

Reconciliation between
work and family life
Labour Force Survey (LFS)
ad-hoc module 2018

QUALITY REPORT

2019 edition



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Content

CHAPTER 1: Introduction

1.1	Background.....	5
1.2	Description of module	6
1.3	List of participating countries.....	8

CHAPTER 2: Data collection and methodology

2.1	Main characteristics of data collection	9
2.2	Population units and sampling rate	11
2.3	Editing and imputation	12
2.4	Subpopulations due to filters.....	13
2.5	Item non-response rate after imputation.....	15
2.6	Proxy interviews by country	16
2.7	Publication limits for estimates	17

CHAPTER 3: Quality assessment of variables

3.1	National implementation of variables.....	19
3.3	Univariate distribution by country	24
3.4	Comparison AHM 2018 with modules previous years.....	37

CHAPTER 4: Conclusions and recommendations

4.1	Data collection and methodology.....	38
4.2	Quality assessment of variables.....	38

Annex 1:	Technical characteristics and model questionnaire	40
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Annex 2:	Additional tables and figures	63
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1

Introduction

The aim of this chapter is to introduce the EU-LFS ad-hoc module and its legal framework, with a short description of the concerned variables. The countries that have participated in the EU-LFS ad-hoc module are also listed.

1.1 Background

The EU has a longstanding commitment to promote work-life balance. This has resulted in targets that are set to improve the provision of childcare and thereby addressing the work-life balance challenges faced by parents and caregivers. In order to monitor and to investigate the progress in this area further, the implementation of the European Union Labour Force Survey (EU-LFS) 2018 module on reconciliation between work and family life is of high importance.

The EU-LFS is the largest European household sample survey, providing quarterly and annual results on persons aged 15 and over in the labour market (employed and unemployed) and outside the labour market.

This survey was established by Council Regulation (EC) No 577/98 of 9 March 1998⁽¹⁾ on the organisation of a labour force sample survey in the European Union. This Regulation and its amendments set out provisions for the design, characteristics and decision-making process of the survey.

The EU-LFS sample size is about 1.8 million persons per quarter. The survey is implemented on a continuous basis and data are generally collected through interviews. Only private households are included in the published data. In most countries, proxy interviews (with another person in the household) are allowed. The variables which are collected on a quarterly or annual basis are called 'core variables'⁽²⁾.

In addition to the core variables, the EU-LFS also has so-called 'ad-hoc' modules (AHM) that can vary from year to year. These are a supplementary set of up to 11 variables, added to the core, on a clearly defined labour market relevant topic. Topics are chosen in cooperation between the National Statistical Institutes (NSIs), various policy Directorate Generals of the European Commission and Eurostat, on the basis of policy and analysis needs.

The legal basis for the current module on reconciliation between work and family life is the Commission Implementing Regulation (EU) 2016/2236 of 12 December 2016⁽³⁾. This means that EU Member States and EFTA countries are obliged to carry out the survey and send microdata to Eurostat. In addition, Turkey has also implemented the survey.

⁽¹⁾ <http://data.europa.eu/eli/reg/1998/577/oj>

⁽²⁾ https://ec.europa.eu/eurostat/statistics-explained/index.php/EU_labour_force_survey_%E2%80%93_main_features_and_legal_basis

⁽³⁾ http://data.europa.eu/eli/reg_impl/2016/2236/oj

The technical definitions and list of variables provided by the Regulation are complemented by an associated model questionnaire developed by a dedicated task force consisting of experts from a selection of NSIs: Austria, Finland, France, Germany, Hungary, Italy, Poland and the United Kingdom. Furthermore, representatives from the European Commission Directorate General for Justice and Consumers (DG JUST), Organisation for Economic Co-operation and Development (OECD) and Eurostat were involved in the process.

The subject of the AHM 2018 was already covered in 2005 and 2010⁽⁴⁾ and has been developed to provide insight on how people from 18 up till 64 years old can reconcile work and family life. From 2021, the EU-LFS will be implemented under a new legal framework, the IESS (Integrated European Social Statistics) Regulation. In this context, the module on reconciliation of work and family life will be repeated every eight years, and the next repetition will be in 2025.

This report mainly focuses on the assessment of the overall quality of AHM 2018, including the comparison of the quality between countries. The first chapter describes the background and content of the AHM (with its submodules), and lists the participating countries. The second chapter presents the main characteristics of the AHM 2018 data collection, at national level, the population units and sampling rate, the subpopulation due to filters, the item non-response after imputation, the rate of proxy interviews and the publication limits of estimates. The quality assessment per variable is described in chapter 3, where information is provided about the implementation of the variables at national level, i.e. deviations from the proposed model questionnaire and other issues countries encountered during the implementation. Finally, chapter 4 presents some overall conclusions and recommendations. In the annexes, more detailed information is provided with regard to the model questionnaire and the technical characteristics, through complementary tables and figures.

1.2 Description of module

The EU-LFS ad-hoc module 2018 on 'Reconciliation between work and family life' includes 11 variables divided into three submodules. The quality assessment of the variables are deeply discussed in chapter 3. More detailed information on the variables can be found in Annex 1.

Submodule 1: Care responsibilities

The first submodule aims to establish whether or not people, aged 18-64, have care responsibilities and to what extent the availability of suitable care services for children (<15 years) and other incapacitated relatives (15 years and older) influence people's participation in the labour force.

Four variables are included in the first submodule:

- CARERES: Existence of care responsibilities;
- CHCARUSE: Use of childcare services;
- CHCAROBS: Factors for not using childcare services;
- CHCAREFF: Effect of childcare responsibilities on employment.

⁽⁴⁾ https://ec.europa.eu/eurostat/statistics-explained/index.php?title=EU_labour_force_survey_-_ad_hoc_modules

Submodule 2: Flexibility of work arrangements

The aim of the second submodule is to investigate, in the context of reconciling work and family life, the degree of flexibility offered at work.

The second submodule includes three variables:

- POSSTEND: Working time flexibility for care;
- POSORGWT: Flexibility for taking days off for care;
- WORKOBS: Main obstacle at work for reconciliation.

Submodule 3: Comparing employees and self-employed

The third submodule targets *(i)* to identify career breaks in relation to the care of children (in particular parental leave) or other dependent persons and *(ii)* to investigate the duration of these particular career breaks.

Four variables are included in the third submodule:

- STOPWORK: Career break for childcare;
- STOPLENG: Complete length of career breaks for childcare;
- PARLEAV: Use of family leave;
- DEREDSTP: Career break for incapacitated relatives.

1.3 List of participating countries

Data collection of the EU-LFS ad-hoc module 2018 involves 28 EU Member States, three EFTA-associated countries and one candidate country.

BE	Belgium
BG	Bulgaria
CZ	Czechia
DK	Denmark
DE	Germany
EE	Estonia
IE	Ireland
EL	Greece
ES	Spain
FR	France
HR	Croatia
IT	Italy
CY	Cyprus
LV	Latvia
LT	Lithuania
LU	Luxembourg
HU	Hungary
MT	Malta
NL	Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovakia
FI	Finland
SE	Sweden
UK	United Kingdom
IS	Iceland
NO	Norway
CH	Switzerland
TR	Turkey

2

Data collection and methodology

In this chapter, the main characteristics of the national data collection, regarding the EU-LFS ad-hoc module 2018 (not the EU-LFS core), are described. These relate to the quality of the survey performed in the different participating countries. The characteristics entail the data collection, target population, sample size, proxy interviews, item non-response and editing/imputation rates. These characteristics can affect the quality of the survey results. The chapter concludes with the reliability limits for the AHM 2018 estimates.

2.1 Main characteristics of data collection

The main characteristics by country of data collection for the AHM 2018 on reconciliation between work and family life are indicated in table 2.1. Countries show a large variability in reference period, wave-approach, interview mode, legal framework, the position of AHM questions in the overall LFS survey and the average duration of the interview.

Wave-approach

The majority of countries (17) used the wave approach for the data collection. This resulted in the collection of AHM information from a sample that covered all quarters of the year 2018. However, 14 countries implemented the survey during the second quarter of the same year and Estonia was the only country that collected ad-hoc module data during both the first and second quarter of the year.

Interview mode

The majority of participating countries used a mixed-mode design in collecting data for the module.

A combination of CAPI and CATI modes was used in 16 participating countries: Belgium, Germany, Estonia, Ireland, Spain, Croatia, Italy, Cyprus, Latvia, Lithuania, Hungary, Poland, Portugal, Slovenia, Slovakia and the United Kingdom. In addition, Germany, Poland and Slovakia used PAPI mode as well, and in a self-administered manner in Germany.

In Bulgaria, Czechia, Greece and Romania, the module was conducted in PAPI mode, in combination with either CAPI or CATI. Four countries had a mixed-mode design including CAWI: Belgium, Denmark, Lithuania and Luxembourg. CATI alone is implemented in the Netherlands, Finland, Iceland, Norway and Switzerland. France, the United Kingdom and Turkey have conducted the module with CAPI only.

Table 2.1: Main characteristics on data collection by country, module 2018

	Reference period	Wave(s) for subsample	Interview mode	National participation	Position in LFS questionnaire	Proxy answering allowed	Average interview duration (min/sec)	LFS non-response rate *
Belgium	Q1-Q4	1	CAPI, CATI, CAWI	Compulsory	End	Y	8.00	19.0
Bulgaria	Q1-Q4	3	PAPI	Voluntary	End	Y	9.18	20.0
Czechia	Q1-Q4	1	PAPI, CAPI	Voluntary	End	Y	5.00	22.4
Denmark	Q1-Q4	4	CATI, CAWI	Voluntary	End for employed, after last job for unemployed	Y	1.30	43.0
Germany	Q1-Q4	1/10 of the core sample	PAPI, CAPI, CATI	Voluntary	End / spread	Y	5.00	2.7
Estonia	Q2, Q4	NA	CAPI, CATI	Voluntary	End	Y	NA	27.8
Ireland	Q2	NA	CAPI, CATI	Voluntary	End	Y	1.47	37.4
Greece	Q2	NA	PAPI-CAPI	Compulsory	End	Y	6.00	26.9
Spain	Q1-Q4	6	CAPI, CATI	Compulsory	End	Y	2.15	15.6
France	Q1-Q4	6	CAPI	Compulsory	End	Y	2.00	20.3
Croatia	Q2	NA	CAPI - CATI	Voluntary	End	Y	3.00	42.2
Italy	Q1-Q4	2	CAPI - CATI	Compulsory	After ILO labour status	Y	6.00	14.4
Cyprus	Q2	NA	CAPI - CATI	Compulsory	End	Y	3-7	4.5
Latvia	Q2	NA	CAPI, CATI	Voluntary	End	Y	> 1	36.7
Lithuania	Q2	NA	CAPI, CATI, CAWI	Voluntary	End	Y	6.00	22.3
Luxembourg	Q1-Q4	1	CATI, CAWI	Compulsory	With household information	N	6.00	44.4
Hungary	Q2	NA	CAPI, CATI	Voluntary	End	Y	3.36	28.8
Malta	Q1-Q4	1, 4	PAPI-CATI	Compulsory	Other	Y	10.00	27.8
Netherlands	Q1-Q4	2	CATI	Voluntary	Other	Y	2.00	49.4
Austria	Q1-Q4	1	CAPI	Compulsory	End	Y	4.00	7.1
Poland	Q2	NA	PAPI, CAPI, CATI	Voluntary	Separated questionnaire	Y	9.00	42.9
Portugal	Q2	NA	CAPI - CATI	Compulsory	End	Y	5.00	16.8
Romania	Q2	NA	PAPI, CAPI	Voluntary	End	Y	8.00	13.2
Slovenia	Q2	NA	CAPI, CATI	Voluntary	End	Y	1-2	21.4
Slovakia	Q2	NA	PAPI, CAPI, CATI	Compulsory	End	Y	4.00	17.7
Finland	Q1-Q4	5	CATI	Voluntary	End	Y	5.00	34.5
Sweden	Q1-Q4	1, 8	CATI	Voluntary	End	N	3.00	47.2
United Kingdom	Q1-Q4	1	CAPI, CATI	Voluntary	End	Y	1.39	51.1
Iceland	Q2	NA	CATI	Voluntary	End	N	NA	35.2
Norway	Q1-Q4	1, 8	CATI	Compulsory	End	Y	1.12	15.7
Switzerland	Q1-Q4	1	CATI	Voluntary	End	N	2.18	20.3
Turkey	Q2	NA	CAPI	Compulsory	End	Y	10.00	4.3

Abbreviations: NA = not applicable/not defined

* Non-response rate refers to reference period of the AHM data collection

(e.g. Q2 for countries who implemented the AHM in Q2 and the annual average for countries who surveyed the AHM in Q1-Q4)

Legal framework

The participation of households/individuals to the AHM is for the majority of countries (19) on a voluntary basis. However, in thirteen countries participants of the survey are compelled to answer the questions related to the AHM. Germany is the only country that has a different legal regulation for the AHM compared to the LFS core: while participation in the AHM is on voluntary basis, it is compulsory for the LFS core.

Position in questionnaire

The majority of countries (24) positioned the questions of the module at the end of the LFS questionnaire. Three countries (Germany, Italy and Luxembourg) asked the questions of the module after the questions related to the ILO-status, with different approaches, i.e. at the end and spread over the overall LFS questionnaire, after the part related to the ILO status and together with household information respectively. Poland is the only country that has used a separate questionnaire.

Proxy interview

Proxy interviewing means that the interview is done with someone in the household (e.g. parent or spouse) other than the person about whom information is being sought. Proxy answering is allowed for the AHM in all countries but Luxembourg, Sweden, Iceland and Switzerland.

Interview time

The duration of the interview varies substantially between countries. The reported time ranges from one to ten minutes. The large variety may reflect different numbers of questions countries have implemented for each variable of the module, but it may also reflect different ways of computation, countries have applied to estimate the average duration of an interview.

Unit non-response

Non-response is a non-observation error. It represents an unsuccessful attempt to obtain desired information from an eligible unit selected in the survey. The unit non-response reflects a complete failure to obtain data from a sample unit and is depicted in the last column of table 2.1. The figure in the column reflects the actual rate of non-respondents in the original sample of the LFS survey, i.e. it reflects the rate of eligible persons who were included in the sample, but have not responded at all on the LFS survey for several reasons, e.g. refusal, non-contact or unable to participate because the person died or has moved, etc.

The unit non-response rate of the LFS core varies from more than 50 percent in the United Kingdom to less than five percent in Germany, Cyprus and Turkey. This large variety across countries is due to the differences in the practical and technical aspects of data collection at national level, e.g. differences in reference population or sampling design.

