
- 2- Yes, “special leave” days remunerated
- 3- Yes, “special leave” days not at all remunerated
- 4- Yes, other arrangements always used
- 9- Not applicable (not included in the filter)
- blank- No answer

Filters

Everybody aged 15-64 and C24=1, 2

Objective

The aim is to analyse the case of “Force majeure” included in the Directive on parental leave (Council directive 96/34/EC of 3.6.1996, OJ L145).

Instructions for the survey or for the coding

- “Time off from work for family sickness or emergencies” includes the cases of sickness of child/relative (even not serious like a cold) or accident of a child/relative but also other family

emergencies (childminder ill or having own urgent reasons, nursery closed because of flu epidemic, house burning, ...). Most of the time, it refers to unplanned situations but it can also be planned in advance in some cases of sickness for example (e.g. operation of a family member, ...). Own sickness or accident are excluded.

- "Special leave" days are often provided in case of sick child or other family problems. They are remunerated in some countries, fully or partly. There is sometimes a limit in the number of days per year persons are allowed to take or they might be given examining each case/reason of absence. If the "special leave" days were fully or partly remunerated, code 2 should be used. Code 3 is only used if all "special leave" days taken were not at all remunerated.

- Code 4 : no "special leave" days were used but person used other arrangements (time banking, ...).

- Particular cases "not relevant" should be coded 1 (e.g. person on maternity/paternity/parental leave over the last 12 months, ...).

C246 : Parental leave (Council Directive 96/34/EC of 3.6.1996, OJ L145) taken over the last 12 months for own children living in the household

1- No

2- Yes, taken in one block full-time and remunerated

3- Yes, taken in one block full-time and not at all remunerated

4- Yes, taken in part-time and remunerated

5- Yes, taken in part-time and not at all remunerated

6- Yes, taken in another arrangement or combinations and remunerated

7- Yes, taken in another arrangement or combinations and not at all remunerated

9- Not applicable (person aged less than 15 or more than 64)

blank- No answer

Filters

Everybody aged 15-64

Objective

The aim of this variable (and the following) is to analyse the take up rate of parental leave to care for children for men and women (Council directive 96/34/EC of 3.6.1996, OJ L145). It gives also an indication on the fact that the leave was remunerated or not for those who took one and in which kind of arrangements it was taken.

Instructions for the survey or for the coding

- Definition of Parental leave as based on the minimum requirements stipulated in the Council Directive 96/34/EC :

- A leave in addition to maternity leave or paternity leave to take care of children
- Available until the age of 8 for both natural and adopted children - it excludes leave taken for the care of adults.
- It is a minimum of 3 months in length.
- 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.

Relevant national leaves will be selected by the countries according to the definition. Note that :

* the leave has to be an individual right for both parents regardless of their sex

* if the countries are doing more than the minimum requirements, these leaves have to be taken into account (e.g. if the leave can be taken after the age of 8, if the length is more than 3 months)

Note : The annexes I, II and III of the working document E1/EMPL/29/2003 for the September 2003 working group “Employment Statistics” gives information on the Council Directive 96/34/EC (list of implementing measures by country, Council Directive 96/34/EC, framework agreement on parental leave).

- As far as possible, the official national designations for parental leave should be presented to the interviewed person in order to avoid misunderstandings.

- The person has to be at least one day on parental leave for his/her own children (living inside the household) over the last 12 months to be considered as having been on parental leave, whatever the duration of the leave and whatever the leave was remunerated or not.

- If the person was on parental leave in part-time job, then she/he should be coded as having taken parental leave in part-time. Not all part-time jobs are parental leave.

- “Another arrangement” : peacemeals (e.g. parental leave taken during school holidays periods) or time credit system (e.g. days or hours off taken)

- “Combinations” of arrangements : means that the person had mixed the ways of taking parental leave over the last 12 months (e.g. had taken the parental leave in one block and then in part-time job over the last 12 months).

- Code 2 to 5 : should be understood as the parental leave was only taken that way over the last 12 months (e.g. code 2, parental leave was only taken in one block full-time and remunerated ; if mixed, then other codes should be used).

- “Remunerated” : the leave was remunerated. All remunerations of the leave are included that is to say :

* even if the leave was partially remunerated in relation to the salary over the last 12 months

* even if the leave was remunerated only for one part of the duration of leave over the last 12 months

* the remuneration of the leave could have been provided by the state or by the employer.

