



EUROPEAN COMMISSION
EUROSTAT

Directorate F: Social statistics

EXPLANATORY NOTES

for the
LFS Ad Hoc Module 2018 on Reconciliation
between work and family life

Version: 10 December 2018

A) INTRODUCTION

This document presents the information facilitating the implementation of *the LFS ad hoc module (AHM) 2018 on reconciliation between work and family life* as it is after the June 2016 LAMAS. It incorporates the decisions of the LAMAS, and aims to answer all questions and comments that were raised during the round of exchange of views and in the follow-up written comments by e-mail in July. With the proposed model questionnaire, the maximum number of questions a respondent can get is 14.

B) OVERVIEW OF THE VARIABLES

Sub-module 1: Care responsibilities

CARERES	– Existence of care responsibilities	AGE = 18-64
CHCARUSE	– Use of childcare services	CARERES = 2-4,6-8
CHCAROBS	– Factors for not using childcare services	CHCARUSE = 1,2
CHCAREFF	– Effect of childcare responsibilities on employment	CARERES=2-4,6-8 and WSTATOR=1,2

Sub-module 2: Flexibility of work arrangements

POSSTEND	– Working time flexibility for care	STAPRO = 3 and CARERES = 2-8
POSORGWT	– Flexibility for taking whole days off for care	STAPRO = 3 and CARERES = 2-8
WORKOBS	– Main obstacle at work for reconciliation	WSTATOR = 1,2 and CARERES = 2-8

Sub-module 3: Career breaks and parental leave

STOPWORK	– Career break for childcare	AGE = 18-64
STOPLENG	– Complete length of career breaks for childcare	STOPWORK = 1
PARLEAV	– Use of family leave	STOPWORK = 1
DEREDSTP	– Career break for incapacitated relatives	AGE = 18-64 and (EXISTPR=1 or WSTATOR=1,2)

C) IMPLEMENTATION INFORMATION

1. SUB-MODULE: CARE RESPONSIBILITIES

1.1. CARERES

CARERES 211	Existence of care responsibilities <i>Caring regularly for own or partner's children (< 15 years) or for incapacitated relatives (15 years and older)</i>	AGE = 18 - 64
1	No care responsibilities	
2	Only for own children in household	
3	Only for own children outside the household	
4	For own children in- and outside the household	
5	Only for incapacitated relatives	
6	For own children in the household and incapacitated relatives	
7	For own children outside the household and incapacitated relatives	
8	For own children in- and outside the household and incapacitated relatives	
9	Not applicable (not included in the filter)	
Blank	No answer / Don't know	

1.1.1. Purpose

Gaining a comprehensive picture of all existing care responsibilities for own and spouse's or partner's children up to 14 years of age and other incapacitated relatives from the age of 15.

As the module is intended to assess in how far work and care responsibilities limit each other, all existing care responsibilities have to be identified. In contrast to the last ad-hoc module on reconciliation, only care for relatives is covered. Care needs of relatives more likely imply responsibilities to the respondent and thus may impede their labour market participation more than care support for non-relatives (e. g. friends, children of neighbours), that is more provided on a voluntary basis, and only when the circumstances allow. Besides this conceptual refinement for the AHM 2018, this also implies an easier approach for collecting the corresponding information in the interview.

1.1.2. Questionnaire

Filter: AGE = 18 – 64

Q1_careres

Do you or your partner have children younger than 15 years living in this household?

(1) Yes → Q2_careres

(2) No → Q2_careres

No Answer → Q2_careres

Q2_careres

[And] Outside your household, do you or partner have children younger than 15 years you take care of?

- | | | |
|-----------------------|---|-----------------------------------|
| (1) Yes, regularly | | → Q1_chcaruse |
| (2) Yes, occasionally | } | (if Q1_careres = 1) → Q1_chcaruse |
| (3) No | | |
| No Answer | | |

Q3_careres

Do you take care of relatives or children of yours from the age of 15 who are ill or disabled or elderly relatives? They may live in- or outside your household.

- | | | |
|-----------------------|---|--|
| (1) Yes, regularly | | (if STAPRO = 3) → Q1_posstend |
| | | (if STAPRO = 1,2,4) → Q1_workobs |
| | | (if EXISTPR = 1) → Q1a_stopwork |
| | | (if EXISTPR = 0,blank) → Q1b_stopwork |
| (2) Yes, occasionally | } | ((if Q1_careres = 1 or Q2_careres = 1)
and STAPRO = 3) → Q1_posstend |
| (3) No | | |
| No Answer | | |
| | } | (if Q1_careres = 2/NA and Q2_careres = 2/3/NA and
(WSTATOR=1,2 or EXISTPR = 1) → Q1a_stopwork |
| | | (if Q1_careres = 2/NA and Q2_careres = 2/3/NA
and EXISTPR = 0,blank) → Q1b_stopwork |

1.1.3. Transcoding*

AGE	Q1_careres	Q2_careres	Q3_careres	CARERES
18 – 64	2	2,3,NA	2,3,NA	1
18 – 64	NA	2,3	2,3,NA	1
18 – 64	NA	NA	2,3	1
18 – 64	1	2,3,NA	2,3,NA	2
18 – 64	2,NA	1	2,3,NA	3
18 – 64	1	1	2,3,NA	4
18 – 64	2,NA	2,3,NA	1	5
18 – 64	1	2,3,NA	1	6
18 – 64	2,NA	1	1	7
18 – 64	1	1	1	8
18 – 64	NA	NA	NA	Blank
< 18, ≥ 65				9

*NA = No Answer

1.1.4. Explanatory notes

The variable is split into three questions. Q1 does not need to be asked if the information is already collected in the LFS core. Furthermore, the questions are not to be asked in one sequence to make the flow of the interview more logical to the respondent. In a first step Q1 (if necessary) and Q2 are asked to determine if there are care responsibilities for own children. Then all questions concerning current childcare are asked. After that care responsibilities for older incapacitated relatives are identified with Q3 which completes sub-module 1.

Care responsibilities are assumed to exist for all respondents' and spouses' or cohabiting partners' children up to the age of 14 who live inside the household. Countries may retrieve the corresponding information from the LFS core for routing in the module and determining CARERES. They do not need to ask Q1_careres and can start the module with Q2_careres.

Own children means natural, adopted, foster and step-children. Legally seen foster children are no relatives; but taking over care responsibilities for them is binding and has a significant effect. Grandparents, who are legal guardians should also be considered as having care responsibilities. As care responsibilities are often shared in a family or household, questions on "own children" *always* include the ones of the spouse or cohabiting partner.

Whether a child is counted as living in- or outside the household is derived from its categorisation in the LFS core and if it is counted as household member there.

Examples of *caring tasks for own children* comprise personal care, homework, playing games, reading, taking out, giving a ride, and supervision, among others. If care consists only in financial support, is not to be included.