2.2 Population units and sampling rate

The aim of the AHM 2018 is to investigate whether or not persons aged 18-64 have care responsibilities for children and/or incapacitated relatives and, when they are employed, to what extent their work is affected by the care responsibilities. In addition, information is gathered on which possibilities they have (or not) to reconcile work and family life.

For the sample of the EU-LFS core, persons 15 years and more are selected (with the exception of Spain, Italy and the United Kingdom (which interview people aged 16 and more), Denmark, Estonia, Latvia, Hungary, Finland, Sweden and Norway (people aged 15-74), Iceland (people aged 16-74)). In total, more than 380 million persons in the EU-28 are included in the sample of the LFS. However,

the target population of the module on reconciliation between work and family life is a bit smaller, it only includes persons aged 18-64 years, which makes on average more than 80 percent of the LFS population.

Table 2.2 clearly shows that the size of the target population of the LFS core and of the 2018 AHM varies highly between countries, with e.g. Luxembourg, Malta and Iceland having a target population for the LFS core of less than 400 thousand and Germany with a target population around 50 million. Among the EU Member States, Germany, together with Spain, France, Italy, Poland and the United Kingdom, shows the highest number of persons in the age of 18-64, so the biggest AHM 2018 target population.

As regards the sampling rate, it is computed as the percentage of the achieved number of respondents over the target population (persons aged 18-64 for the AHM 2018). There is a high diversity in rates, with the smaller countries having the highest sampling rates and vice versa: Malta shows a sampling rate of 2.27 percent, while Germany has a rate of 0.06 percent.

Table 2.2: Size target population, units of respondents and sampling rate by country

	LFS population (aged 15-74)	Target population (x1000)		Unweighted number of respondents (units)		Sampling rate (%) *	
		Overall population (aged 18-64)	Employed population (aged 18-64)	Overall population (aged 18-64)	Employed population (aged 18-64)	Overall population (aged 18-64)	Employed population (aged 18-64)
EU-28	380432	311671	223251	658962	459992	0.21	0.21
Belgium	8411	6912	4686	27481	18306	0.40	0.39
Bulgaria	5398	4351	3065	20011	13920	0.46	0.45
Czech Republic	8137	6593	5143	22829	17436	0.35	0.34
Denmark	4355	3484	2710	15655	12210	0.45	0.45
Germany	61987	51047	40238	31967	25359	0.06	0.06
Estonia	974	806	633	8820	6821	1.09	1.08
Ireland	3570	2983	2159	19994	14284	0.67	0.66
Greece	7975	6487	3782	33189	19299	0.51	0.51
Spain	35195	29288	19125	58197	37079	0.20	0.19
France	47903	38449	26630	47512	31800	0.12	0.12
Croatia	3142	2561	1642	5615	3339	0.22	0.20
Italy	45195	36863	22579	79951	48366	0.22	0.21
Cyprus	645	538	392	6166	4502	1.15	1.15
Latvia	1411	1161	873	5462	3949	0.47	0.45
Lithuania	2102	1751	1319	9902	7416	0.57	0.56
Luxembourg	458	388	277	4838	3355	1.25	1.21
Hungary	7432	6086	4416	16467	11403	0.27	0.26
Malta	378	311	233	7066	4954	2.27	2.13
Netherlands	12937	10453	8232	33032	26814	0.32	0.33
Austria	6630	5570	4179	22604	17179	0.41	0.41
Poland	27852	22969	16165	29805	20241	0.13	0.13
Portugal	7773	6300	4622	22441	15951	0.36	0.35
Romania	14927	12340	8480	35957	24554	0.29	0.29
Slovenia	1568	1299	960	10336	7413	0.80	0.77
Slovakia	4266	3599	2515	13550	9121	0.38	0.36
Finland	4106	3238	2434	13238	10204	0.41	0.42
Sweden	7460	5991	4870	9964	8788	0.17	0.18
United Kingdom	48245	39856	30892	46913	35929	0.12	0.12
Iceland	249	211	181	2553	2180	1.21	1.21
Norway	3984	3276	2548	16765	13484	0.51	0.53
Switzerland	6428	5359	4390	8244	6837	0.15	0.16
Turkey	57985	49819	27588	74362	40534	0.15	0.15

* sampling rate = percentage of the number achieved of respondents over the target population.

2.3 Editing and imputation

After data collection, some countries have edited and/or performed imputations in order to correct inconsistencies and/or replace missing data respectively. Imputations can be made based on administrative data or on data that has been collected in a previous wave or in the core LFS.

Croatia, Italy, Malta, Austria and Romania applied both data editing and imputation. Bulgaria, Greece only edited data while Ireland, France and Slovenia only performed imputations. The rates are on

average low and in general, when countries have applied data editing or imputation, they have done it for all variables.

2.4 Subpopulations due to filters

Table 2.3 indicates, by country, the number of respondents for each AHM 2018 variable, and the corresponding percentage calculated in relation to the total number of respondents aged 18-64. This table makes it possible to analyse for each AHM 2018 variable the extent of its entry filter. Lower the percentage, more restrictive is the entry filter of the considered variable, and smaller the subpopulation having answered to that variable.

For the 11 AHM 2018 variables, the target subpopulations are as follows (more details are available in Annex 1):

Submodule 1

- CARERES: individuals aged 18-64 years;
- CHCARUSE: respondents that have mentioned that they take care of their own or partner's children in and/or outside the household;
- CHCAROBS: persons who have mentioned they use professional childcare services for none or some children;
- CHCAREFF: respondents that have mentioned that they take care of their own or partner's children in and/or outside the household and were employed during the reference week;

Submodule 2

- POSSTEND and POSORGWT: persons having the professional status of 'employee' and who have mentioned that they take care of their own or partner's children and/or incapacitated relatives in and/or outside the household;
- WORKOBS: individuals that are employed during the reference week and who take care of their own or partner's children and/or incapacitated relatives in and/or outside the household;

Submodule 3

- STOPWORK: individuals aged 18-64 years;
- STOPLENG and PARLEAV: respondents that have not worked at least one month in his/her employment history to take care for own children;
- DEREDSTP: persons aged 18-64 and who have already been in employment or have mentioned they were employed during the reference week.

As far as Eurostat is aware of, no countries have reported deviations from these entry filters as defined in the Regulation⁽⁵⁾.

⁽⁵⁾ https://eur-lex.europa.eu/eli/reg_impl/2016/2236/oj

2.5 Item non-response rate after imputation

The non-response described in this paragraph is different from the non-response discussed in paragraph 2.1. The item non-response, presented here, reflects indeed respondents who have provided some information but not all, or for whom some of the reported information was not usable. Examples can be that the interview was interrupted or that the respondent refused to answer to some questions or answered “don’t know”. Imputation procedures can be performed in order to deal with item non-response issues. Table 2.4 shows the item non-response by variable and by country. In addition, it should be noted that the item non-response in table 2.4 is calculated as a percentage of the (unweighted) number of respondents regarding the considered variable of the module. When the item non-response rate of a variable is more than ten percent (= coloured cells), caution is needed in case of dissemination of the variables; this issue is described in more details below.

Table 2.4: Item non-response rate after imputation, module 2018, by variable and country (% , unweighted)

	CARERES	CHCARUSE	CHCAROBS	CHCAREFF	POSSTEND	POSORGWT	WORKOBS	STOPWORK	STOPLENG	PARLEAV	DEREDSTP
Belgium	0.1	.	.	.	0.2	0.5	.	0.1	.	.	0.1
Bulgaria	1.0	0.1	.	0.1	7.1	8.3	0.1	1.0	0.1	0.1	0.8
Czech Republic	0.1	.	.	0.1	0.5	0.5	0.1	0.1	0.1	0.1	0.1
Denmark	.	.	.	.	12.6	14.1	.	0.0	.	.	.
Germany	3.4	3.9	11.1	19.5	23.8	22.8	23.4	7.4	5.1	1.9	7.4
Estonia	.	.	0.2	0.1	6.3	16.3	0.2	0.1	0.5	0.1	0.0
Ireland	9.9	0.3	0.2	0.7	2.4	4.9	1.2	10.6	3.8	1.2	10.4
Greece	2.6	4.0	0.9	3.8	6.0	6.9	4.1	4.4	1.2	2.2	4.3
Spain	0.1	0.1	0.4	0.5	4.6	4.2	0.9	0.6	2.1	1.0	0.4
France	.	0.1	0.2	0.2	4.9	6.5	0.5	0.0	0.7	0.6	0.5
Croatia	.	.	0.3	0.7	8.8	11.3	1.2	0.7	1.5	1.6	0.3
Italy	.	0.2	0.2	0.3	3.5	4.3	0.7	0.0	3.7	1.5	0.3
Cyprus	.	.	.	.	.	.	.	.	.	.	.
Latvia	0.2	0.7	.	0.9	1.5	2.5	0.3	1.2	2.1	0.7	1.3
Lithuania	.	.	.	.	15.6	17.2	.	.	.	.	.
Luxembourg	6.7	0.2	1.2	0.6	13.0	11.0	1.2	8.1	0.8	0.6	3.5
Hungary	.	.	.	.	5.0	5.3	.	.	.	.	.
Malta	.	.	.	.	.	.	.	.	.	.	.
Netherlands	0.0	0.0	0.4	31.0	1.0	1.4	16.2	0.2	1.3	0.5	0.0
Austria	.	.	.	.	.	.	.	.	.	.	.
Poland	.	.	.	.	6.9	7.7	.	.	5.2	3.9	.
Portugal	2.2	0.1	0.1	0.1	1.8	2.6	0.9	3.1	1.5	0.8	2.3
Romania	0.0	.	.	.	10.6	10.7	.	0.0	.	.	0.0
Slovenia	.	2.5	.	0.0	12.1	13.1	7.4	0.0	.	.	.
Slovakia	0.6	.	.	.	10.7	13.3	0.1	0.6	0.7	0.5	0.6
Finland	.	0.1	0.6	1.0	4.0	5.2	2.2	0.4	0.5	0.3	0.0
Sweden	.	0.1	0.9	0.3	1.3	6.1	0.7	0.3	1.7	0.6	0.6
United Kingdom	0.1	0.1	0.1	0.3	9.8	10.8	0.5	0.2	0.9	0.6	0.3
Iceland	.	1.5	0.1	4.0	63.5	64.8	2.1	1.2	1.5	0.9	27.3
Norway	0.4	0.3	1.5	0.8	2.6	3.3	1.9	.	.	.	0.5
Switzerland	.	0.5	2.4	1.1	1.3	2.9	2.2	0.2	2.0	0.7	0.1
Turkey	.	.	.	.	1.3	1.7	.	.	.	.	.

. = N.A.

Submodule 1: CHCAROBS and CHCAREFF

Germany recorded a high rate of item non-response for the variables CHCAROBS (factors for not using childcare) and CHCAREFF (effect of childcare responsibilities on employment). This is due to difficulties in the PAPI questionnaire. The item non-response rate of the variable CHCAREFF was also high in the Netherlands. This can be explained since some respondents did not feel their situation was reflected by the proposed answer categories.

Submodule 2: POSSTEND, POSORGWT and WORKOBS

POSSTEND and POSORGWT are the module variables with the biggest item non-response rate (respectively 8 and 11 countries with more than 10 percent). These variables reflect the possibility to vary start and/or end time of the working day and the possibility to take whole days off in order to reconcile between work and family life respectively. In Iceland, the item non-response rate of these variables is more than 60 percent, followed by Germany with over 20 percent. Several countries

have mentioned here that the filter should be simplified and that ‘don’t know’ and ‘no answer’ should be split up in order to avoid that ‘don’t know’ is classified as item non-response. Especially because respondents really do not know what kind of possibilities exist in their country. In addition, it was also mentioned that these variables are difficult to answer in case of proxy interviews.

As regards the variable WORKOBS, respondents in Germany and the Netherlands experienced almost no obstacles that make reconciliation between work and having care responsibilities hard, while they are highly supported by the national governments. Turkey did not transmit this variable due to errors in the implementation of the question.

Submodule 3: STOPWORK, STOPLENG, PARLEAV and DEREDSTP

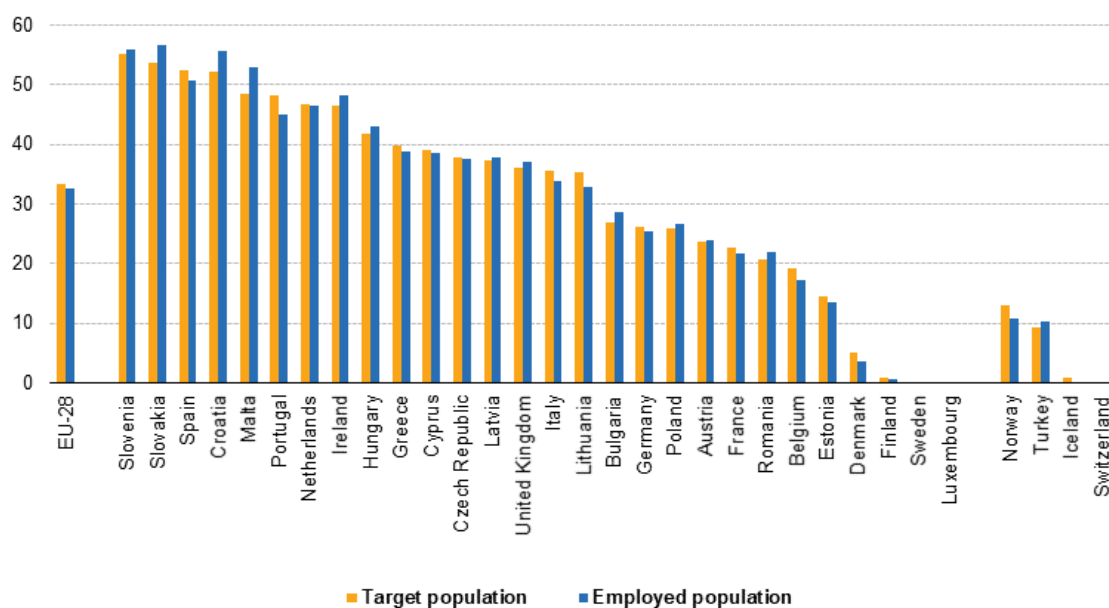
Estonia shows an item non-response rate of 10 percent for STOPWORK and DEREDSTP (career break for incapacitated relatives). Iceland has a rate that reflects more than a quarter regarding the latter variable. Due to implementation errors, variables STOPWORK, STOPLENG, PARLEAV are not disseminated for Norway.