- Code “Not applicable” refers to persons not aged 15-64. For the countries who filter on the age of the children inside the household according to the national legal age of children for taking parental leave : the persons not asked should be coded 1 (No).

Note : the “maximum” legal age of the children to be allowed to take parental leave for them is often the one which corresponds to parental leave for adopted children.

More generally, for variables C246/247, the countries can filter the questions according to the national rules for parental leave. The excluded sub-populations shall be coded in the relevant categories.

C247 : Main reason for not having taken parental leave for own children living in the household over the last 12 months

- 1- Had no legal right to take parental leave
- 2- No remuneration or too low
- 3- Not enough flexibility in choice of the parental leave period
- 4- Negative effects on social security
- 5- Negative effects on the career/negative perception from the employer
- 6- Preference for work for other reasons than codes 2 to 5
- 7- Other reason
- 9- Not applicable (C246 not equal to 1)
- blank- No answer

Filters

C246=1

Objective

The aim is to know the main reason why persons did not take parental leave over the last 12 months.

Instructions for the survey or for the coding

- Code 1 : « had no legal right » means « according to the law = to the conditions of being able to be on parental leave in the country ». Most of the time, it will be linked with the age of the children, with the past working situation of the person interviewed and with the duration of parental leave already taken by the person. E.g. coded 1 : if person has no child living in the household, or has children who were too old to grant her/him parental leave over the last 12 months or if person had used all possible days of parental leave before the last 12 months.

Note : persons who had no possibility in terms of time to take parental leave over the last 12 months because is/was on maternity/paternity leave should be coded 1 (a special code for these cases makes no sense for a lot of countries where in these cases, the person has no right yet to take it or can not cumulate the leaves).

- If the person did not know if he/she had right to take parental leave over the last 12 months, it should be coded blank.

- Code 3 : e.g. parental leave in part-time job not possible, months of the leave can not be chosen

- It is the individual reason for not taking parental leave that should be recorded (the fact that the partner was still in maternity/paternity/parental leave is not an individual reason).

- For the countries who filter C246 on the age of the children in the household according to the national legal age of children for taking parental leave : the persons not asked should be coded 1 (No) in C246 and coded 1 (Had no legal right to take parental leave) in C247.

**Draft proposal for a questionnaire for the LFS 2005 ad hoc module on
reconciliation between work and family life**

As mentioned above, the draft proposal for a questionnaire and codifications could be improved by the comments of the countries. The countries are therefore invited to share their experience of developing the questions for the LFS module 2005 and to send their comments to Eurostat.

Given the fact that in the LFS face to face as well as telephone interviewing is applied, questions should be applicable in both situations so that, as far as possible, the two modes of interviewing will deliver comparable data. The proposal is therefore to break down the variables into questions gradually. The proposal should be adapted in case of proxy.

F1	FILTER 1																			
If person aged 15-64 (16-64 for ES and UK) → F2 Else → END																				
F2	FILTER 2																			
If person has at least one own/spouse's child up to 14 living in the household and 24=1, 2 → V1 If person has at least one own/spouse's child up to 14 living in the household and 24=3, 4, 5 → V21 Else → V22																				
<p><u>C237</u></p> <p>V1 We are going to talk about your children up to 14 living in your household, (including your own children and your spouse/partner's children).</p> <p>During an usual week³, who is mainly caring for your children up to 14 years old while you are working (outside compulsory school hours) ? (if impossible to choose the highest number of hours, code in the order of the list)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1. Childcare services (including paid childminders), pre-school</td> <td style="width: 10%; text-align: center;">1</td> <td style="width: 10%;"></td> </tr> <tr> <td>2. Partner who is living in the household</td> <td style="text-align: center;">2</td> <td></td> </tr> <tr> <td>3. Relatives/neighbours/friends (unpaid)</td> <td style="text-align: center;">3</td> <td></td> </tr> <tr> <td>4. No childcare used</td> <td style="text-align: center;">4</td> <td></td> </tr> <tr> <td>Blank- No answer</td> <td></td> <td></td> </tr> </table>			1. Childcare services (including paid childminders), pre-school	1		2. Partner who is living in the household	2		3. Relatives/neighbours/friends (unpaid)	3		4. No childcare used	4		Blank- No answer					
1. Childcare services (including paid childminders), pre-school	1																			
2. Partner who is living in the household	2																			
3. Relatives/neighbours/friends (unpaid)	3																			
4. No childcare used	4																			
Blank- No answer																				
<p><u>C238</u></p> <p>We are going to talk about your caring for children and ill, disabled or elderly persons. Care in a professional capacity should be left aside.</p> <p>V21 Apart from your own children (and your spouse's children) living in the household, do you regularly take care of other children up to 14 years old ?</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1. Yes</td> <td style="width: 10%; text-align: center;">1</td> <td style="width: 10%;"></td> </tr> <tr> <td>2. No</td> <td style="text-align: center;">2</td> <td></td> </tr> <tr> <td>Blank- No answer</td> <td></td> <td></td> </tr> </table> <p style="text-align: right; margin-right: 20px;">→ V23</p> <p>V22 Do you regularly take care of children up to 14 years old?</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1. Yes</td> <td style="width: 10%; text-align: center;">1</td> <td style="width: 10%;"></td> </tr> <tr> <td>2. No</td> <td style="text-align: center;">2</td> <td></td> </tr> <tr> <td>Blank- No answer</td> <td></td> <td></td> </tr> </table>			1. Yes	1		2. No	2		Blank- No answer			1. Yes	1		2. No	2		Blank- No answer		
1. Yes	1																			
2. No	2																			
Blank- No answer																				
1. Yes	1																			
2. No	2																			
Blank- No answer																				