Carers for incapacitated relatives (from the age of 15) are defined as people who look after or provide help to relatives or the partner in need of care because they are sick, elderly or disabled. This also includes the relatives of the spouse/cohabiting partner and is irrespective of whether they live in the same household or not. Corresponding examples of caring tasks are personal care (e.g. dressing, washing, feeding), physical help (e.g. walking), support in health care, giving a ride, helping with paperwork or financial matters, domestic help (e.g. housework, laundry, groceries).

Disabled children up to the age of 14 should be counted as children. Disabled children from the age of 15 should be counted as 'relatives' in need of care.

The care for children living outside the household or incapacitated relatives should only be considered if it is regular, meaning at least some hours per week. It can also be alternating like every second week but on average should be at least several hours per week. Respondents who take care only during certain periods of the year should refer to the situation in the reference week. If the respondent takes regularly care of the partner's children outside the household this also should be counted but not if the partner has children living elsewhere and the respondent does not or only occasional take care.

Caring for non-relatives, care as a job, for charity or done as a volunteer shall not be counted, here.

1.2. CHCARUSE

CHCARUSE 212	Use of childcare services <i>Use of professional childcare services for some or all children</i>	CARERES = 2-4,6-8
1	No	
2	Yes, for some children	
3	Yes, for all children	
9	Not applicable (not included in the filter)	
Blank	No answer / Don't know	

1.2.1. Purpose

This variable establishes if all children a respondent takes care of are also looked after by professional care services. This information can be used to assess if parents' participation in labour market depends on the use of such services.

Even though the variable makes no explicit reference it clearly aims at the use of services that facilitate employment and are formal or professional, respectively.

To be able to determine the influence of care responsibilities on employment exactly, the care situation for each child would have to be identified. As the number of variables in the ad-hoc module is limited the so called "at least one care intensive child" approach is used as a proxy. It assumes that already one child who receives no additional care from a professional childcare service could need significantly more care by its parents and limit the parents in their employment possibilities. Thus, this variable distinguishes if professional care services are used for all, not all or none of the children of a parent.

1.2.2. Questionnaire

Filter: AGE = 18 – 64 AND (Q1_careres = 1 OR Q2_careres = 1)

Q1_chcaruse

Do you normally use childcare services like kindergardens, crèches, after school centers or professional childminders?

- | | |
|-----------------------------------|----------------------------------|
| (1) Yes, for all children | (if WSTATOR = 1,2) → Q1_chcareff |
| | (if WSTATOR = 3-5) → Q3_careres |
| (2) Yes, but not for all children | → Q1_chcarobs |
| (3) No | → Q1_chcarobs |
| <i>No Answer</i> | (if WSTATOR = 1,2) → Q1_chcareff |
| | (if WSTATOR = 3-5) → Q3_careres |

1.2.3. Transcoding

CARERES	Q1_chcaruse	CHCARUSE
2,3,4,6,7,8	1	3
2,3,4,6,7,8	2	2
2,3,4,6,7,8	3	1
2,3,4,6,7,8	NA	Blank
1,5,9,Blank		9

NA=No Answer

1.2.4. Explanatory notes

The variable refers to care services used for own children living in- and outside the household up to the age of 14.

Professional childcare services comprise all forms of care organised by private or public structures like the so called center based pre-schools, nursery schools (which normally are assigned to ISCED level 0), day care centres, crèches or after school centres. Also included is organised family care or care by professional childminders arranged with an intermediate service or directly employed by the family. The care can take place in the household, at the carer's home or at a facility. Organised services are included irrespective of direct payments by the parents (could e. g. be subsidised by the state or the employer). Childminders that are engaged directly by the parents have to be paid to be seen as a professional service and counted for this variable. Professional means that the childminder is undertaking his/her job as a real profession (with an own registered business) not as side-activity that provides some extra money.

Relatives, other household members, friends or neighbours who look after children without the professional aspect are seen as *informal* care and not counted as care services, here. This applies also to occasional caring by "baby-sitters" even if there is some kind of payment. If children join sports clubs/lessons, language courses or comparable activities this is not be considered as childcare.

If the child is a pupil and the school provides extra supervision besides regular school hours this should be considered, too. Classes in the afternoon are no childcare.

The question relates to the normal situation. School holidays or singular situations should not be taken into account.

The use is counted no matter if it is part- or full-time. But it should be relevant for labour market participation. It should be regular and can also be alternating like every second week. A minimum threshold is difficult to define because the use can heavily depend on the care responsibilities and employment of the respondent.

In case the child lives outside the household and a professional care service is organised by the other parent outside the household, this is still to be counted as having it cared for by a professional service.

1.3. CHCAROBS

CHCAROBS 213/214	Factors for not using childcare services <i>Main reason for not using (more) childcare services for own or partner's children</i>	CHCARUSE = 1,2
01	No service accessible/vacant	
02	Costs	
03	Quality/Kind of service	
04	Other service related obstacle	
05	Care is arranged alone/with partner	
06	Care is arranged including further informal support	
07	Used professional services (for some but not for all children) are sufficient	
08	Children take care of themselves	
09	Other personal reasons	
99	Not applicable (not included in the filter)	
Blank	No answer / Don't know	

1.3.1. Purpose

This variable identifies the main reason why professional childcare services are not used or not used for all children by a household. The variable tries to catch the supply (obstacles) as well as the demand side. Empirical results indicate that focussing on the supply side is not enough. A large number of parents do not demand more care services as they have organised care in another way to fit their needs. This may include the organisation of informal care support or the adaptation of their employment situation. Whether these arrangements result from personal attitudes towards upbringing or are the result of adapting to the care infrastructure in the past, cannot be clarified with this variable. It is also possible that parents do not need care because their children are already old enough to stay alone by themselves.

The variable can provide policymakers with the idea for whom the improvement of care service could really be a help for reconciliation. It can reveal if mainly the availability of services, its costs or the kind and quality are a problem. For those who do not demand additional services it can give a better understanding of how they organised their care responsibilities.

1.3.2. Questionnaire

Filter: AGE = 18 – 64 AND Q1_chcaruse = 2,3

Q1_chcarobs

What is the main reason that you do not use childcare services (for some of your children)?

- | | | |
|---|---|--------------------|
| (1) There is no service or vacancy available | } | (if WSTATOR = 1,2) |
| (2) They are too expensive | | → Q1_chcareff |
| (3) The quality or kind of offered services | } | (if WSTATOR = 3-5) |
| (4) Other reasons concerning the offer of care services | | → Q3_careres |
| (5) There is no need or interest | | → Q2_chcarobs |

No Answer

Q2_chcarobs

Why is that the case?