2.6 Proxy interviews by country

As mentioned in paragraph 2.1, all countries, except Luxembourg, Sweden, Iceland and Switzerland, allow interviews by proxy in the AHM. Proxy interview means that the interview is done with someone in the household (e.g. parent or spouse) other than the person about whom information is being sought. Figure 2.1 presents the rate of the performed proxy interviews for the target population per country. Rates are computed based on the corresponding variable of core LFS and may not accurately reflect the percentage of proxy answers in the ad-hoc survey.

The proxy rate ranges considerably between countries: from zero in the aforementioned countries to more than 50 percent in Croatia, Spain, Slovakia and Slovenia.

Figure 2.1. Proxy rate and target population aged 18-64 years, module 2018 (%)



2.7 Publication limits for estimates

Each country determines, according to its dissemination rules, two publication thresholds for each LFS module. Weighted estimates of variables that are below the first threshold should be suppressed due to very low reliability issues. The second threshold relates to a publication "with warning" concerning the reliability. Estimates that are below this second limit can be published, but with a footnote (Table 2.5).

Using information from this table, an estimation, based on single breakdowns by country and sex, age (18-24, 25-34, 35-44, 45-54,55-64), level of education or occupation, was performed in order to investigate the share of empty cells (empty = not published because of very low reliability) per variable. When more than 50 percent of the cells for one variable is empty ('don't know' is excluded), users should be aware of the low reliability of the variable broken down by country and by sex, age, level of education or occupation.

The summary of the results per variable is the following:

- **CARERES:** For sex, age and education, most cases are above the publication threshold: so there are no reliability issues. However, when the estimates are broken down by the type of occupation, Bulgaria, Denmark, Estonia, France, Iceland, Lithuania, Luxembourg, Latvia, Malta and Slovakia show reliability issues.
- **CHCARUSE:** For all four breakdowns, there are no reliability issues for this variable.
- **CHCAROBS:** Since this variable is filtered on persons between 18-64 years with childcare responsibilities and not using childcare for all children, just a relatively small target group is approached here. For all four different breakdowns, especially in case of age or occupation, caution is needed in case of publication.
- **CHCAREFF:** For age and education level, around 10 countries show a very low reliability. For ISCO, low reliability is shown for 17 countries. For the breakdown by sex, only Croatia, Iceland, Luxembourg, Latvia and Slovakia show more than 50 percent of empty cells.
- **POSSTEND:** This variable reflects almost no reliability issues. Only Iceland and Lithuania have more than 55 percent of the cells empty in case of the breakdown by occupation.
- **POSORGWT:** Similar results as POSSTEND.
- **WORKOBS:** Four to five countries have a very low reliability for age and education level and eleven countries for the breakdown by ISCO. Only Estonia and Latvia have a very low reliability when broken down by sex.
- **STOPWORK:** No reliability issues regarding this variable.
- **STOPLENG:** For the breakdown by occupation, Denmark, France, Croatia, Iceland, Luxembourg, Latvia, Malta and Portugal have more than 50 percent empty cells due to very low reliability.
- **PARLEAV:** Also, here the major reliability issues are present for the breakdown by ISCO. Ten countries show very low reliability.
- **DEREDSTP:** Estonia, France, Croatia, Luxembourg and Latvia show reliability issues for ISCO as well. The other breakdowns show almost no concerns.

Table 2.5: Publication thresholds of module 2018, by country

	Limit below which figures cannot be published	Limit below which figures must be published with a warning
Belgium	3000	8000
Bulgaria	4500	10100
Czech Republic	1000	6000
Denmark	4000	7000
Germany	50000	50000
Estonia	2000	4800
Ireland	1821	3034
Greece	1300	3500
Spain	2000	8000
France	50000	100000
Croatia	4200	38000
Italy	3500	8500
Cyprus	500	1500
Latvia	3100	5000
Lithuania	1100	4000
Luxembourg	500	1000
Hungary	2600	5000
Malta	766	1975
Netherlands	1500	6500
Austria	5000	10000
Poland	5000	20000
Portugal	7500	7500
Romania	6500	11500
Slovenia	1000	10500
Slovakia	4000	6000
Finland	2000	4000
Sweden	8000	12000
United Kingdom	10000	19000
Iceland	1000	1000
Norway	5000	10000
Switzerland	1000	5000
Turkey	5000	5000

3

Quality assessment of variables

This chapter concerns the quality assessment of the eleven variables of the 2018 module. For each variable, the national implementation of the questionnaire is described, including the non-response rate, the univariate distribution by country and further comments of countries on issues related to the implementation. The technical characteristics and the model questionnaire related to the variables are presented in the Annex 1.

3.1 National implementation of variables

The implementation of variables, as performed by participating countries, is described in this section. The majority of countries implemented the questions as stated in the Regulation and as proposed in the model questionnaire developed by the dedicated task force (see chapter 1). Nevertheless, some deviations have been mentioned by countries and these are reported in this section. Each of the 11 module variables is reviewed separately (see Annex 1 for more details regarding the model questionnaire). In addition to deviations from the model questionnaire and from the stated answering categories, changes as regards the proposed number of questions are discussed for each variable. Additional problems encountered by countries are described as well. Nevertheless, the additional questions implemented by individual countries, and consequently not related to the EU-LFS AHM 2018 guidelines are not discussed.

1. CARERES

On the existence of care responsibilities, three questions were proposed. Greece, Malta, Austria and Switzerland used two questions in order to get the information from respondents because the first question on children younger than 15 years living in the household could be derived from the core questionnaire. Latvia and the Netherlands used multiple questions. Germany, Spain, Poland and Portugal used four questions, while Bulgaria, Slovakia, Finland and Norway needed five to gather the information.

Despite differences in the number of questions, most countries did not deviate from the model questionnaire. Some countries provided more details about their implementation of this variable in the national questionnaire:

- **Bulgaria:** Due to the use of PAPI questionnaire, two questions (Q2_CARERES on care of own children living outside the household and Q3_CARERES on care of incapacitated relatives) are repeated two and three times respectively (intended for different groups of respondents). This, in order to keep the correct routing and to avoid complicated interviewers' checks.
- **Hungary:** Implemented three questions using a different approach; in terms of taking care of ill, elderly and/or disabled relatives. Hungary differentiated between respondents who provide care in their own household or in a different one since, the place of caretaking can have different implications for respondents who are working. Therefore, the original question

Table 3.1: Number of questions module 2018, by variable and country

	CARERES	CHCARUSE	CHCAROBS	CHCAREFF	POSSTEND	POSORGW	WORKOBS	STOPWORK	STOPLNG	PARLEAV	DEREDSTP
<i>Proposed number</i>	3	1	2	1 or 2	1	1	1 or 2	2 or 3	1	1	2
Belgium	3	1	2	1	1	1	1	2	1	1	2
Bulgaria	5	1	2	1	1	1	1	2	1	1	2
Czech Republic	3	1	2	2	1	1	1	3	1	1	2
Denmark	3	1	3	2	1	1	1	1	1	1	2
Germany	4	1	1	1	1	1	1	2	1	1	3
Estonia	3	1	4	2	1	1	3	3	1	1	3
Ireland	3	1	2	-	1	1	-	-	1	1	2
Greece	2	2	2	1	1	1	4	1-3	1	2	3
Spain	4	1	2	1	1	1	1	2	1	1	2
France	3	1	3	3	1	1	2	2	1	1	3
Croatia	3	1	2	1	1	1	1	2	1	1	2
Italy	3	1	2	1	1	1	1	4	1	1	3
Cyprus	3	1	2	1	1	1	1	2	1	1	2
Latvia	14	2	1	2	1	1	2	1	1	1	1
Lithuania	3	1	2	1	1	1	1	2	1	1	2
Luxembourg	3	1	2	2	1	1	2	3	1	1	2
Hungary	3	1	2	1	1	1	1	2	1	1	2
Malta	2	1	2	1	1	1	1	1	1	1	1
Netherlands	multiple	1	3	multiple	1	1	2	3	1	2	4
Austria	2	1	4	2	1	1	2	4	1	2	4
Poland	4	1	3	2	1	1	1	1	1	3	2
Portugal	4	1	2	2	1	1	2	3	1	1	2
Romania	3	1	2	2	1	1	1	2	1	1	2
Slovenia	3	1	2	1	1	1	1	2	1	1	2
Slovakia	5	1	2	1	1	1	1	2	1	1	2
Finland	5	1	2	8	1	1	7	2	1	2	2
Sweden	3	2	1	1	1	1	1	3	1	1	2
United Kingdom	3	1	2	1	1	1	1	2	1	1	2
Iceland	-	-	-	-	-	-	-	-	-	-	-
Norway	5	2	1	2	2	2	2	3	1	1	3
Switzerland	2	2	2	2	1	1	1	3	1	1	3
Turkey	3	1	2	-	1	1	-	-	1	1	2

- = N.A.

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was divided into two questions.

- **Portugal:** In order to decrease the burden for respondents Q2_CARERES was split up into two questions so that questions were easy to follow and to provide simplified answers.
- **Finland:** Split Q3_CARERES (“Do you take care of relatives of children of yours from the age of 15 who are ill or disabled or elderly relatives? They may live in-or outside your household”) into two questions: (1) “Sick or disabled child aged over 15” and (2) “A sick, disabled or elderly family member”.

Other implementation issues countries encountered were mainly based on the clarification of the content: the reference period should be specified more; care responsibilities for children should refer to parents, not grandparents; childcare and care for other relatives have to be split; the age of children should be clarified; the word ‘spouse’ should be added in the question as well and in case of CAPI interviewing, more simplified answering options could be considered in order to decrease the burden for the respondent.

2. CHCARUSE

Almost all countries used one question for this variable (use of childcare services) as proposed in the model questionnaire. Only Greece, Latvia, Sweden, Norway and Switzerland used two questions.

Some countries had some adaptations regarding the content of the questions:

- **Greece:** Two questions were used: (1) “Do you use childcare services?” – “Yes/No”, (2) “Do you use them for all of the children?” – “Only for some of them/for all”.
- **Austria:** Included a category (“for all children younger than 15 years of age”) with respect to whether or not respondents use professional childcare services for some or all children (=n) to assess the need of additional services.
- **Sweden:** Since the model question had “yes/no” in its formulation, the answer categories were not so clear in CATI. Therefore, this question was split up in two. First, the model question was asked, and for those who answered “yes”, a subsequent question followed to find out if it was “for all children or not”.

- Switzerland: Used a two-stage approach with the first question on overall use of childcare services, and, in case of affirmation, a follow-up question whether these services are used for all children.

Some countries had additional remarks concerning CHCARUSE: the age of the children should be mentioned in the question since respondents included children of 15 years and more; it was noticed that it was difficult to answer to the question for CHCARUSE in case of proxy interviewing and the description on 'professional childcare services' should be made more clear: leisure activities and school-related activities should be excluded and only services received on a regular basis should be included.

3. CHCAROBS

Two questions were suggested with respect to CHCAROBS. Where Germany, Sweden and Norway only used one question, Estonia and Austria used four questions in order to collect the needed information. Denmark, France, the Netherlands and Poland used three questions.

Comments on differences in the national implementation of the questionnaire concerning CHCAROBS variable are reported below:

- Belgium: Provided a description for the following answers: "other reasons concerning the offer of care services" (Q1_chcarobs) and "other reasons" (Q2_chcarobs).
- Denmark: Question Q2_chcarobs was divided into two questions: one for those having replied '2' in Q1_chcaruse and one for those having replied '3' in this question. For those having replied '3' the answer category '3' in Q2_chcarobs "The used professional services are sufficient" was omitted.
- Estonia: Had two additional questions in order to specify *other* items.
- France: Q1_chcarobs and Q2_chcarobs were implemented in such a way that multiple answers were possible. Then when necessary, the main reason was asked for.
- The Netherlands: Usually, when a respondent does not use childcare services, this is because there is no need. Hence, this question was used as a filter. When the respondent uses childcare for some but not all children, and the reason for this is "no need", it was assumed that this is because the used childcare services are sufficient (reason 07 CHCAROBS) and in this case, no further question was asked. When the respondent does not use childcare at all, and the reason regarding CHCAROBS was "no need", another question to determine the exact reason was proposed. When the respondent does not use professional childcare for some children or for all children, and the reason (CHCAROBS) is "other", another question was proposed to determine the exact reason.
- Austria: Answer one of Q1_chcarobs was split into two answers ("no service available", "no vacancy available"). Q1_chcarobs: when "other reasons" was stated, a free text entry was provided to state the reason. Answer one of Q2_chcarobs was split into three answers: "I want take care myself", "My partner mainly takes care of the child(ren)" or "My partner and I share the care responsibilities". Q2_chcarobs: if "other reasons" was stated, a free text entry was provided to state the reason.
- Turkey: Inquired for the main reason for not using professional services for children aged 15 and more who are ill or disabled, or for elderly relatives. Regarding the question on the main reason that someone has not used childcare services Turkey added four categories. These included: (i) There is not service within the reachable distance, (ii) There is service available but there are no vacancies, (iii) Paid childcare at home is very expensive, (iv) Institutional childcare is too expensive. Moreover, they also informed to the main reason why respondents did not use professional services for the child aged 15 years and more who are ill or disabled and elderly parents using the same answering categories. As to question two of CHCAROBS, additional options were: "Care is arranged alone", "Care is arranged with wife/husband/partner", "Due to age of child (child is too young)".

A few countries mentioned some problems regarding the implementation of CHCAROBS and it

mainly concerned that category 7 (“Used professional services (for some but not for all children) are sufficient”) was not clear to all respondents. Moreover, in contrast with the aforementioned countries, some countries suggested that it would be sufficient to ask just one question for CHCAROBS. Furthermore, in case of PAPI-interviewing, countries noticed that respondents had the tendency to give multiple answers.

4. CHCAREFF

The majority of countries used one or two questions as proposed. However, the Netherlands mentioned they have used multiple questions. Finland and France used three and eight questions respectively, and mentioned they made some adjustments with regard to the questions.

More details were provided by countries:

- Belgium and Estonia: Implemented one additional question in order to specify “other”.
- Finland: The answer categories were asked as “yes/no” items and at the end it was asked to “choose the most important one”. In the test, it appeared to be rather difficult for respondents to recall all answer categories when read out at loud one after another.

Just two main implementation issues were mentioned by countries: the first answering option “any change to increase income” was not always clear for respondents and respondents misinterpreted the variable mentioning “family problems” instead of “work-related problems” in “other”.

5. POSSTEND

All countries implemented one question as proposed, except Norway that used two questions. Furthermore, no country mentioned deviations in the question asked. However, one country mentioned that it was hard for respondents who do manage the combination of work and care responsibilities to answer the related question. It was suggested to filter these respondents at forehand. Another country replaced the option “Rarely possible” with “It is possible, but only in particular cases”.