³ If needed : "Let's consider a usual week omitting school holidays and emergency arrangements caused by sickness or other problems."

V23 Do you regularly take care of ill, disabled or elderly relatives or friends aged 15 or more in need of care ?

- 1. Yes
- 2. No
- Blank- No answer

	1
	2

F3 FILTER 3

If (person has at least one own/spouse's child up to 14 living in the household or V21=1 or V22=1 or V23=1) and 24=1, 2 → **V31**
 If (person has at least one own/spouse's child up to 14 living in the household or V21=1 or V22=1 or V23=1) and 24=3, 4, 5 → **V32**
 Else → **F6**

C239

V31 Would you wish to change the organisation of your working life and your care responsibilities ?

- 1. No
- 2. Yes, wish to work more and as a consequence to reduce caring time
- 3. Yes, wish to work less to have more time for caring
- Blank- No answer

	1
	2
	3

→ **F4**

V32 Would you wish to change the organisation of your working life and your care responsibilities ?

- 1. No
- 2. Yes, wish to work and as a consequence to reduce caring time
- Blank- No answer

	1
	2

F4 FILTER 4

If (V31=2 or V32=2) and (person has at least one own/spouse's child up to 14 living in the household or V21=1 or V22=1) → **V41**
 Else → **F5**

C240⁴

V41 Is the fact that you are not working (more) linked to the lack or the unsuitability (cost, quality) of childcare services/paid childminders ?

- 1. Yes
- 2. No
- Blank- No answer

	1
	2

→ **F5**
 → **F5**

V42 What is the main reason for not working (more) linked to the lack or the unsuitability of childcare services/paid childminders ? Is it mainly ...
(if impossible to choose the main reason, code in the order of the list)

- 1. Lack of childcare services/paid childminders
- 2. Childcare services/paid childminders are too expensive
- 3. Available childcare services/paid childminders are not of sufficient quality
- Blank- No answer

	1
	2
	3

→ **F5**
 → **F5**
 → **F5**

⁴ "working (more)" : "more" should be used when 24=1, 2

V43 When is there a lack of childcare services/paid childminders ? Is it mainly ...
(if impossible to choose, code in the order of the list)

- 1. During the day (week days approximately from 7 am to 7 pm)
- 2. At special times (week days before 7 am or after 7 pm, week-end, school holidays)
- 3. Does not know (has no idea about the future working hours)

	1
	2
	3

F5 FILTER 5

If (V31=2 or V32=2) and (V23=1) → **V61**
 Else → **F6**

C242

V61 Is the fact that you are not working (more) linked to the lack or the unsuitability (cost, quality) of care services/paid carers for ill, disabled, elderly adults?