- | | | |
|--|---|--------------------|
| (1) Care is arranged alone or together with partner | } | (if WSTATOR = 1,2) |
| (2) Care is arranged with the support of grandparents or others | | → Q1_chcareff |
| (3) [Q1_chcaruse=2:] The used professional services are sufficient | } | (if WSTATOR = 3-5) |
| (4) The children can take care of themselves | | → Q3_careres |
| (5) Other reasons | | |

No Answer

1.3.3. Transcoding

CHCARUSE	Q1_chcarobs	Q2_chcarobs	CHCAROBS
1,2	1		01
1,2	2		02
1,2	3		03
1,2	4		04
1,2	5	1	05
1,2	5	2	06
1,2	5	3	07
1,2	5	4	08
1,2	5	5	09
1,2	5	NA	Blank
1,2	NA		Blank
3,9,Blank			99

1.3.4. Explanatory notes

The definition of professional childcare service can be found under 1.2.4

The variable collects the main reason for not using professional childcare services. The respondent has to decide what the most important reason is even though there might be a

combination of reasons on the supply as well as on the demand side. This may especially be the case when there are several children of quite different ages in one household.

If professional childcare services are used for some children the answer should refer to the ones for which they are not used. If there is more than one child without professional care in a household and their age diverges more, the main problem with the childcare infrastructure could be different, too. No vacancy in the creches for the young child and only religious kindergartens for the older child. In that case the respondent should answer what he/she perceives as the more important or sustainable limitation

The variable should refer to the current situation.

Answer 1 on *availability* in Q1 should be chosen when no service exists in the household's catchment area or existing ones have no vacancies. It might also be that a child has no access because it is not eligible to use the service (e. g. child is too young, the parents' income is too high or other social criteria, the child has to belong to a certain confession etc.) or existing services are full. The relevant catchment area of a household depends on its individual assessment and possibilities.

If the respondent considers the *costs* as main problem the household either cannot afford to pay the fees or considers them as disproportionally high. If the indirect costs like for transport, meals or special clothing (in addition) are decisive this should also be counted here.

Quality can address the qualification of the personnel, the capability to serve particular care needs or the state of the facilities/building. Available services could have a specific confessional or pedagogical orientation (e. g. Montessori, Waldorf) that might not fit the household's preferences.

If there are other problems stemming from the existing offer of care services category (4) should be chosen. If care services cannot be used because opening hours do not fit the needs of the household this should also be counted as *other reason concerning the offer of services*. For national purposes countries this can be collected as distinct category.

If a household currently does not want or need (additional) professional care services independent from the characteristics of the offer the respondent should choose category (5).

Q2 catches the main reason why there is no need or interest:

Category (1) applies to couples that found their arrangement to bring up their children by sharing care responsibilities and by adapting the way and volume of their employment. The same applies to single parents who manage their care responsibilities on their own.

(2) Parents who use additional *informal* care support from grandparents, other relatives or friends.

(3) This category only applies to respondent who use some professional care services and should only be presented to them (who have answered (2) in Q1_chcaruse). It should be chosen when respondents don't want to use more professional care services because they considered the received support being enough. It can overlap with other modalities of this question as some care still has to be arranged privately in the household or the children might be independent enough Respondents should choose it when it is the most important category for them not needing/wanting more care.

(4) The children for who the respondent has care responsibilities for can already take care for themselves, also by caring for younger siblings inside a household.

(5) Other reasons for not wanting or needing professional care services.

1.4. CHCAREFF

CHCAREFF 215	Effect of childcare responsibilities on employment <i>Main way employed persons adapted their work to facilitate childcare responsibilities</i>	CARERES=2-4,6-8 and WSTATOR=1,2
	1 Any change to increase income	
	2 Less working hours	
	3 Less demanding tasks in job	
	4 Changed job or employer to facilitate reconciliation	
	5 Currently on a family leave	
	6 Other	
	7 No effect	
	9 Not applicable (not included in the filter)	
	Blank No answer / Don't know	

1.4.1. Purpose

This variable assesses if and how respondents adapt their employment because of care responsibilities for their or their partner's children. People who stopped working provided this information already in the core variable LEAVREAS. This variable provides more detailed information on carers still in employment. It additionally covers the situation mostly of men who increase their workload to earn enough money for the bigger family and it covers also a change of tasks in the job or of the employer which might allow better reconciliation.

The variable can help to consider effects on employment in a more differentiated and qualitative way. It can help to analyse effects that cannot be assessed by only looking on the volume of work.

1.4.2. Questionnaire

1.4.2.1. Recommended

Filter: (Q1_careres=1 OR Q2_careres=1) AND WSTATOR=1,2

Q1_chcareff

Have your care responsibilities an effect on your current employment?

Please choose the most important one.

- | | |
|--|----------------|
| (1) Changed something to earn more money | } → Q3_careres |
| (2) Reduced working hours | |
| (3) Took on less demanding tasks in job(s) | |
| (4) Changed job or employer to facilitate reconciliation | |
| (5) Being on parental or another family leave | |
| (6) Changed working times without changing the volume | |
| (7) Other effect | |
| (8) No effect | |

No Answer

1.4.2.2. Alternative

Filter: (Q1_careres=1 OR Q2_careres=1) AND WSTATOR=1,2

Q1_chcareff
Have your care responsibilities an effect on your current employment?

(1) Yes → Q2_chcareff
 (2) No }
 No Answer } → Q3_careres

Q2_chcareff
What is the most important effect?

(1) Changed something to earn more money }
 (2) Reduced working hours }
 (3) Took on less demanding tasks in job(s) }
 (4) Changed job or employer to facilitate reconciliation } → Q3_careres
 (5) Being on parental or another family leave }
 (6) Changed working times without changing the volume }
 (7) Other effect }
 No Answer }

1.4.3. Transcoding

1.4.3.1. Recommended

CARERES	WSTATOR	Q1_chcareff	CHCAREFF
2,3,4,6,7,8	1,2	1	1
2,3,4,6,7,8	1,2	2	2
2,3,4,6,7,8	1,2	3	3
2,3,4,6,7,8	1,2	4	4
2,3,4,6,7,8	1,2	5	5
2,3,4,6,7,8	1,2	6	6
2,3,4,6,7,8	1,2	7	6
2,3,4,6,7,8	1,2	8	7
2,3,4,6,7,8	1,2	NA	Blank
2,3,4,6,7,8	3,4,5		9
1,5,9,Blank			9

1.4.3.2. Alternative

CARERES	WSTATOR	Q1_chcareff	Q2_chcareff	CHCAREFF
2,3,4,6,7,8	1,2	1	1	1
2,3,4,6,7,8	1,2	1	2	2
2,3,4,6,7,8	1,2	1	3	3
2,3,4,6,7,8	1,2	1	4	4
2,3,4,6,7,8	1,2	1	5	5
2,3,4,6,7,8	1,2	1	6	6
2,3,4,6,7,8	1,2	1	7	6
2,3,4,6,7,8	1,2	2		7
2,3,4,6,7,8	1,2	NA		Blank
2,3,4,6,7,8	1,2	1	NA	Blank
2,3,4,6,7,8	3,4,5			9
1,5,9,Blank				9

1.4.4. Explanatory notes

The variable refers to the current care responsibilities for children as identified by CARERES and to persons who are in employment. They might have been at work in the reference week or not. The change in their employment because of care responsibilities may have taken place some time ago and it plays no role if the respondent plans to revert if the care responsibilities do not exist anymore.