6. POSORGWT

As for POSSTEND, only Norway adopted two questions instead of one for the variable POSORGWT. All other countries used one question for this variable. No country reported deviations; nevertheless, some countries mentioned that they have added more examples to the explanatory notes in order to clarify it more. Similar to POSSTEND, one country rephrased option 2 into “It is possible, but only in particular cases”.

7. WORKOBS

For this variable, it was suggested in the model questionnaire to have one or two questions. Estonia and Spain implemented three and four questions respectively. Finland needed seven questions. Italy reported some differences in its national questionnaire (see below). Several countries have implemented the variable using the list of reasons allowing first multiple answers, and having a follow-up question where the “main reason” was asked. This was done in France, the Netherlands and Finland. Details provided by countries, if any, are reported below:

- Belgium and Estonia: It was asked to specify in case the answer was *other*.
- Italy: Two answering options were added to the first question of WORKOBS: (i) shiftwork, afternoon or evening work, work at weekends and (ii) strictness of working time.

Several countries noted some implementation issues. These were the following: some respondents misinterpreted the variable and mentioned family problems in the “other” option instead of work-related issues; in countries using PAPI mode respondents could fill in multiple answers; option 3 (unpredictable or difficult work schedules) and 5 (demanding of exhausting job) were experienced to

be similar for some respondents and caused confusion and one country gave respondents the opportunity to mention what situation was mostly reflected in their situation.

8. STOPWORK

For the variable STOPWORK, two or three questions were proposed. Denmark, Latvia, Malta and Poland used one question. Greece mentioned that they implemented one and three questions for those who were employed and unemployed, respectively. Austria and Italy used four questions, but only Italy noted some changes regarding the questions. Below some comments from the countries:

- Spain: A new question was developed to obtain the information required in code 3 of questions Q1a_stopwork and Q1b_stopwork.
- Italy: Used the alternative questions and added answer options to question 2a: (i) Yes, he/she has stopped and then resumed or will resume work (including maternity), (ii) Yes, he/she has definitely stopped working, (iii) No, he/she did not have any interruptions in work of a least one continuous month, (iv) No, he/she did not have a job at that time. When someone mentioned that he/she did not had a job at that time, it was asked if the main reason was because the person had to take care of own or partner's children.
- Portugal: The question model Q1a_stopwork was split in two questions, in order to reduce the burden for those who do not have or did not had children or stepchildren.
- Norway: Instead of giving the category "never had children", it was asked if the respondent ever had childcare obligations (assuming that when someone never had obligations, he/she also never have had children).

In addition, several countries mentioned that respondents had recall difficulties (especially respondent of 50 years and older). Also, various countries mentioned that the lack of clear reference period and of information on the age and number of children when the career break occurred, can lead to problems and errors in the analytic stage of the module, and consequently to difficulties to draw conclusions.

9. STOPLENG

No variations with respect to number of questions and questionnaire have been reported by countries. Nevertheless, similar additional issues as for STOPWORK were mentioned.

10. PARLEAV

Greece, the Netherlands, Austria and Finland reported to have used two questions, instead of the single question that was proposed. Bulgaria, Poland and Finland implemented three questions, asking the response items separately.

- Bulgaria: The questions corresponding to the use of parental leave were adapted to the national legislation. Three subquestions were included, corresponding to the different type of childcare-related leaves (one question in case of maternity leave and two questions related to parental leave).
- Germany: An answer category was added due to legal reasons: "No, other reasons". Legal experts demanded this category for persons who interrupted their work due to other reasons than parental leave or maternity or paternity leave. The overlapping with the original category "none of both" was neglected because these two categories were summarized as one category.

Here, some countries mentioned that respondents had some recall problems and that parents were not fully aware of the possible official arrangements related to parental leave and other family-related leaves in their country. In addition, it was experienced as a burden that there was no clear reference period.

11. DEREDSTP

Two questions were proposed for the variable DEREDSTP, but seven countries implemented three to four questions instead. Latvia used one question. Some comments and more details on the implementation were given by some countries:

- Estonia: A first question was addressed to the respondent who does not have care responsibilities for incapacitated relatives (aged 15 year or older) if he/she ever had to take care of incapacitated relatives and then the proposed questions Q1_DEREDSTP and Q2_DEREDSTP were asked.
- Greece: Implemented three questions: (1) “Did you ever take care of an adult relative?” - “Yes/No”, (2) “Did you ever stop working?” - “Yes/No”, (3) “Did you ever reduce your working hours” – “Yes/No”.
- Italy: In order to filter respondents who never had to take care of dependent relatives, Q1_DEREDSTP was split up into two questions. A first filter question “During your life, have you taken care of relatives or children aged 15 or older, because they were ill, disabled or elderly?” If mentioned “yes”, Q1_deredstp was asked using “yes/no” answer options.
- Finland: Split the first question (“Looking back again: Did you not work for at least one month to take care of ill, disabled or elderly relative from the age of 15? This can also mean that you had a special leave, an interruption agreed with your employer, quit you job or shut down your business”) into two parts: (i) children and (ii) relatives for the same reason as in CARERES.
- Norway: First a “yes/no” question was presented, and then, to those who said “yes” it was asked what the main effect was.
- Switzerland: Separate questions were given with respect to “care for incapacitated children from the age of 15” on one hand and to “other incapacitated relatives” on the other hand. Moreover, in both respects, there was one additional question in order to discern respondents that actually have taken care of incapacitated relatives in the past. This additional question was not asked to respondents who had already indicated to have care responsibilities for relatives at present (in CARERES).

Furthermore, except that some countries mentioned recall issues by respondents, no other major issues were mentioned.

3.2 Univariate distribution by country

In this part, the distribution of categories per variable is discussed (**unweighted**). Overall, countries are compared to the EU-28 average. Moreover, the overall average of all 32 countries participating to the EU-LFS AHM 2018 is included in the figures, together with the results for the three EFTA countries and Turkey. All detailed figures/tables per variable and per country can be found in Annex 2.

1. CARERES

Overall, more than half of the respondents, aged 18-64 years, mentioned they have no care responsibilities at all (64.7 percent, all participating countries). Shares range from 50 percent in Ireland and Iceland to 78.9 percent in Romania. The target group that has care responsibilities, mainly takes care of own children in the household: the share ranges from 13.8 percent in Germany to 32.7 and 36.9 in Sweden and Turkey respectively. Instead, Germany has the largest share of persons who take care of own children *in and outside* the household: 8.1 percent in comparison to 1.7 percent on average in the EU-28. Around five percent of the respondents only take care of incapacitated relatives. Here, values range from less than one percent in Denmark to nine percent in Greece, the Netherlands and Iceland. In addition, six percent on average in Germany, Greece,

Luxembourg and Ireland have given *no answer*. Regarding the other answer options, less than two percent felt their situation was reflected by the answers.

Figure 3.1. CARERES | Care responsibilities, response rate by country (%)

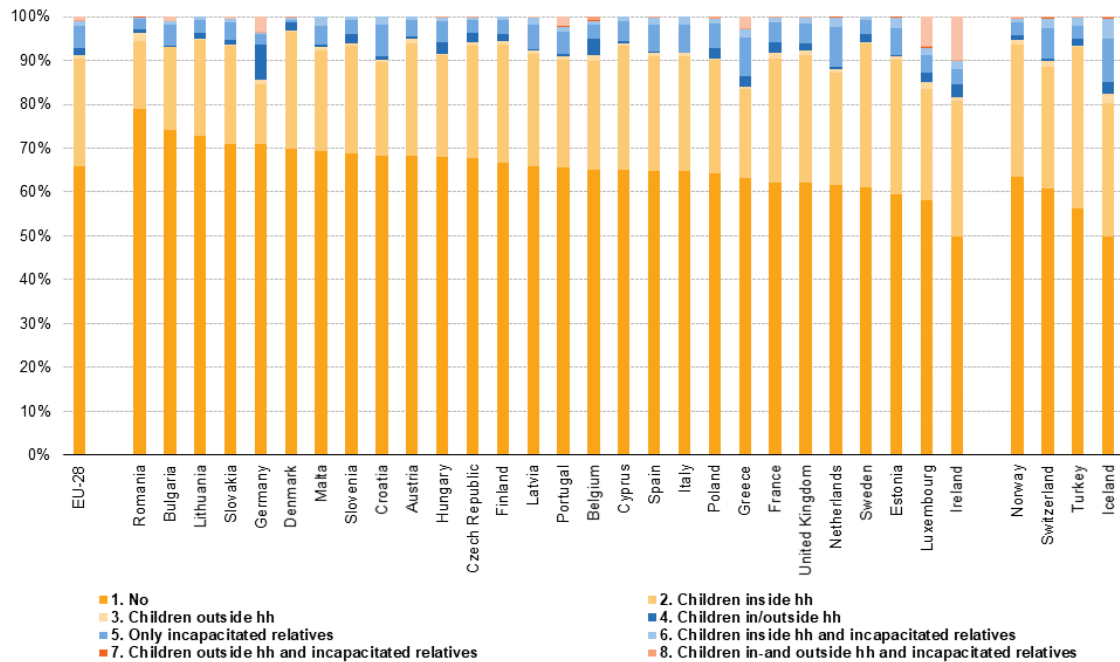
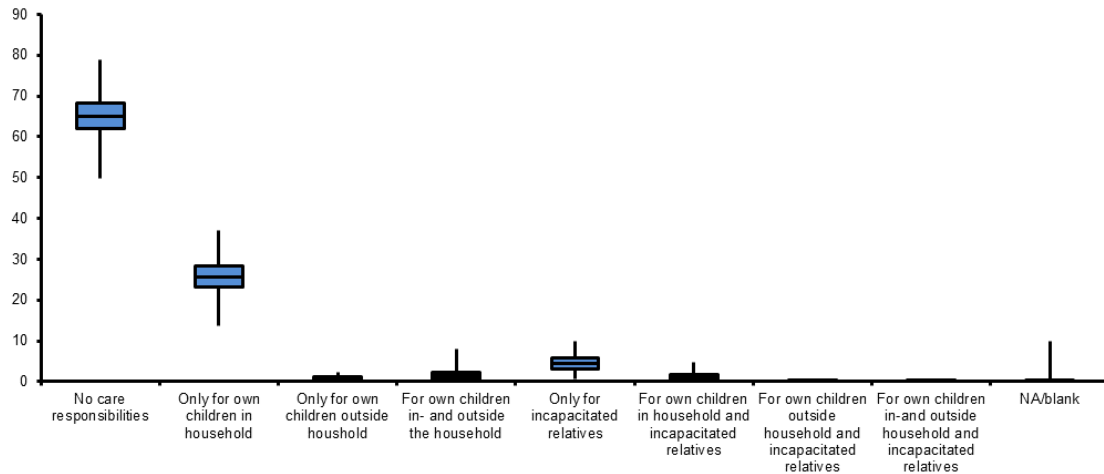


Figure 3.2. CARERES | Distribution respondents all countries: minimum, maximum and quartiles (%)



2. CHCARUSE

There is a large variation in the share of respondents in countries, that have care responsibilities for children, that note they use or do not use professional childcare services: in Hungary for example, 59.6 percent *do* use this type of care for all children versus a quarter of the persons that *do not* use professional childcare services (EU-28 average: 28.2 versus 61.7 percent). On the other hand, these shares entail 14.7 and 82.3 percent in Romania respectively. Almost 10 percent of the respondents in EU-28 say they use professional childcare just for some children, but this value varies from 3.0 percent in Romania to 21.1 percent in Sweden.

Outside EU-28, Turkey has the highest share of caregivers that say they do not use professional

childcare services (89.4 percent). On the other hand, Iceland and Norway have the highest share outside EU-28 regarding the use of professional childcare for some and all children: 25.2 and 49.3 percent respectively.

Figure 3.3. CHCARUSE | Use of professional childcare services, response rate by country (%)

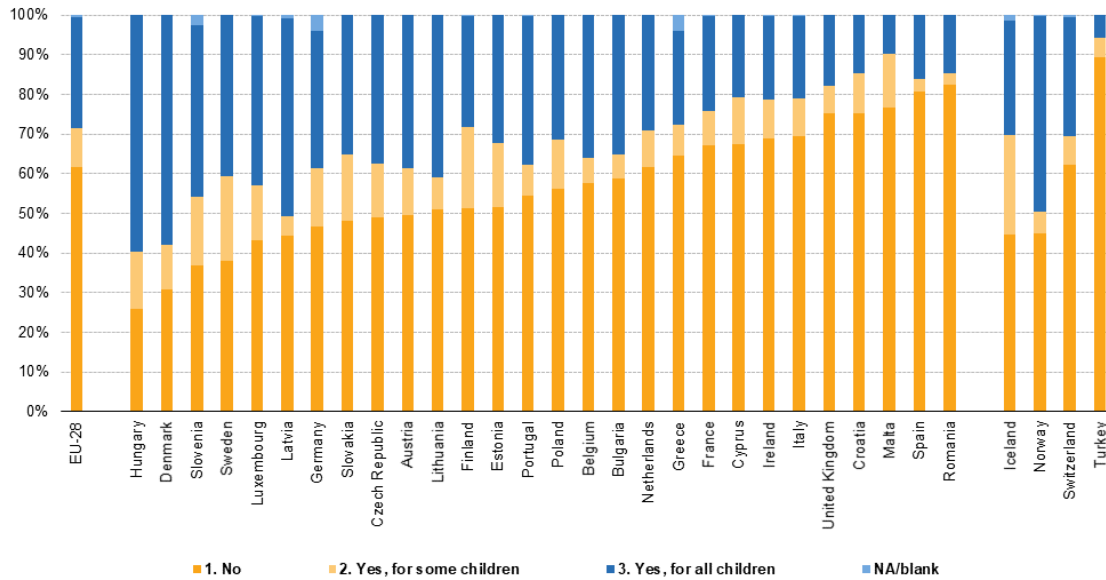
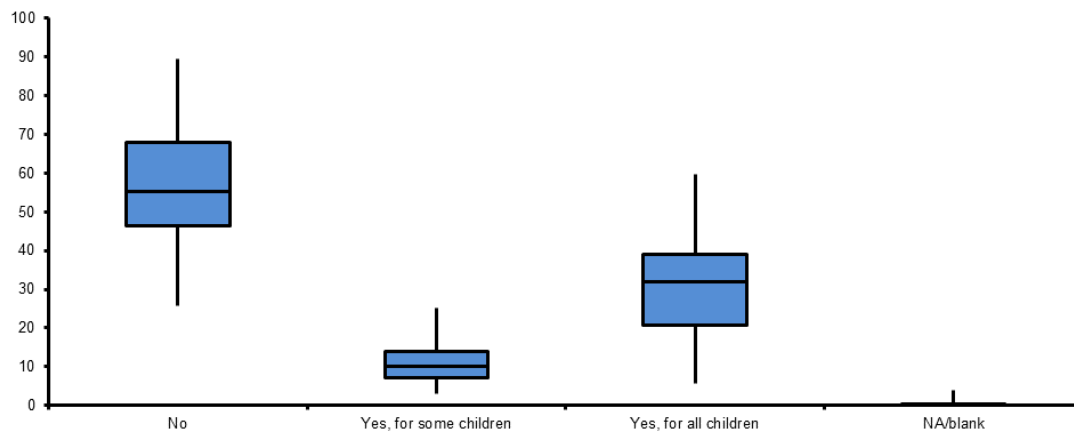


Figure 3.4. CHCARUSE | Distribution respondents all countries: minimum, maximum and quartiles (%)



3. CHCAROBS

The main reason was asked from those who do not use professional childcare services or do use it but only for some children. In the 28 Member States, respondents mainly state that care is arranged alone or with the partner (46.0 percent), with Denmark at the bottom (15.4 percent) and Latvia at the top (71.6 percent) regarding this reason.