- 1. Yes
- 2. No
- Blank- No answer

	1
	2

→ **F6**
 → **F6**

V62 What is the main reason for not working (more) linked to the lack or the unsuitability of care services/paid carers for ill, disabled, elderly adults? Is it mainly ...
(if impossible to choose the main reason, code in the order of the list)

- 1. Lack of care services/paid carers
- 2. Care services/paid carers are too expensive
- 3. Available care services/paid carers are not of sufficient quality
- Blank- No answer

	1
	2
	3

→ **F6**
 → **F6**
 → **F6**

V63 When is there a lack of care services/paid carers ? Is it mainly ...
(if impossible to choose, code in the order of the list)

- 1. During the day (week days approximately from 7 am to 7 pm)
- 2. At special times (week days before 7 am or after 7 pm, week-end, during holidays, 24 hours/24 hours)
- 3. Does not know (has no idea about the future working hours)

	1
	2
	3

C241

F6 FILTER 6

If person has at least one own/spouse's child up to 14 living in the household and 24=1, 2 → **V51**
 Else → **F7**

V51 Let's talk about childcare for your own children (and your spouse's children) living in the household during special periods : school holidays or when the usual childcare services are closed or when the carer is on holidays.

Over the last 12 months, during these periods did you take days off or reduce the number of hours worked or take other special arrangements at work to care for the children ?

- 1. Yes
- 2. No
- Blank- No answer

	1
	2

→ **F7**
 → **F7**

V52 Was it at least once because you could not find a suitable childcare service or a paid childminder to replace a usual childcare arrangement ?

- 1. Yes
- 2. No, you did so always because of other reasons
- Blank- No answer

	1
	2

→ F7
→ F7

V53 What was the main difficulty you met with childcare services or paid childminders during these periods ? Was it mainly ...

(if impossible to choose the main difficulty, code in the order of the list)

- 1. Lack of alternative childcare services during the day (week days approximately from 7 am to 7 pm)
- 2. Lack of alternative childcare services at special times (week days before 7 am or after 7 pm, week-end, school holidays)
- 3. Alternative childcare services too expensive
- 4. Alternative childcare services not of sufficient quality
- Blank- No answer

	1
	2
	3
	4

C243, C244, C245

F7 FILTER 7

If 24=1, 2 → V71
Else → F8

Let's talk about your job.

V71 Is it possible for you to vary start or/and end of the working day for family reasons by at least one hour ?

- 1. It is generally possible
- 2. It is rarely possible
- 3. It is not possible
- Blank- No answer

	1
	2
	3

V81 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 and special leave) ?

- 1. It is generally possible
- 2. It is rarely possible
- 3. It is not possible
- Blank- No answer

	1
	2
	3

V91 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) ?

- 1. Yes
- 2. No
- Blank- No answer

	1
	2

→ F8
→ F8

V92 Did you take at least once special leave days, especially provided in case of family sickness or emergencies (either remunerated or not) ?

- 1. Yes
- 2. No, other arrangements always used
- Blank- No answer

	1
	2

→ F8
→ F8

V93 Were these special leave days remunerated even partly ?

- 1. Yes
- 2. No, not at all remunerated
- Blank- No answer

	1
	2

C246

F8 FILTER 8

If person has at least one own child up to (legal maximum⁵ age to take parental leave in the country) living in the household → **V101**
 Else → **END**

Let's talk about parental leave (the term parental leave should be explained to the interviewed person according to the definition set in the explanatory notes and according to the national legal measures and designations).

V101 Over the last 12 months, did you take parental leave for your children living in your household (at least once on parental leave) ?

- 1. Yes
- 2. No
- Blank- no answer

	1
	2

→ **V104**
→ **END**

V102 Was the leave remunerated even partly over the last 12 months ?

- 1. Yes
- 2. No, not at all remunerated
- Blank- no answer

	1
	2

V103 How did you take it over the last 12 months ? Was it ...

- 1. In one block full-time
- 2. In part-time
- 3. In another arrangement or combinations of arrangements
- Blank- no answer

	1
	2
	3

→ **END**

C247

V104 Why didn't you take parental leave for your children living in your household over the last 12 months ? Was it mainly because ...

- 1. You had no legal right to take parental leave
- 2. No remuneration or too low
- 3. Not enough flexibility in choice of the parental leave period
- 4. Negative effects on social security
- 5. Negative effects on the career/negative perception from the employer
- 6. Preference for work (for other reasons than codes 2 to 5)
- 7. Other reason
- Blank- no answer

	1
	2
	3
	4
	5
	6
	7

→ **END**

⁵ NB : the "maximum" legal age of the children to be allowed to take parental leave for them is often the one which corresponds to parental leave for adopted children. As specified in the Commission Regulation, for C246/247, the countries can filter the questions according to the national rules for parental leave. The excluded sub-populations shall be coded in the relevant categories.