It is recommended to implement question version 1.4.2.1 with one question presenting to the respondent directly a list of possible effects. The answer categories should be read out completely before the respondent answers. This directly points at the intention of the question and supports the answering process of the respondent. If the answer list is perceived as too long e.g. in countries that conduct telephone interviews, the second version using an additional introductory question (1.2.2.2) is an alternative.

A respondent who did something to increase his/her income should choose answer category (1). A change might be necessary simply because the increase in expenditure for the new family member cannot be covered or the person becomes the sole breadwinner while the partner cares for the child. The change could mean an increase of working hours or taking over a job with more responsibilities and thus a higher salary. It could be a change of the employer or taking over an additional job.

Categories (2) and (3) address changes that have been undertaken in the existing job. If a person has several jobs a change in any job should be counted. E. g. if s/he reduced working hours in one (or several) job(s) or has given up one (or several) job(s) s/he should chose answer (2).

Category (4) should be chosen if the respondent changed a job or employer in order to facilitate reconciliation of their work with care responsibilities. This might have been necessary because it was not possible to reduce working hours or tasks in that job or because the new job offers more working time flexibility or is located more suitably. Any change in order to increase the income is already covered by answer (1).

Answer category (5) does not cover temporary short term maternity or paternity taken as long as it does not last more than 14 weeks (minimum according to EU legislation) or annual leave. They should not be counted as an effect. Respondents who are interviewed during maternity/paternity or holidays should refer to the situation after the end of that leave. If they plan to change something but don't know exactly what, they should choose other effect (7). Respondents who took more than their annual leave, like an unpaid leave, should choose modality (7) as long as it is not covered by some legal regulation or collective agreement as family leave. In the latter case (5) should be chosen.

Respondent might change their working times without changing the overall working hours. They might start later in the morning (and leave work later) to be able to bring their children to school. They might accumulate hours on some days in a week and take off on one where no other care is available etc. These adaptations are covered by answer option (6).

2. SUB-MODULE: FLEXIBILITY OF WORK ARRANGEMENTS

2.1. POSSTEND

POSSTEND 216		Working time flexibility for care <i>Possible to vary start and/or end of working day in main job to facilitate care responsibilities</i>	STAPRO = 3 AND CARERES = 2 - 8
	1	Generally possible	
	2	Rarely possible	
	3	Not possible	
	9	Not applicable (not included in the filter)	
	Blank	No answer / Don't know	

2.1.1. Purpose

The aim of POSSTEND is to evaluate the actual degree of flexibility in the main job in terms of reconciliation with care responsibilities as a usual and exceptional mean. POSSTEND focuses on the possible variation of the start and/or end of a working day by at least one hour.

This should give a picture in how far parents can gain additional flexibility to facilitate reconciliation. It has to be kept in mind that persons with care responsibilities who are not informed about it might tend to answer "no". Thus, this variable gives an indication of the share of employed respondents who are generally interested in /informed about using this means of flexibility and can use it.

2.1.2. Questionnaire

Filter: STAPRO = 3 AND CARERES = 2 - 8

Q1_posstend

Is it possible for you to vary the start or end of your working day for care reasons?

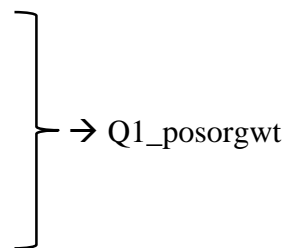
(1) It is generally possible

(2) It is rarely possible

(3) It is not possible

(4) I do not know

No Answer



2.1.3. Transcoding

STAPRO	CARERES	Q1_posstend	POSSTEND
3	2 - 8	1	1
3	2 - 8	2	2
3	2 - 8	3	3
3	2 - 8	4 / NA	Blank
3	1,9,Blank		9
≠ 3			9

2.1.4. Explanatory notes

Formal and informal working arrangements should be taken into account.

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.

(1) The person can generally start later and/or finish earlier either in general or to fulfil their care responsibilities (explanation of care responsibilities for children or dependent relatives are given under 1.1.4).

(2) The person can start later and/or finish earlier fulfilling care responsibilities, but only rarely or not generally. This covers cases when it is only possible in cases of emergencies.

(3) The person cannot start later and/or finish earlier neither in general nor for specific care related reasons. Respondents for whom this question is not relevant because of their special workplace, e.g. oil-platform workers, should also be coded here.

(4) Respondents who are not informed about their possibilities to adapt the start and end of working times should not choose category (3) but answer with "don't know" (4).

2.2. POSORGWT

POSORGWT 217	Flexibility for taking whole days off for care <i>Possible to organise working time in order to take whole days off in main job to facilitate care responsibilities</i>	STAPRO = 3 AND CARERES = 2-8
1	Generally possible	
2	Rarely possible	
3	Not possible	
9	Not applicable (not included in the filter)	
Blank	No answer / Don't know	

2.2.1. Purpose

The aim of POSORGWT is to evaluate the actual degree of flexibility of the main job in terms of reconciliation with care responsibilities as a usual and exceptional mean. POSORGWT extends the information surveyed through POSSTEND by asking for the possibility to organise the working time in order to *take whole days off* while regular holidays are not used up.

This should give a picture in how far parents can gain additional flexibility to facilitate reconciliation. It has to be kept in mind that persons with care responsibilities who are not informed about this possibility might tend to answer "no". Thus, this variable gives an indication of the share of employed respondents who are generally interested in /informed about using this means of flexibility and can use it.

2.2.2. Questionnaire

Filter: STAPRO = 3 AND CARERES = 2 - 8

Q1_Posorgwt

Is it possible for you to arrange your working time to take at least one full day off for care reasons without using your annual leave?

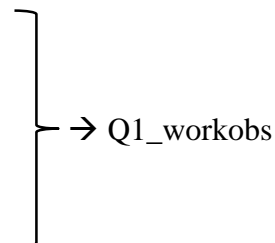
(1) It is generally possible

(2) It is rarely possible

(3) It is not possible

(4) I do not know

No Answer



2.2.3. Transcoding

STAPRO	CARERES	Q1_posorgwt	POSORGWT
3	2 - 8	1	1
3	2 - 8	2	2
3	2 - 8	3	3
3	2 - 8	4 / NA	Blank
3	1,9,Blank	9	9
≠ 3		9	9

2.2.4. Explanatory notes

Formal or informal working arrangements should be taken into account. It includes arrangements that are generally available for all employees or specifically only for persons with children and/or incapacitated or elderly relatives. Possible arrangements are working time banking with the possibility to take whole days off or the general possibility to be absent from work for a day without any special arrangement.