The second main reason in EU-28 is that children take care of themselves (20.4 percent); the United Kingdom and Finland are the most far away from the average with 9.2 and 65.8 percent respectively.

Almost one sixth of respondents in the EU Member States mention that care is arranged using informal support (15.2 percent). Here, it is the case for only 1.7 percent of Swedish respondents, against almost 30 percent of respondents in Cyprus. Costs are also mentioned as an issue (6.2 percent at EU-28 level). Here, values vary across countries, which may reflect differences in support

of professional childcare by national governments: while almost no respondents in Sweden see this as an issue, 15.6 percent of respondents in the United Kingdom do see this as a problem with the result that they do not use this type of care.

Around five percent of EU-28 respondents note they have other personal reasons for not using professional childcare and less than three percent of the respondents say there is no service accessible/vacant, they do not feel comfortable with the quality/kind of service or they mention other service related reasons. Moreover, a small share already use professional services that are sufficient accordingly.

Figure 3.5. CHCAROBS | Main reason for not using childcare services, response rate by country (%)

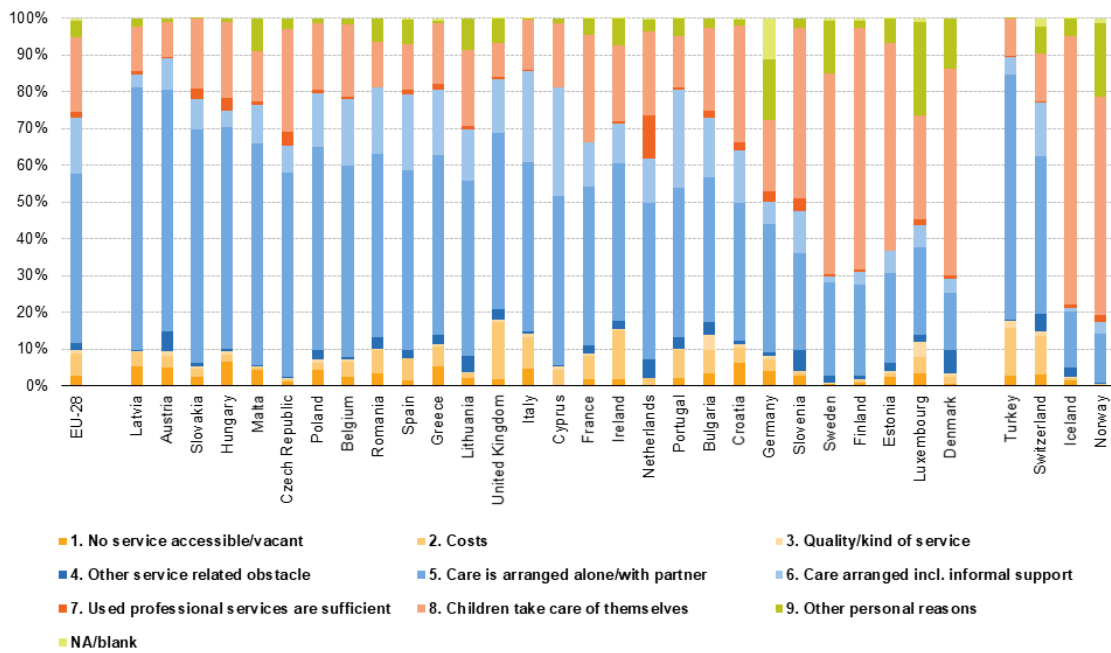
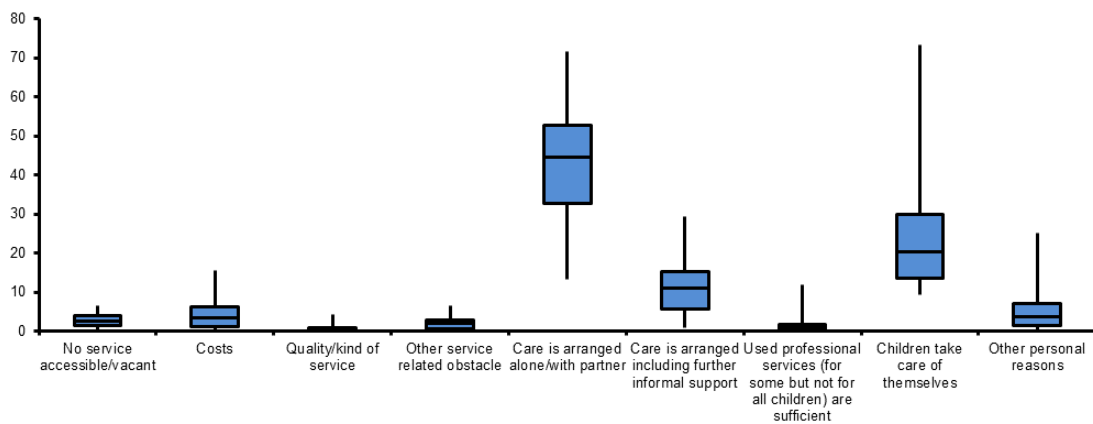


Figure 3.6. CHCAROBS | Distribution respondents all countries: minimum, maximum and quartiles (%)

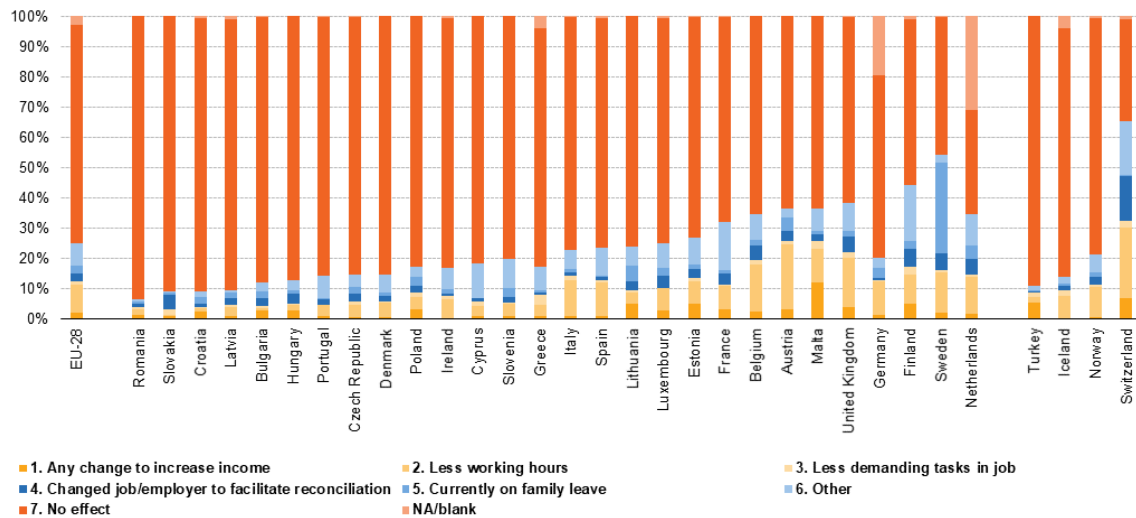


4. CHCAREFF

Employed persons, having care responsibilities for children, were asked about the effect of care responsibilities on employment. Here, almost three quarters of the respondents in EU-28 mentioned there was no effect at all, but nine percent noted that they have reduced working hours, seven percent said there were other effects.

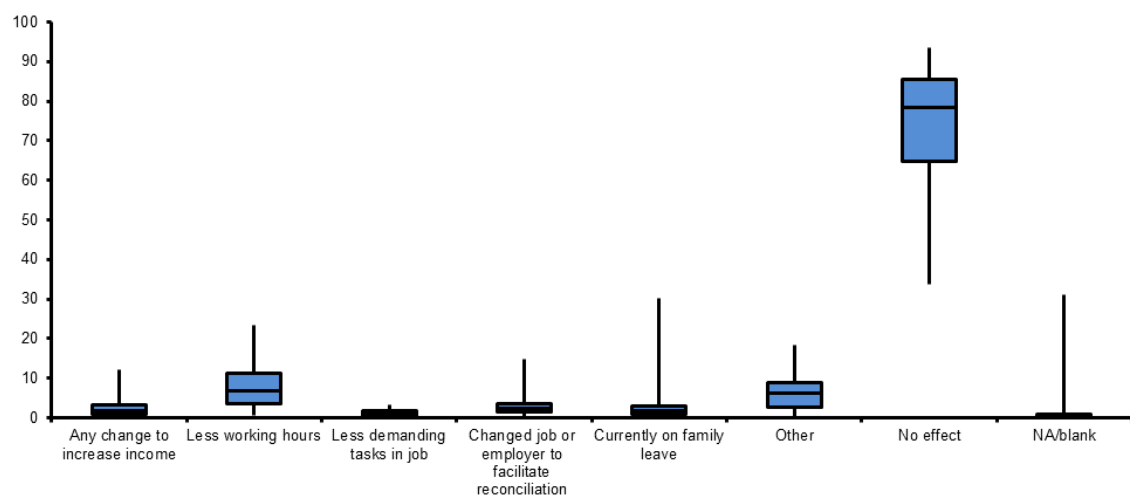
At country level, in relation to respondent indicating no effect on employment, the Netherlands is at the lowest (34.5 percent) and Romania at the highest range (93.4 percent). Taken these results together with the EU-average, it is clear that the majority of countries are able to reconcile between work and family life and that not many adaptations are needed in order to combine the two responsibilities.

Figure 3.7. CHCAREFF | Effect of childcare responsibilities on employment, response rate by country (%)



However, while 0.5 percent of respondents in Slovakia have reduced working hours, this was the case for 21.7 percent respondents in Austria. In Romania 0.9 percent against 18.4 percent in Finland of employed persons, with care responsibilities for children had made other (non-work-related) adjustments. In Germany and the Netherlands, a large part of respondents gave no answer: 19.5 and 31.0 percent respectively. In Germany, this was due to filter difficulties in the implementation of the PAPI questionnaire and Dutch respondents did not feel that their situation was reflected by the various answer categories.

Figure 3.8. CHCAREFF | Distribution respondents all countries: minimum, maximum and quartiles (%)



A minority of EU-28 respondents (around two percent) has made other changes, including any change to increase income, less demanding tasks in the job, changed job/employer or other adaptations.

5. POSSTEND

Employees who have care responsibilities for children were asked whether or not it is possible for them to vary start and/or end of the working day in the main job in order to facilitate care responsibilities. On average, in the EU Member States, for around 40 percent of the 18-64 population it is generally possible to have working time flexibility. Especially the northern-western countries, e.g. Finland, Denmark and the Netherlands seem to have more opportunities regarding this issue; for the Baltic and southern countries like Latvia, Italy and Greece it is rarely to not possible to work in a more flexible way. Slovakia, Cyprus, Lithuania, Hungary and Poland display this contrast even more with over 45 percent.

Figure 3.9. POSSTEND | Working time flexibility for care, response rate by country (%)

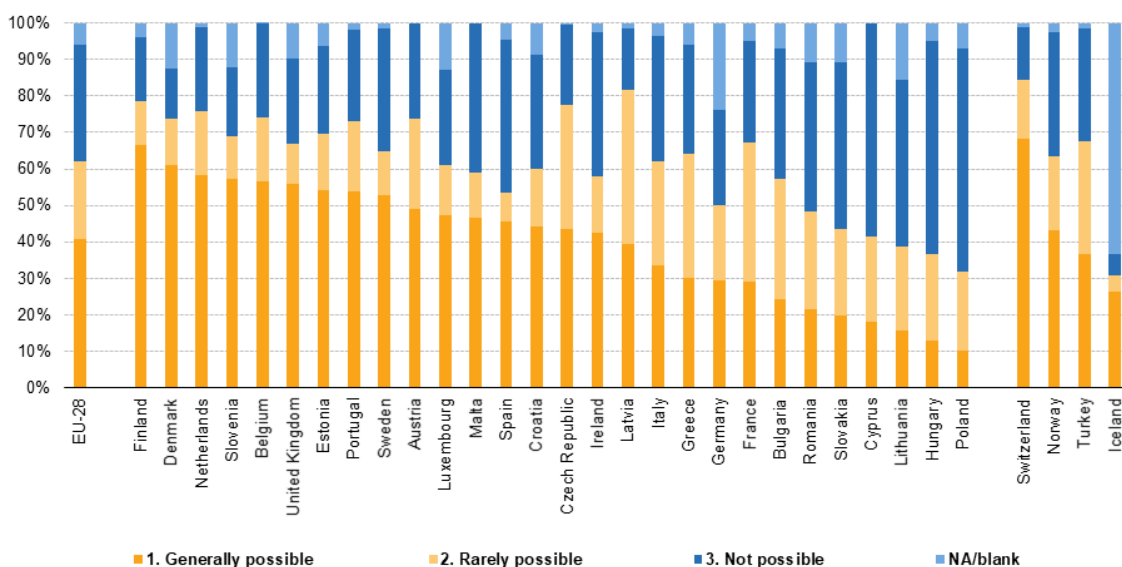
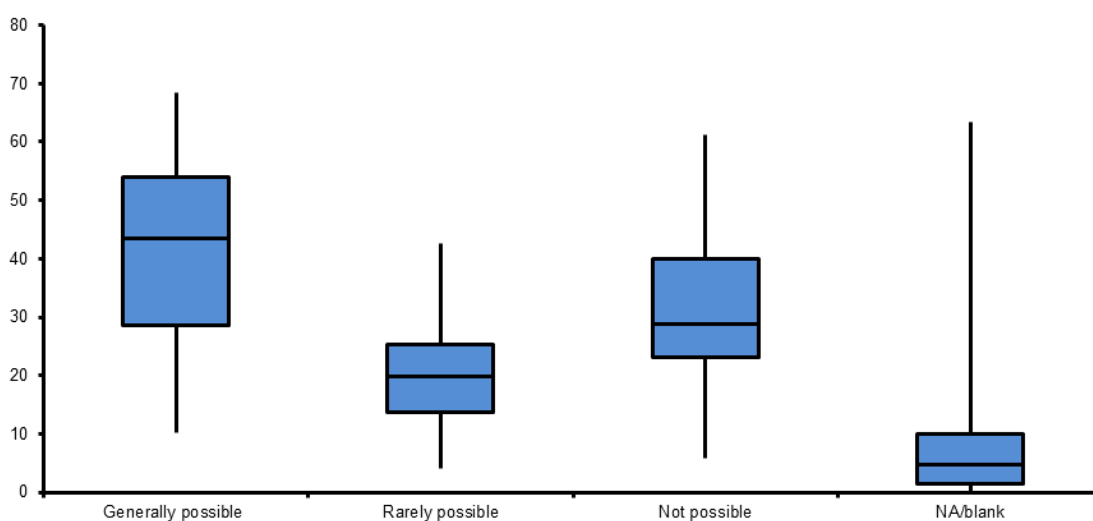


Figure 3.10. POSSTEND | Distribution respondents all countries: minimum, maximum and quartiles (%)



6. POSORGWT

The same target group of POSSTEND was also asked to what extent it is possible to take whole days off in the main job to facilitate care responsibilities. Here, respondents in EU-28 countries have less flexibility than regarding working time: for 38 percent it is generally possible, for around 30 percent it is rarely to not possible. However, there is a similar tendency as for POSSTEND: northern-western countries seem to have more possibilities than southern-eastern countries. E.g. for over more than half of the respondents in Slovenia, Finland, Czechia and the Netherlands it is generally possible in comparison to around eight percent in Hungary, Poland and Cyprus.