Codification in order to obtain the variables for the LFS module 2005

C237

Code	Codification of the questions
1	V1=1
2	V1=2
3	V1=3
4	V1=4
9	⁶ (Person aged less than 15 or more than 64) OR (person aged 15-64 and has no own/spouse's child up to 14 living in the household) OR (person aged 15-64 and has at least one own/spouse's child up to 14 living in the household and 24=3, 4, 5)
blank	Other case (no answer / does not know)

C238

Code	Codification of the questions
1	(V21=1 or V22=1) and V23=2, blank
2	(V23=1) and (V21=2, blank) and (V22=2, blank)
3	(V21=1 or V22=1) and V23=1
4	(V21=2 and V23=2) or (V22=2 and V23=2)
9	(Person aged less than 15 or more than 64)
blank	Other case (no answer / does not know)

C239

Code	Codification of the questions
1	(V31=1 or V32=1)
2	(V31=2 or V32=2)
3	V31=3
9	(Person aged less than 15 or more than 64) OR (person aged 15-64 and (has no own/spouse's child up to 14 living in the household) and (V21=2, blank and V22=2, blank and V23=2, blank))
blank	Other case (no answer / does not know)

C240

Code	Codification of the questions
1	V43=1
2	V43=2
3	V43=3
4	V42=2
5	V42=3
6	V41=2
9	(Person aged less than 15 or more than 64) OR (person aged 15-64 and V31=1, 3, blank and V32=1, blank) OR (person aged 15-64 and (V31=2 or V32=2) and (V21=2, blank and V22=2, blank and has no own/spouse's child up to 14 living in the household))
blank	Other case (no answer / does not know)

C241

Code	Codification of the questions
1	V51=2
2	V53=1
3	V53=2
4	V53=3
5	V53=4
6	V52=2
9	(Person aged less than 15 or more than 64) OR (person aged 15-64 and has no own/spouse's child up to 14 living in the household) OR (person aged 15-64 and has own/spouse's child up to 14 living in the household and 24=3, 4, 5)
blank	Other case (no answer / does not know)

C242

Code	Codification of the questions
1	V63=1
2	V63=2

⁶ For ES and UK : should be modified according to the target population (16-64 years old). This applies for all the variables.

3	V63=3
4	V62=2
5	V62=3
6	V61=2
9	(Person aged less than 15 or more than 64) OR (person aged 15-64 and V31=1, 3, blank and V32=1, blank) OR (person aged 15-64 and (V31=2 or V32=2) and (V23=2, blank))
blank	Other case (no answer / does not know)

C243

Code	Codification of the questions
1	V71=1
2	V71=2
3	V71=3
9	(Person aged less than 15 or more than 64) OR (person aged 15-64 and 24=3, 4, 5)
blank	Other case (no answer / does not know)

C244

Code	Codification of the questions
1	V81=1
2	V81=2
3	V81=3
9	(Person aged less than 15 or more than 64) OR (person aged 15-64 and 24=3, 4, 5)
blank	Other case (no answer / does not know)

C245

Code	Codification of the questions
1	V91=2
2	V93=1
3	V93=2
4	V92=2
9	(Person aged less than 15 or more than 64) OR (person aged 15-64 and 24=3, 4, 5)
blank	Other case (no answer / does not know)

C246

Code	Codification of the questions
1	V101=2 or (person aged 15-64 and has no own child up to the legal maximum age to take parental leave living in the household)
2	V102=1 and V103=1
3	V102=2 and V103=1
4	V102=1 and V103=2
5	V102=2 and V103=2
6	V102=1 and V103=3
7	V102=2 and V103=3
9	(Person aged less than 15 or more than 64)
blank	Other case (no answer / does not know)

C247

Code	Codification of the questions
1	V104=1 or (person aged 15-64 and has no own child up to the legal maximum age to take parental leave living in the household)
2	V104=2
3	V104=3
4	V104=4
5	V104=5
6	V104=6
7	V104=7
9	(Person aged less than 15 or more than 64) OR (person aged 15-64 and V101=1, blank)
blank	Other case (no answer / does not know)

NOTE : The weighting factors (COEFTEXT) for the module should be filled whether the coefficients are specific to the module or equivalent to the core coefficients.