Using up the personal annual leave/holidays to take care for children or incapacitated relatives is not meant, here. Days taken off are normally made up earlier/ later but do not necessarily have to be compensated. An employer might offer a number of additional days that can be taken off in case of emergencies or for personal business. In such cases and depending on the maximum number of those days the respondent has to decide if that means answer 1 or 2.

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

(1) The person can generally organise his/her working time to take whole days off to be able to care for own or partner's children or for older dependent relatives. They can do this either because of their general working time arrangement (like working time banking) or because of particular rights they have because of their care responsibilities.

(2) The person can organise the working time in order to take whole days off for taking for care responsibilities, but only rarely, in cases of emergency but not generally.

(3) This code applies to persons who cannot organise the working time in order to take whole days off, even not in exceptional circumstances.

(4) Respondents who are not informed/do not know about their possibilities to adapt the start and end of working times should not choose category (3) but answer with "don't know" (4).

2.3. WORKOBS

WORKOBS 218	Main obstacle at work for reconciliation <i>Characteristic of main job making reconciliation most difficult</i>	WSTATOR = 1,2 AND CARERES = 2-8
	1 No obstacle	
	2 Long working hours	
	3 Unpredictable or difficult work schedules	
	4 Long commute	
	5 Demanding or exhausting job	
	6 Lack of support from employers and colleagues	
	7 Other obstacles	
	9 Not applicable (not included in the filter)	
	Blank No answer / Don't know	

2.3.1. Purpose

This variable assesses if the main job makes caring more difficult and if so which characteristic is most problematic. It looks at reconciliation from the side of work and complements the information coming from CHCAREFF and LEAVREAS. While CHCAREFF provides information about the effect of the care responsibilities on the current employment WORKOBS shows if the main job is seen as a problem for properly fulfilling care responsibilities. It is only asked to people in employment. It can also reveal if persons who (can) use one or several flexible work arrangements offered by their employer report less problems.

2.3.2. Questionnaire

2.3.2.1. Recommended

Filter: WSTATOR = 1,2 AND CARERES = 2 - 8

Q1_workobs

Is there something about your main job that makes it especially difficult to reconcile it with your care responsibilities? Please indicate the main difficulty.

- (1) Long working hours
- (2) Unpredictable or difficult work schedules
- (3) A long commute
- (4) Demanding or exhausting job
- (5) Lack of support from employers and colleagues
- (6) Another difficulty
- (7) No special difficulty

→ Q1_stopwork

No Answer

2.3.2.2. Alternative

Filter: WSTATOR = 1,2 AND CARERES = 2 - 8

Q1_workkobs

Is there something about your main job that makes it especially difficult to reconcile work and your care responsibilities?

- (1) Yes → Q2_workkobs
- (2) No → Q1_stopwork
- No Answer → Q1_stopwork

Q2_workkobs

What is it? If there are several aspects please indicate the main one.

- (1) Long working hours
 - (2) Unpredictable or difficult work schedules
 - (3) A long commute
 - (4) Demanding or exhausting job
 - (5) Lack of support from employers and colleagues
 - (6) Another difficulty
 - No Answer
- } → Q1_stopwork

2.3.3. Transcoding

2.3.3.1. Recommended

WSATOR	CARERES	Q1_Workkobs	WORKOBS
1,2	2 - 8	7	1
1,2	2 - 8	1	2
1,2	2 - 8	2	3
1,2	2 - 8	3	4
1,2	2 - 8	4	5
1,2	2 - 8	5	6
1,2	2 - 8	6	7
1,2	2 - 8	NA	Blank
1,2	1,9,Blank		9
3,4,5,9			9

2.3.3.2. Alternative

WSATOR	CARERES	Q1_Workobs	Q2_Workobs	WORKOBS
1,2	2 - 8	2		1
1,2	2 - 8	1	1	2
1,2	2 - 8	1	2	3
1,2	2 - 8	1	3	4
1,2	2 - 8	1	4	5
1,2	2 - 8	1	5	6
1,2	2 - 8	1	6	7
1,2	2 - 8	NA		Blank
1,2	2 - 8	1	NA	Blank
1,2	1,9,Blank			9
3,4,5,9				9

2.3.4. Explanatory notes

This variable covers all persons in employment with care responsibilities.

It asks for the main obstacle in the main job for fulfilling care responsibilities. If the respondent sees several characteristics of the main job being problematic s/he should choose the one have the most negative consequences.

It is recommended to implement question version 2.3.2.1 with one question with the answer categories being read out completely before the respondent answers. In this way it is directly clarified what kind of obstacles are meant and supports the answering process of the respondent. If the answer list is perceived as too long e.g. in countries that conduct telephone interviews, the second version using an additional introductory question (2.3.2.2) is an alternative.

Category (5) applies e. g. to respondents who might in principle have the possibility to organise work in accordance with their care responsibilities but colleagues or the supervisor do not approve of that.

Respondents who have a non-fixed working place and see that as main obstacle should be coded under (6).

3. SUB-MODULE: CAREER BREAKS AND PARENTAL LEAVE

3.1. STOPWORK

STOPWORK 219		Career break for childcare <i>Not worked for at least one month in his/her employment history to take care for own children</i>	AGE = 18 – 64
	1	Yes	
	2	Never worked, for childcare reasons	
	3	No (but was/is employed and has children)	
	4	Never worked, for other reasons	
	5	Never had children	
	9	Not applicable (not included in the filter)	
	Blank	No answer / Don't know	

3.1.1. Purpose

This variable identifies persons who have interrupted their employment for at least one month to take care for children during their course of life. This also includes persons who had completed their education but did not directly start to work because they wanted to raise their children, first. Persons who never worked are also asked if the main reason for not working was the upbringing of their children.

The results of this variable can help to identify the care related absences and their effects labour market outcomes with respect to e.g. gender, age and education. The effect of interruptions on the professional career and salaries can be assessed by looking at the current labour market situation. Because of very different kinds of interruptions and durations from a few days up to a complete retreat from the labour market, a sensible interpretation can only be done in combination with STOPLENG. It thus serves mainly as a filter variable, to find out if the person had any kind of career interruption or delay because of childcare responsibilities.

Identifying the persons who never had children helps to calculate the share of parents who continue working and those who have a career break.

3.1.2. Questionnaire

3.1.2.1. Recommended

For the following questions we would like you to look back at your employment life from its beginning until now.