Interestingly, in all EU Member States, respondents have a low tendency to say they do not know or gave no answer (6.7 percent).

Figure 3.11. POSORGWT | Flexibility for taking whole days off for care, response rate by country (%)

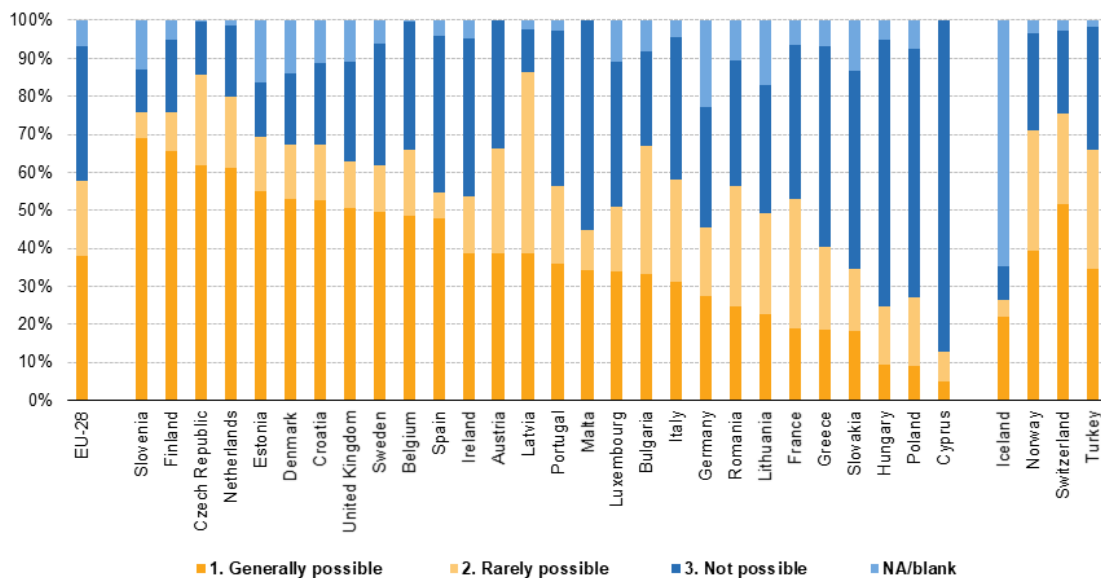
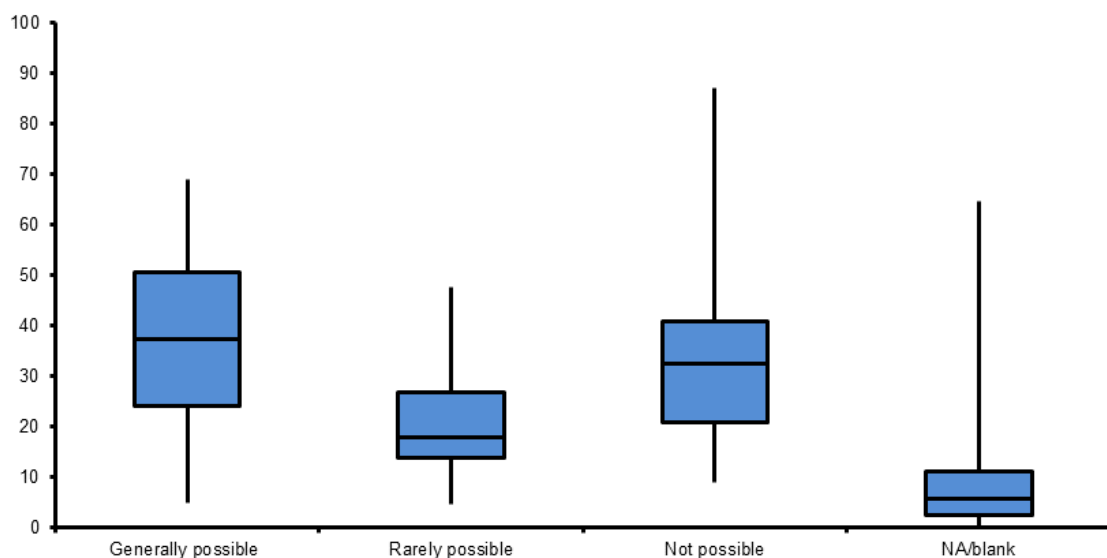


Figure 3.12. POSORGWT | Distribution respondents all countries: minimum, maximum and quartiles (%)



7. WORKOBS

The majority of employed respondents in EU Member States, that have childcare responsibilities, do not see any obstacle, at their main job, which makes reconciliation difficult (64.5 percent). However, shares range from 39.5 percent in France to 93.8 percent in Latvia.

No other category shows such large variation in values. However, around eight percent of the respondents state that “long working hours” and “unpredictable or difficult work schedules” is a hindrance for reconciliation. Malta has mainly problems concerning the first (20.8 percent), the Netherlands concerning the last reason (14.6 percent).

There is a part of the EU-28 respondents that mention that their “job is demanding or exhaustive” (6.3 percent) or they have a “long commute” (4.8 percent). Here, Latvia is at the lowest range (1.0 percent for both) and France at the highest range (13.6 and 9.8 percent respectively). Three percent of EU-28 respondents mention they experience other obstacles with Cyprus, Lithuania, Luxembourg and Malta having the highest share in this: nine percent on average.

Germany and the Netherlands have a relatively high share that has given no answer (23.8 and 16.2 percent) due to implementation problems as mentioned in paragraph 2.5. Turkey is the only country that has not transmitted this question due to implementation issues as well.

Figure 3.13. WORKOBS | Main obstacle at work for reconciliation, response rate by country (%)

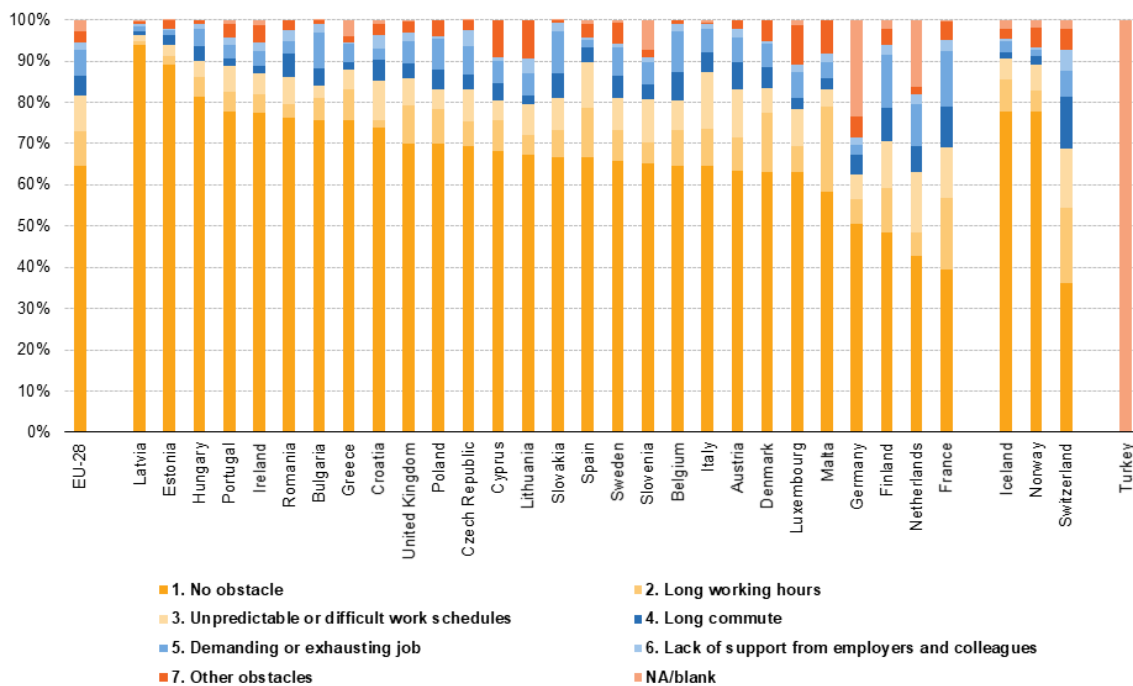
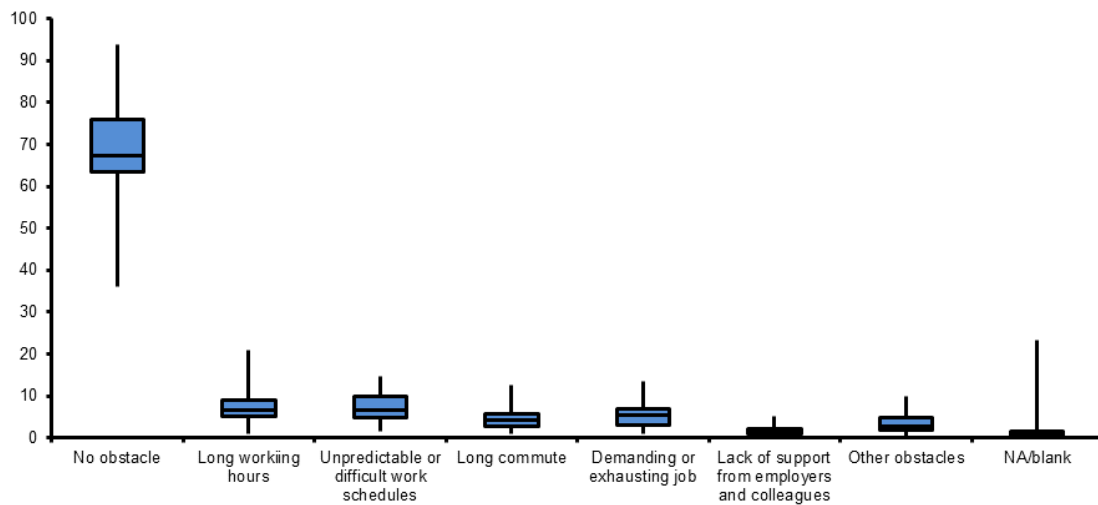


Figure 3.14. WORKOBS | Distribution respondents all countries: minimum, maximum and quartiles (%)

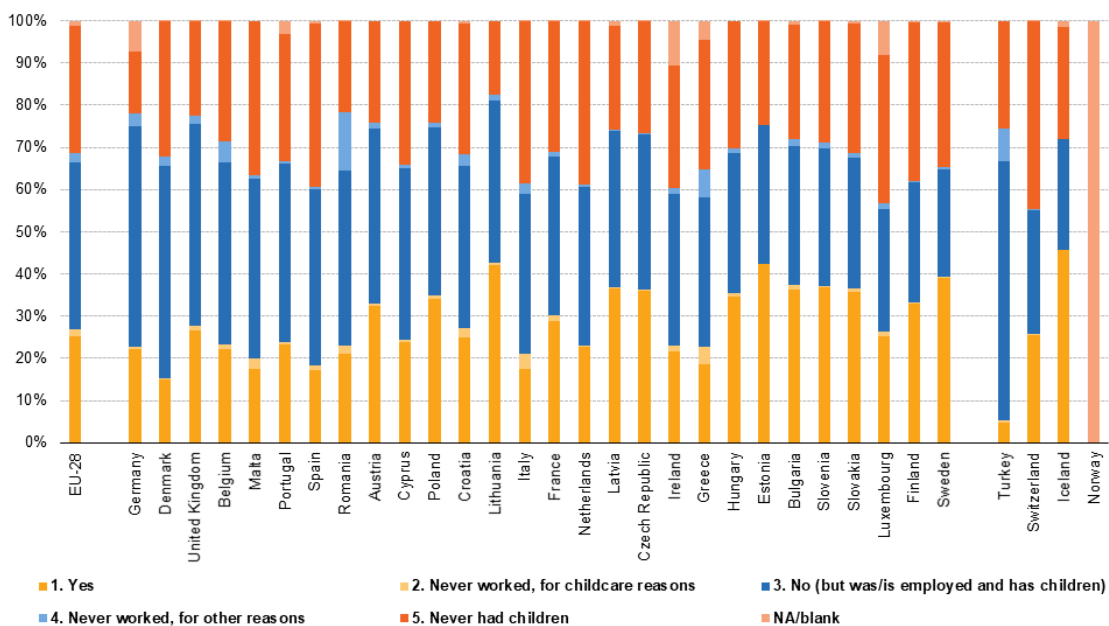


8. STOPWORK

Persons aged 18-64 were asked if they have not worked for at least one month in their employment history to take care of own children. Two fifth of the respondents in EU Member States did report that they did not have a career break of at least one month for childcare, although employed and having children at the same time. More than a quarter of the respondents mentioned they had a career break while 30.0 percent never had children. Around two percent never had worked because of childcare reasons or other reasons.