Filter: Age = 18 – 64 and (EXISTPR=1 or WSTATOR=1,2)

Q1a_stopwork

In that time, did you not work for at least one continuous month to take care of your children?

This can also mean that you had maternity¹, parental leave², an interruption agreed with your employer, quit your job, shut down your business or did not start work right after you completed your education.

¹ Add *paternity* if it exists in the country

² To be equivalently translated into national language.

- (1) Yes → Q1_stopleng
- (2) No } → Q1_deredstp
- (3) Never had children
- No Answer

Filter: Age = 18 – 64 and EXISTPR=0 and WSTATOR ≠1,2

Q1b_stopwork

Did you never work mainly because you took care of your children?

- (1) Yes } → END
- (2) No
- (3) Never had children
- No Answer

3.1.2.2. Alternative

Filter: Age = 18 – 64

Q1_stopwork

How many children have you raised (please include those you are still caring for)?

- (0) None → Q1_deredstp
- (1-7) Number } if (EXISTPR=1 or WSTATOR=1,2) → Q2a_stopwork
- (8) Eight or more } if (EXISTPR=0 and WSTATOR≠1,2) → Q2b_stopwork
- No Answer → Q1_deredstp

Q2a_stopwork

*Did you not work for at least one continuous month to take care of your children?
This can also mean that you had maternity³, parental leave⁴, an interruption agreed with your employer, quit your job, shut down your business or did not start work right after you completed your education.*

- (1) Yes } → Q1_stopleng
- (2) No } → Q1_deredstp
- No Answer

Q2b_stopwork

Did you never work mainly because you took care of your children?

- (1) Yes } → END
- (2) No
- No Answer

³ Add *paternity* if it exists in the country

⁴ To be equivalently translated into national language.

3.1.3. Transcoding

3.1.3.1. Recommended

AGE	EXISTPR / WSTATOR	Q1a_stopwork	Q1b_stopwork	STOPWORK
18 – 64	1 or 1,2	1		1
18 – 64	1 or 1,2	2		3
18 – 64	1 or 1,2	3		5
18 – 64	0 and 3,4,5		1	2
18 – 64	0 and 3,4,5		2	4
18 – 64	0 and 3,4,5		3	5
18 – 64	1 or 1,2	NA		Blank
18 – 64	0 and 3,4,5		NA	Blank
18 – 64	Blank			9
≤ 18, > 64				9

3.1.3.1. Alternative

AGE	EXISTPR / WSTATOR	Q1_stopwork	Q2a_stopwork	Q2b_stopwork	STOPWORK
18 – 64	1 or 1,2	1-8	1		1
18 – 64	1 or 1,2	1-8	2		3
18 – 64	0 and 3,4,5	1-8		1	2
18 – 64	0 and 3,4,5	1-8		2	4
18 – 64		0		3	5
18 – 64		NA			Blank
18 – 64	1 or 1,2		NA		Blank
18 – 64	0 and 3,4,5			NA	Blank
18 – 64	Blank				9
≤ 18, > 64					9

3.1.4. Explanatory notes

Respondents get different questions depending on whether they have ever worked or not. If yes, they are asked if they ever stopped working for care reasons for at least one continuous month. If they have never worked, they are asked if the main reason that for was child care.

"Not working" means that the respondent did not work in his/her employment to be able to take care of own children. The employment as such may continue and the phase of not working may be a formal family leave in its various forms like maternity, paternity or (full-time) parental leave or a leave on other grounds. It may be a legally guaranteed leave, one agreed on industry level, with the employer in a formal or informal way. The person may have left his/her job completely (ended his/her employment) with the intention to return to employment or not.

It is also counted as a work interruption if a person has completed his/her education being able to enter the labour market, but doing so only later because he/she first wants to care for the own children. Persons who quit employment for another reason but remained being out of the labour force because of care responsibilities should also answer Q2 with 'yes'.

There has to be an episode of work interruption (or delayed entry) of at least one month. Several short episodes that add up to one month is not enough.

Interruptions for children that were only taken above age of 14, e. g. because of a suddenly emerging illness or handicap, are not covered by this variable but by DEREDSTP. Respondents

who raised their grandchildren to a wide extend (while the parents still remain the legal guardians) should not be considered for this question.

Respondents who never had children, including adopted children, foster children or the partner's children, should choose modality (3). Parents who put up a child for adoption should choose that category, too.

Persons who stayed away completely from the labour market mainly because they took care of their children are counted in an extra category (STOPWORK=2). They are identified through the second version of the question.

Mother protection leaves (maternity) are included because they are defined quite differently in the EU countries. The minimum length specified by the EU is 14 weeks of which two are mandatory. Germany and Sweden apply to this minimum of 14 weeks. Depending on the number of children or health conditions maternity leave can be extended and can be as long as one year in the UK and 58 weeks in Bulgaria. Maternity is not (completely) mandatory in every country. The continuation of payment is settled quite differently, too. To insure comparability and facilitate the answering all kinds of interruptions have to be counted in the ad-hoc module.

The prenatal phase of maternity is to be included.

Regular holidays, even if they are especially used for childcare, should not be counted as an interruption.

The answer options have to be read out before the respondent answers.

Countries who want direct the interview more by filtering out respondents who never raised children or who also want to collect the number of children raised (not given birth to) should apply the alternative model questions (3.1.2.2). The number of children can be used for national purposes while this information is no provided to Eurostat.

3.2. STOPLENG

STOPLENG 220	Complete length of career breaks for childcare <i>Sum of duration of all work interruptions of at least one month</i>	STOPWORK = 1
1	Up to 6 months	
2	More than 6 months up to 1 year	
3	More than 1 year up to 2 years	
4	More than 2 years up to 3 years	
5	More than 3 years up to 5 years	
6	More than 5 years	
9	Not applicable (not included in the filter)	
Blank	No answer / Don't know	

3.2.1. Purpose

Measure the overall length of all work interruptions due to childcare including the duration of a delayed entry into the labour market. It is not the target to get absolutely precise estimations but an approximation.

The variable helps to assess the impact of care responsibilities on labour market participation as it measures how long a person stays in total away from work. It can be expected that longer interruptions have a stronger, presumably negative impact. Comparative analysis by gender, cohort, educational attainment or country can reveal the differing strength of such effects. Factors influencing the length of the interruption are not investigated.

3.2.2. Questionnaire

Filter: Q1a[Q2a]_stopwork = 1

Q1_Stopleng

Taking together all those times when you did not work, how long was that, approximately? Please include maternity[/paternity] and parental leave)?

(1) up to 6 months

(2) More than 6 months up to 1 year

(3) More than 1 year up to 2 years

(4) More than 2 years up to 3 years

(5) More than 3 years up to 5 years

(6) More than 5 years

No Answer

→ Q1_parleav

3.2.3. Transcoding

STOPWORK	Q1_stopleng	STOPLENG
1	1	1
1	2	2
1	3	3
1	4	4
1	5	5
1	6	6
1	NA	Blank
≠ 1		9

3.2.4. Explanatory notes

Respondents should provide the sum of the durations of ALL interruptions of at least one month. All interruptions have to be related to the caring for an own child.

Interruption means that the person does not work at all as defined for STOPWORK but may be in employment. The whole time span for an interruption should be counted from the point a person stops working to the point when the person takes up work again. It is the fact of taking up work again that indicates the end of the interruption not how long care is needed or provided. Thus, a woman who returns to work after eight years counts the whole eight years even though her child from the age of four was sent to care centres and educational institutions for most of the day. Also, if she did some other kind of work like volunteering in between or was unemployment for a longer period, this would be counted as part of the interruption.

If the respondent has not returned to work in the reference week the total duration until then is counted.

Respondents who did not start working directly after finishing their initial education should also include this delay into their estimation. They should consider the time span between leaving the educational system and taking up employment.

The information is collected in brackets. They should be read out before the respondent answers. They help to indicate the required level of detail.

3.3. PARLEAV

PARLEAV 221	Use of parental leave <i>Use of parental leave and/or maternity/paternity as part of work interruption for childcare</i>	STOPWORK = 1
	1 Only used parental leave	
	2 Combination of family leaves	
	3 Only maternity/paternity used	
	4 No family leave used	
	9 Not applicable (not included in the filter)	
	Blank No answer / Don't know	

3.3.1. Purpose

This variable provides the information if parents take a part of their work interruption as full-time parental leave and how they combine it with maternity or paternity, respectively. It can give a picture of how frequently both forms of family leave are taken and if both partners of couples take advantage of it. It can also help to assess if family leaves influence the length of the interruption and the current labour market situation of the respondent.

Information on maternity/paternity is collected to complement the information on parental leave. In many countries it is more than a mere protection of mother and child around the birth. Thus, there may be also complementary relations between maternity/paternity and parental leave.

3.3.2. Questionnaire

<u>Filter:</u> Q1a[Q2a]_stopwork = 1	
Q1_parleav	
<i>Was a part of that time when you did not work for childcare reasons taken as parental leave?</i>	
(1) Yes, in combination with maternity/paternity	} → Q1_deredstp
(2) Yes, only parental leave	
(3) No, only maternity/paternity	
(4) None of both	
No Answer	

3.3.3. Transcoding

STOPWORK	Q1_Parleav	PARLEAV
1	1	2
1	2	1
1	3	3
1	4	4
1	NA	Blank
≠1		9

3.3.4. Explanatory notes

This question is only asked to respondents who indicated an interruption of their work for childcare.

An EU council directive stipulates a right to parental leave but sets out no definition and leaves the conditions of access to parental leave to be defined by national law or collective agreements. Parental leave is organised in very different ways in the EU member states. A common characteristic is that it can be taken on the birth or adoption of a child to stay away from work for a certain period of time and that the parent shall have the right to return to the same or an equivalent job. The loss of salary during parental leave can but does not have to be compensated.

Due to the diverse national forms of parental leave the statistical implementation of the concept has to be left to the member states. But only full-time parental leave may be taken into consideration.

In some countries, there exist forms of parental leave that have no relation to employment or a job. Those forms are not to be counted, here.

The forms of parental leave that are taken in to account in the national LFSs should be in line with the above mentioned council directive. NSIs should report the characteristics of the covered and excluded family leaves ideally with the data transmission for the ad-hoc module and in the quality reports.

3.4. DEREDSTP

DEREDSTP 222	Career break for incapacitated relatives <i>Not worked or has reduced working time for at least one month in employment history to take care of incapacitated relatives (15y. or older)</i>	AGE = 18 – 64 and (EXISTPR=1 or WSTATOR=1,2)
1	Work interruption	
2	Only reduced working time	
3	No interruption or reduction	
4	Never had to care for incapacitated relatives	
9	Not applicable (not included in the filter)	
Blank	No answer / Don't know	

3.4.1. Purpose

This variable assesses the impact of care responsibilities for incapacitated relatives on labour market participation or the volume of working hours.

It provides information on how often people stop working to take care for ill, disabled or elderly relatives or at least reduce their weekly working time. Furthermore, it tries to assess how many people have been in the situation that they had to care for an older dependent. Thus, it helps to assess which groups (e. g. gender or age) are mainly confronted with that situation. It gives an indication on how common this possible effect of the ageing society on labour market participation already is.

It also gives the possibility to see if persons who already had adapted their labour market participation for children are more likely to do the same for older relatives in need for care.

3.4.2. Questionnaire

Filter: AGE = 18 - 64 and (EXISTPR=1 or WSTATOR=1,2)

Q1_deredstp

Looking back again: Did you not work for at least one month to take care of ill, disabled or elderly relatives from the age of 15? This can also mean that you had a special leave⁵, an interruption agreed with your employer, quit your job or shut down your business.

- (1) Yes → END
 (2) No → Q2_deredstp
 (3) Never had to take care of dependent relatives → END
 No Answer → END

Q2_deredstp

Did you reduce your working time for at least one month to take care of ill, disabled or elderly relatives from the age of 15?

- (1) Yes → END
 (2) No → END

3.4.3. Transcoding

AGE	Q1_deredstp	Q2_deredstp	DEREDSTP
18 – 64	1		1
18 – 64	2	1	2
18 – 64	2	2	3
18 – 64	3		4
18 – 64	2	NA	Blank
18 – 64	NA		Blank
≤ 18, > 64		-	9

3.4.4. Explanatory notes

The variable refers to ill, disabled or elderly relatives, from the age of 15 and who are in need of care. Care for non-relatives should not be taken into consideration. Own children from the age of 15 are included, too.

This variable covers career breaks or reductions of working time for older dependents in a concise way but the focus is on complete work interruptions. Only in cases the respondents did not stop working he/she is asked if he/she at least reduced working time to take care of a relative in need of care.

Persons who never were in a situation with responsibilities for incapacitated relatives should choose the corresponding answer category (3).

Stop working can be a temporary interruption of a job, quitting a job or taking a special care leave. Regular holidays should not be counted as an interruption. Reduced working time could be a daily reduction of working hours or not coming to work for some days during the week. The

⁵ To be equivalently translated into national languages.

reduction can base on formal or informal agreements, on special leave schemes agreed for a branch or legally defined. It does not matter if the respondent who reduced already worked part-time or if he/she reduced from long working hours to a normal full-time job.

The minimum duration of interruption or reduction is one month. The reduction/interruption must be real thus not achieved by using up holidays or compensation via working time banking or flexitime. Normally it has consequences on the salary. If there are special care schemes that e. g. compensate salary loss or guarantee a return to the former work place of volume of working hours it is still counted as interruption or reduction, respectively.