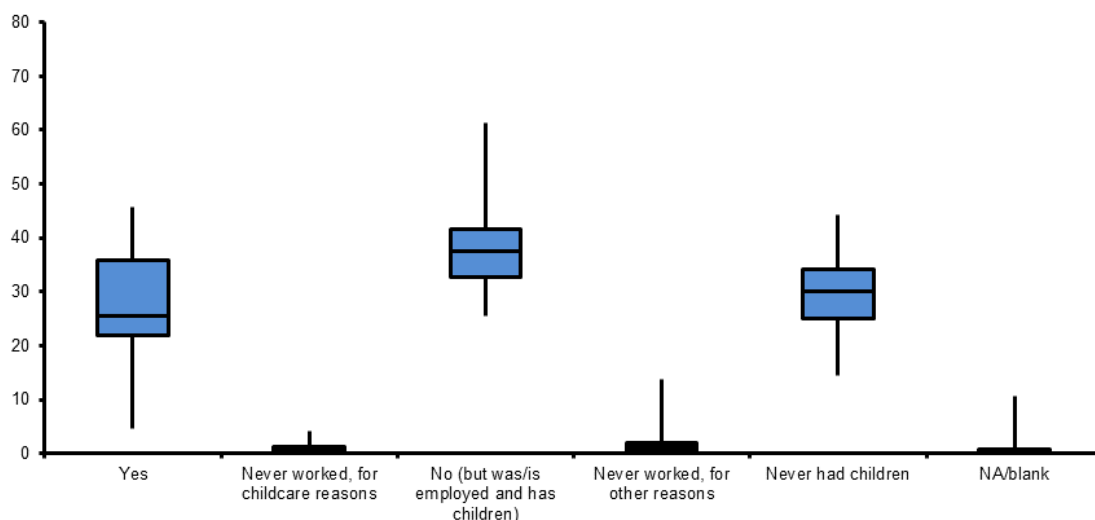
Germany has a leading role in not having a career break (52.5 percent). Probably because here, women are obliged to take a minimum of maternity leave. Estonia and Lithuania take the lead in having a career break for childcare reasons (around 42 percent). Respectively, Sweden and Denmark display the lowest share regarding these two items: 25.5 and 15.0 percent.

Figure 3.15. STOPWORK | Career break for childcare, response rate by country (%)



Almost 40 percent of respondents in Spain, Italy and the Netherlands noted that they never had children, in comparison to 14.6 percent in Germany. Ireland shows the highest share regarding the “no answer” option: 10.6 percent. Data for Norway is not disseminated due to implementation problems (see paragraph 2.5).

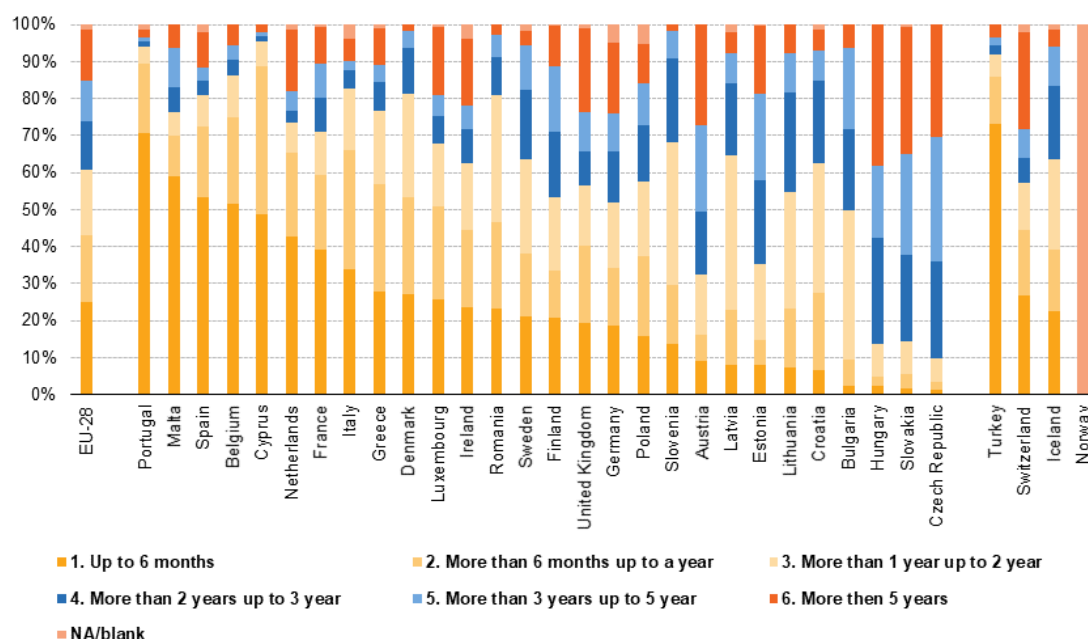
Figure 3.16. STOPWORK | Distribution respondents all countries: minimum, maximum and quartiles (%)



9. STOPLENG

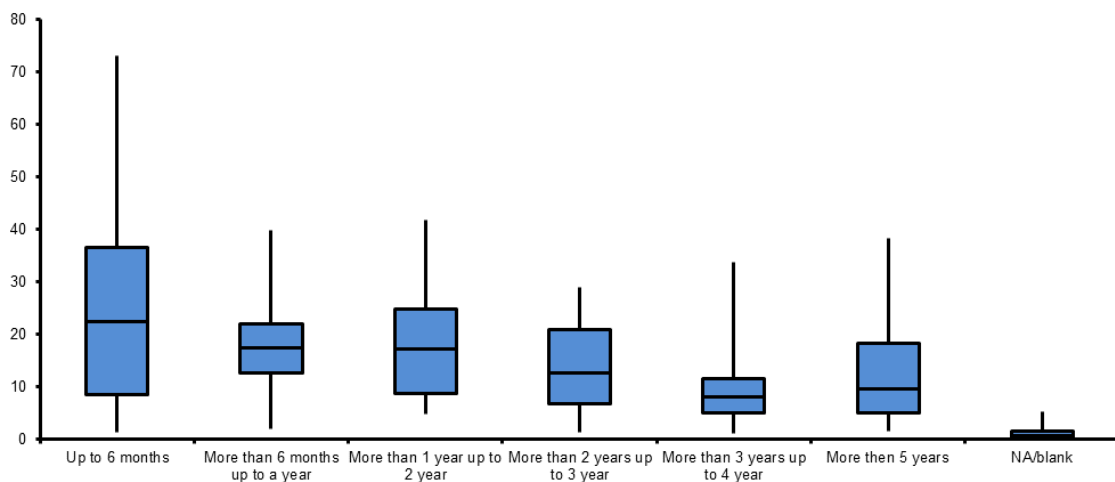
A quarter of the respondents (at EU-28 level) that have reported that they had a career break for at least one month in their employment history because of childcare have had a break up to six months; 35.7 percent had a break of more than six months up to two years in total. More than 37 percent had a break for more than two years.

Figure 3.17. STOPLENG | Complete length of career breaks fo childcare, response rate by country (%)



Portugal takes the lead regarding a career break of up to six months with 70.8 percent; Cyprus and Latvia have the highest share concerning a break for more than 6 up to 12 months and more than 1-2 years with 39.8 and 41.8 percent respectively. Respondents from Hungary report the highest share concerning a break of two to three years and more than five years (28.9 versus 38.2 percent); Czechia concerning a break of three to five years (33.7 percent). The lowest shares can be seen in Czechia, Portugal and Slovenia for six to twelve months, two up to five years and more than five years: on average around two percent. Data for Norway is not disseminated due to implementation problems related to the filter variable STOPWORK.

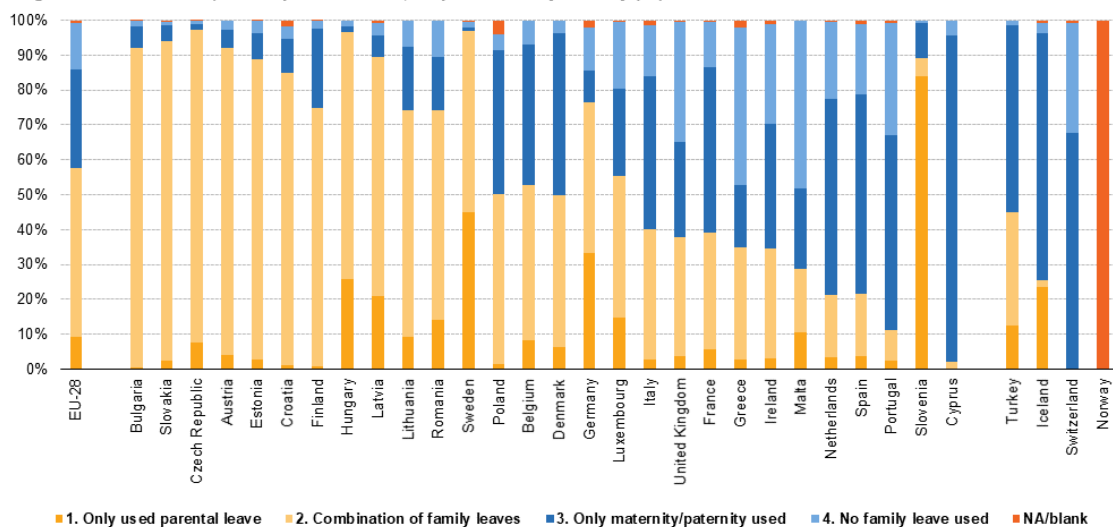
Figure 3.18. STOPLENG | Distribution respondents all countries: minimum, maximum and quartiles (%)



10. PARLEAV

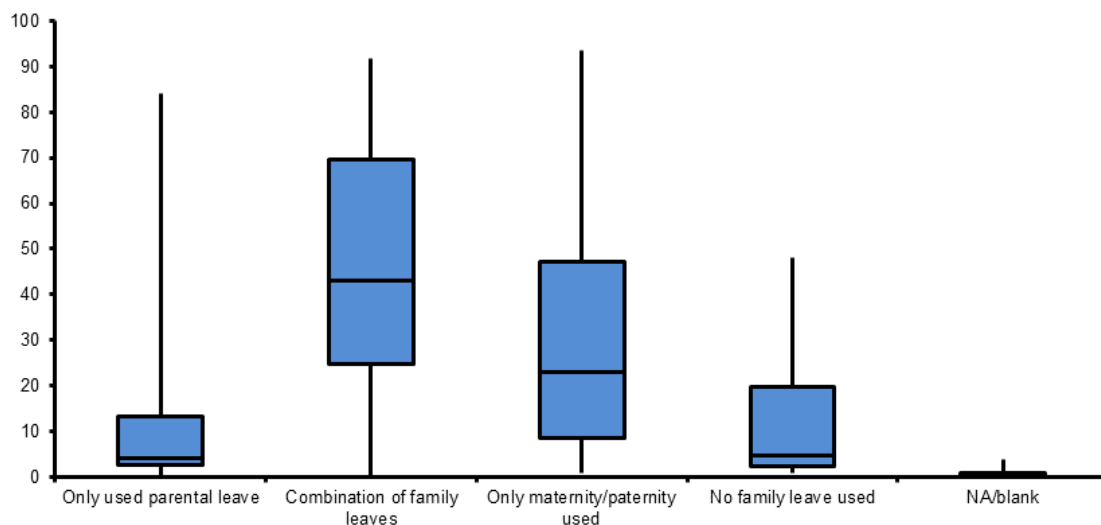
The majority of respondents at EU-level (48.4 percent), who mentioned that they had a break for more than one month due to childcare responsibilities, used a combination of family leaves; more than a quarter (28.1 percent) only used maternity or paternity leave. Around one in ten respondents had not taken any family leave (13.3 percent) or only used parental leave (9.4 percent).

Figure 3.19. PARLEAV | Use of parental leave, response rate by country (%)



The variety in answers between countries is high: 91.6 percent of the Bulgarian respondents have used a combination of family leaves in comparison to 2.1 percent in Cyprus. Here, mainly maternity/paternity leave was used (93.6 percent). In Sweden only 1.0 percent used this kind of leave, whereas almost half of the Swedish respondents used parental leave or a combination of family leaves. Almost half of the Greek and Maltese respondents mentioned not to have used family leave, while 84.0 percent in Slovenia only used parental leave. Data for Norway is not disseminated due to implementation problems related to the filter variable STOPWORK.

Figure 3.20. PARLEAV | Distribution respondents all countries: minimum, maximum and quartiles (%)



11. DEREDSTP

The last variable concerning the module of 2018 was asked in order to see if people had not worked or had reduced working time for at least one month in their employment history to take care of incapacitated relatives of 15 years and older. The associated question was asked to persons in the age of 18-64 who are employed or that has been in employment.

The majority of respondents in the EU-28 reported that they never had to take care of incapacitated relatives (58.7 percent). The majority of persons who had care responsibilities for other relatives did not interrupt their employment or they reduced working time (35.6 percent). Less than five percent of respondents of the EU Member States interrupted their employment or reduced working time alone.

Answers show a large variability: Denmark probably filtered on a previous variable concerning the care for incapacitated relatives, since the category related to “never had to care for incapacitated relatives” is blank: almost all respondents mentioned they did not have an interruption of work or reduced working time in comparison with 8.1 percent of German respondents. Furthermore, 86.3 percent of respondents in Finland did not have care responsibilities for incapacitated relatives, which is in contrast with respondents of Luxembourg (20.2 percent).