D) CONSISTENCY CHECKS

In addition to the usual checks for entry filter and range of values / intervals, Eurostat is going to implement on the 2018 ad-hoc module micro-data some checks for consistency between variables.

1) Additional derived variables:

For the implementation of the consistency checks, two extra / derived variables are used:

1. Variable `Number_of_children_less_than_15` which is defined as:

The number of children less than 15 year old that a person has (and are living with him in the household).

This variable is derived from variables `HHFATH` and `HHMOTH` of core LFS. For example, let us say that we have a household with `HHNUM = 111111` and in that household we have the person with `HHSEQNUM = 01`. If, in this household, there are 2 persons, aged less than 15 years old, who report in variable `HHFATH` the code 01, then the value of variable **Number_of_children_less_than_15** (for person 01) is equal to 2.

2. Variable `Number_of_children_of_any_age` which is defined as:

The number of children (of any age) that a person has (and are living with him in the household).

This variable is again derived from variables `HHFATH` and `HHMOTH` of core LFS, with exactly the same way as the previous, but without the limitation on age.

2) Additional checks:

Eurostat will implement the following consistency checks:

- a) If `Number_of_children_less_than_15 = 0` and `CARERES = 2, 4, 6, 8` -> "Has no children in the household according to the information provided in core LFS, but in `CARERES` reports own children **in** the household"

The logic of this "hard" check is that while in `HHFATH` (or `HHMOTH`) there is no reference to that person, the answer code in variable `CARERES` indicates that that person has care responsibilities **for own children living in the household**⁶.

- b) If `Number_of_children_less_than_15 = > 0` and `CARERES = 1` -> "Has child(ren) in the household according to the information provided in core LFS, but in `CARERES` reports no care responsibilities"

⁶ Here we should note that according to the current explanatory notes, no distinction should be made between biological and non-biological children in the case of adopted children or stepchildren.

The logic of this "hard" check is that:

- There is a member of the household (aged less than 15) that reports (in HHFATH or HHMOTH) that the respondent is his father (or mother),
 - The answer code in variable CARERES indicates that that the respondent has not care responsibilities **for own children living in the household** – this is wrong since a person that has children less than 15 years old in his/her household has **by default** care responsibilities⁷.
- c) If FTPTREAS = 3 and CARERES = 1 -> "Is working part-time for looking after children or incapacitated adults and has no care responsibilities

The logic of this "soft" check is that the respondent answered in the core LFS (variable FTPTREAS) that the main reason he/she works part-time is that has to look after children or incapacitated adults. At the same time, the answer code in CARERES indicates that the person has no care responsibilities - these cannot be both correct.

The only case that this combination of answers can be accepted is when the respondent has children 15 years old or more, which are in good health, and considers that has care responsibilities for them (so he/she answers accordingly in FTPTREAS) but (since the children are 15 years old or more) answers 1 in CARERES.

- d) If SEEKREAS = 3 and CARERES = 1 -> "Is not looking for work because he/she is looking after children or incapacitated adults (SEEKREAS = 3) and has no care responsibilities (CARERES = 1)

The logic of this "soft" check is that the respondent answered in the core LFS (variable SEAKREAS) that the main reason he/she is not looking for work is the fact that has to look after children or incapacitated adults. At the same time, the answer code in CARERES indicates that the person has no care responsibilities - these cannot be both correct.

The only case that this combination of answers can be accepted is when the respondent has children 15 years old or more, which are in good health, and considers that has care responsibilities for them (so he/she answers accordingly in SEEKREAS) but (since the children are 15 years old or more) answers 1 in CARERES.

- e) If CARERES = 2, 6 and Number_of_children_less_than_15 = 1 and CHCARUSE = 2 -> He/she uses professional childcare for some children but has only 1 child (this can be an "automatic" correction)

The logic of this "hard" check is that

- The respondent answered in CARERES that has care responsibilities for **own** children living in the household (*that is, no care responsibilities for children outside the household*)
- We know from the core that the respondent has only one child less than 15 years old
- In variable CHCARUSE the respondent uses the code 2 (that is, that is uses childcare services for **some** of the children -> this cannot be correct since he/she has only **one** child

⁷ As it was written in the Explanatory notes (p.5) "Care responsibilities are assumed to exist for all respondents' and spouses' or cohabiting partners' with children up to the age of 14 who live inside the household"

- f) If CHCAREFF = 5 and WSATOR = 1 -> On family leave currently, but was working in reference week

The logic of this "soft" check is that the respondent answered in the core LFS (variable WSTATOR) that has worked (even one hour) during the reference week. At the same time, in CHCAREFF answers that he/she is on family leave. With the exception of cases of a family leave that started during the reference week, there is a contradiction.

- g) If WORKOBST = 2 and $0 < \text{HHUSUAL} < 20$ -> Works usually less than 20 hours and considers Long working hours as main obstacle

The logic of this "hard" check is that the respondent answered in the core LFS (variable HHUSUAL) that is usually working less than 20 hours a week. At the same time, in variable WORKOBST reports that the main obstacle to reconcile work and family life are the long working hours – this seems illogical.

- h) If Number_of_children_of_any_age > 0 and STOPWORK = 5 -> Reports that never had children but is a parent

The logic of this "hard" check is that the respondent answered in the core LFS that has children living in the same household (of any age). At the same time, in variable STOPWORK the respondent used the answer code 5, which has the meaning “Never had children” -> these answers are contradicting each other.

- i) If NOWKREAS = 05 and STOPWORK = 3 -> On maternity leave but reports no career break

The logic of this "soft" check is that the respondent answered in the core LFS that has did not worked during the reference week due to Maternity leave. At the same time, in variable STOPWORK answers with code, which has the meaning “Never stopped working” -> these answers are contradicting each other. This “combination” can be accepted only in the case of maternity leave with duration less than 1 month.

- j) If STOPWORK = 1 and EXISTPR = 0 -> Reports that stopped working, and has never worked

The logic of this "hard" check is that the respondent answered in the core LFS that has never worked and in variable STOPWORK answered that (once) had stopped workings -> these answers are contradicting each other.

- k) If STOPWORK = 2, 4 and EXISTPR = 1 -> Reports that never worked (in STOPWORK) but has a work experience according to the answer in variable EXISTPR.

The logic of the check is that the respondent answered in the core LFS that has worked in the past and in variable STOPWORK answered that has **never** worked -> these answers are contradicting each other.

Please take note that the above checks are considered as “hard” checks (that is, correspond to combinations of answers that are not acceptable in any case). The exceptions are checks c, d, f and i which (under special circumstances) can be considered plausible.

Countries are invited to implement these checks in the micro-data files, before sending them for validation. They are also invited to send any comment/correction on these checks and additional checks that they consider useful for the 2018 ad-hoc micro-data file.