Figure 3.21. DEREDSTP | Career break for incapacitated relatives, response rate by country (%)

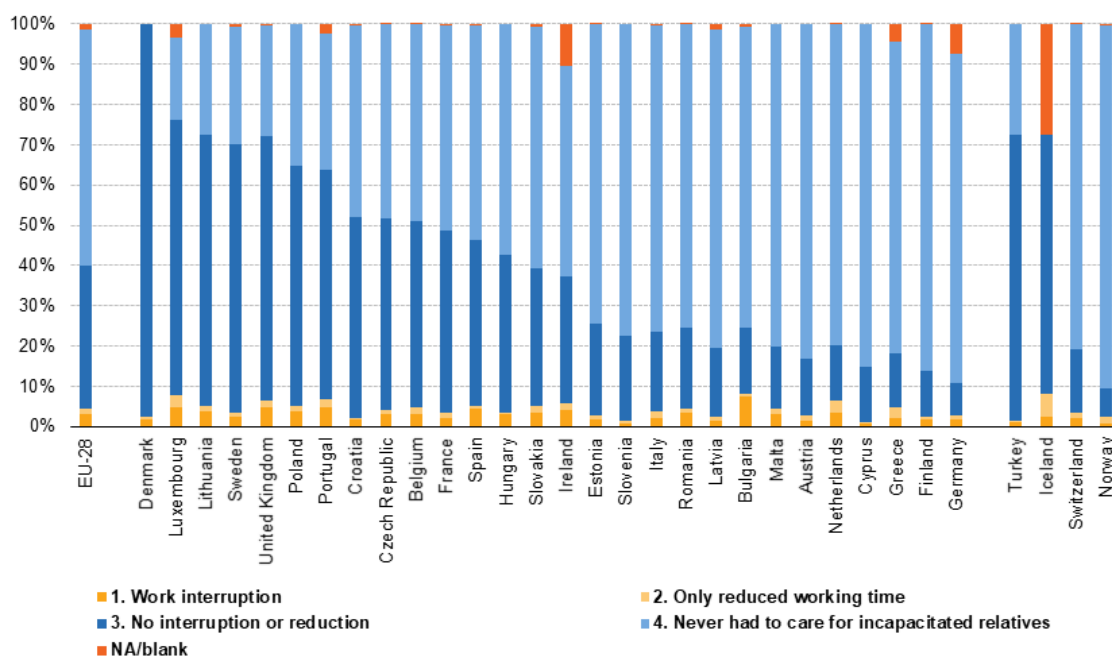
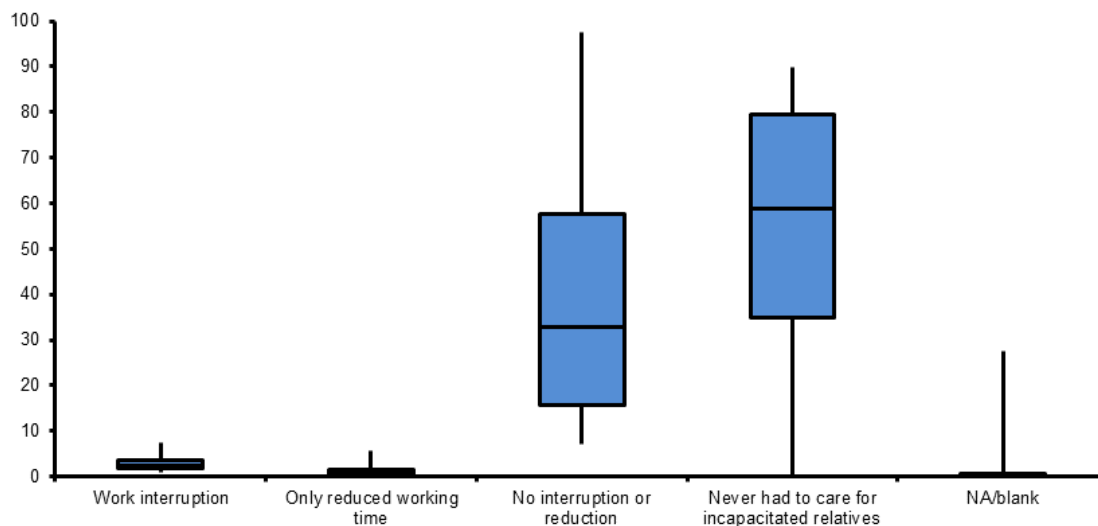


Figure 3.22. DEREDSTP | Distribution respondents all countries: minimum, maximum and quartiles (%)



3.3 Comparison AHM 2018 with modules previous years

The AHM on reconciliation between work and family life has already been implemented in previous years, namely in 2005 and 2010. However, the implementation has been changed over the period of time and this has adversely affected the comparability. Only two out of eleven variables seem to be comparable i.e. POSSTEND and POSORGWT. However, although the content of the variables has stayed the same, the reference population, has changed as described below:

- In 2010, POSSTEND was filtered by the previous question on possibility to have flexible working time for employees while the POSORGWT target population was all employees between 15 and 64 years old;
- In 2018, both POSSTEND and POSORGWT were asked only to the employees (STAPRO=3), aged 15-64 who declared to take care regularly for own or partner's children or for incapacitated relatives (CARERES= 2,8).

Also for other variables, like CARERES, CHCARUSE, STOPWORK and PARLEAV, there seems to be a slight similarity in content over the years. But also in these cases, the target population concerned, as well as the structure of the variables (question and item response), differ.

Therefore, due to differences in the reference population over the years, it is not possible to establish a proper comparison between variables of the module on reconciliation between work and family life. For more details about the previous ad-hoc modules, see the dedicated website⁽⁶⁾.

⁽⁶⁾ https://ec.europa.eu/eurostat/statistics-explained/index.php?title=EU_labour_force_survey_-_ad_hoc_modules

4

Conclusions and recommendations

Overall, differences in national data collection, methodology and national implementation of variables should be taken into account when using the figures of AHM 2018 for future analyses.

4.1 Data collection and methodology

Countries have done all what is possible at national level to implement the AHM 2018 in such a way that it still resembles the model questionnaire and serves the EU-LFS purpose in order to make the data comparable. However, there is a large variability regarding the reference period, the use of the wave approach, the interview mode, the legal framework, the position of the AHM in the LFS survey, the average duration of the interview and the overall unit non-response across countries.

The editing and imputation rate is on average very low in all countries. Users of the AHM 2018 should also consider the national reliability limits for estimates, which can affect comparison analyses.

The number of respondents is in proportion with the target population in countries: countries with a lower number of individuals in the target group show a higher sampling rate and vice versa. However, in case of (multiple) filters used for variables, the reliability of variables is affected, especially for the 'smaller' countries like, Malta, Luxembourg and Iceland.

With respect to the variables related to care responsibilities, the item non-response varies between variables and countries. High item non-response rates were especially due to implementation errors or when respondents thought their situation was not reflected by the proposed answer categories (e.g. in Germany and the Netherlands).

Furthermore, regarding the submodule on flexibility of work arrangements, respondents did not always know the actual possibilities of flexibility at work. As the option "don't know" was merged with "no answer", this resulted in a high item non-response for the variables POSSTEND and POSORGWT of this submodule in several countries. This nevertheless do not reflect the real situation of respondents.

4.2 Quality assessment of variables

For the next repetition of this module on reconciliation between work and family life, which will take place in 2025, some improvements to the submodules and variables are recommended in order to further enhance the quality of the results.

There were two general issues that relate to all three submodules. The first is that when the “other” options were provided in the list of answer categories, the exact meaning should be made clearer for respondents. Secondly, when one main reason was asked, especially in case of PAPI interviews, respondents had the tendency to give multiple questions. Overall, these things should be taken into consideration for the development of the future repetition of this module.

Regarding the submodule on care responsibilities, childcare and care for other relatives should be split up in order to decrease the burden for respondents. In addition, further clarification is required regarding the reference period, the age of the children to which the questions refer to and the exact meaning of ‘professional childcare services’. It should also be clarified that ‘partner’ includes ‘spouse’ and that childcare does not related to grandchildren. The answering options should further be simplified, and the questions should be made simple to ease the answering in case of proxy-interviews, especially for the variable CHCARUSE.

For the second submodule, there were no major concerns mentioned with respect to the quality of the questions on flexibility of work arrangements.

As to the submodule on career breaks and parental leave, respondents experienced some recall issues. Variables/questions related to the career break for care responsibilities were considered as a burden, given the absence of clearly defined reference period. Therefore, caution is needed when using the related variables for future analysis.

Annex 1 | TECHNICAL CHARACTERISTICS AND MODEL QUESTIONNAIRE

This annex gives an overview of the explanatory notes and model question for all variables of the EU-LFS ad-hoc module on reconciliation between work and family life.

(1) CARERES

- **Definition of the variable**

The existence of care responsibilities: caring regularly for own or partner's children (<15 years) or for incapacitated relatives (15 years or older).

- **Target population**

All respondents aged 18 up till 64 years old.

- **Purpose of the variable**

The main goal of this variable is to gain a comprehensive picture of all existing care responsibilities for own and/or spouse's/partner's children up to 14 years of age and other incapacitated relatives from the age of 15 years old. In order to assess in what extent work and care responsibilities limit each other, all existing care responsibilities are identified.

- **Data set codes**

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-an outside the household and incapacitated relatives.
9. Not applicable (not included in the filter).

Blank. No answer / Don't know.

(1) CARERES**Model questionnaire****Filter: AGE = 18-64:****Q1_careres:** *Do you or your partner have children younger than 15 years living in this household?*

- | | |
|-----------|-------------------|
| (1) Yes | GO TO Q2_careres. |
| (2) No | GO TO Q2_careres. |
| No Answer | GO TO 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 | GO TO Q1_chcaruse. |
| (2) Yes, occasionally | |
| (3) No | |
| No Answer | |

- If Q1_careres = 1 and
 - If Q2_careres = 2,3,N.A GO TO Q1_chcaruse.
- If Q1_careres = 2,N.A
 - If Q2_careres = 2,3,N.A GO TO Q3_careres.

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 | |
| (2) Yes, occasionally | |
| (3) No | |

No Answer

- If Q3_careres = 1 and
 - If STAPRO = 3 GO TO Q1_posstend.
 - If STAPRO = 1,2,4 GO TO Q1_workobs.
 - If EXISTPR = 1 GO TO Q1a_stopwork.
 - If EXISTPR = 0,blank GO TO Q1b_stopwork.
- If Q3_careres = 2,3,N.A and
 - If (Q1_careres = 1 or Q2_careres = 1) and STAPRO = 3 GO TO Q1_posstend.
 - If (Q1_careres = 1 or Q2_careres = 1) and STAPRO = 1,2,4 GO TO Q1_workobs.
 - If Q1_careres = 2/NA and Q2_careres = 2/3/NA and WSTATOR = 1,2 or EXISTPR = 1 GO TO Q1a_stopwork.
 - If Q1_careres = 2/NA and Q2_careres = 2/3/NA and EXISTPR = 0,blank GO TO Q1b_stopwork.

(2) CHCARUSE

- **Definition of the variable**

Use of professional childcare services for some or all children.

- **Target population**

All respondents aged 18 up till 64 years old that take care of children that live in-or outside the household.

- **Purpose of the variable**

The purpose of the variable is to establish whether or not all children a respondent takes care of, are also looked after by professional care services. This information is relevant to assess if the participation of parents in the labour market depends on the use of these professional services.

- **Data set codes**

1. No.
2. Yes, for some children.
3. Yes for all children.
4. Not applicable (not included in the filter).

Blank. No Answer / Don't know.

(2) CHCARUSE**Model questionnaire**

Filter: CARERES = 2-4,6-8:**Q1_chcaruse:** *Do you normally use childcare services like kindergartens, crèches, after school centers or professional childminders?*

(1) Yes, for all children

(2) Yes, but not for all children

GO TO Q1_chcarobs.

(3) No

GO TO Q1_chcarobs.

No answer

→ If Q1_chcaruse = 1 and

○ If WSTATOR = 1,2

GO TO Q1_chcareff.

○ If WSTATOR = 3-5

GO TO Q3_careres.

→ If Q1_chcaruse = N.A and

○ If WSTATOR = 1,2

GO TO Q1_chcareff.

○ If WSTATOR = 3-5

GO TO Q3_careres.

(3) CHCAROBS

- **Definition of the variable**

Factors for not using childcare services: main reason for not using (more) childcare services for own or partner's children.

- **Target population**

All respondents aged 18 up till 64 years old that take care of children that live in-or outside the household and do use professional childcare, but not for all children, or do not use professional childcare at all.

- **Purpose of the variable**

The aim of this variable is to identify the main reason why a household do not use professional services or not used it for all children. It is important to get insight in, not only the side of supply (obstacles), but also in the site of demand.

- **Data set codes**

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

(3) CHCAROBS**Model questionnaire**

Filter: CHCARUSE = 1,2:**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
- (2) They are too expensive
- (3) The equality or kind of offered services
- (4) Other reasons concerning the offer of care services
- (5) There is no need or interest

GO TO Q2_chcarobs.

No answer

→ If Q1_chcarobs = 1-4 and

- If WSTATOR = 1,2
- If WSTATOR = 3-5

GO TO Q1_chcareff.

GO TO Q3_careres.

→ If Q1_chcarobs = N.A and

- If WSTATOR = 1,2
- If WSTATOR = 3-5

GO TO Q1_chcareff.

GO TO Q3_careres.

Q2_chcarobs: *Why is that the case?*

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

No answer

→ If Q2_chcarobs = 1-5, N.A. and

- If WSTATOR = 1,2
- If WSTATOR = 3-5

GO TO Q1_chcareff.

GO TO Q3_careres.

(4) CHCAREFF

- **Definition of the variable**

Effect of childcare responsibilities on employment: main way employed persons adapted their work to facilitate childcare responsibilities.

- **Target population**

All respondents aged 18 up till 64 years old that take care of children that live in-or outside the household and who are employed.

- **Purpose of the variable**

The variable is included to assess 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.

- **Data set codes**

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.

(4) CHCAREFF**Model questionnaire**

Filter (for A and B version): CARERES = 2-4,6-8 and WSTATOR = 1,2:

(A) RECOMMENDED VERSION

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
- (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

➔ ANY ANSWER GO TO Q3_careres.

(B) ALTERNATIVE VERSION

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

- (1) Yes GO TO Q2_chcareff.
- (2) No GO TO Q3_careres.

No answer GO TO 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 jobs(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

No answer

➔ ANY ANSWER GO TO Q3_careres.

(5) POSSTEND

- **Definition of the variable**

Working time flexibility for care: possible to vary start and/or end of working day in main job to facilitate care responsibilities.

- **Target population**

All respondents aged 18 up till 64 years old that take care of children that live in-or outside the household and who are employed.

- **Purpose of the variable**

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. It focuses on the possible variation of start and/or end of a working day by at least one hour.

- **Data set codes**

1. Generally possible.
 2. Rarely possible.
 3. Not possible.
 9. Not applicable (not included in the filter).
- Blank. No answer / Don't know.

(5) POSSTEND

Model questionnaire

Filter: STAPRO = 3 and CARERES = 2-8:

Q1_posstend: *Is it possible for you to vary 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

➔ ANY ANSWER GO TO Q1_posorgwt.

(6) POSORGWT

- **Definition of the variable**

Flexibility for taking whole days off for care: possible to organise working time in order to take whole days off in main job to facilitate care responsibilities.

- **Target population**

All respondents aged 18 up till 64 years old that take care of children that live in-or outside the household and who are employed.

- **Purpose of the variable**

The goal of this variable 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. It is an extension of POSSTEND while there is asked for the possibility to organise working time in order *to take whole days off* while regular holidays are not used up.

- **Data set codes**

1. Generally possible.
 2. Rarely possible.
 3. Not possible.
 9. Not applicable (not included in the filter).
- Blank. No answer / Don't know.

(6) POSORGWT**Model questionnaire**

Filter: STAPRO = 3 and CARERES = 2-8:

Q1_posorgwt: *Is it possible for you arrange your working time to take at least one full day off for care reasons without using annual leave?*

- (1) It is generally possible
- (2) It is rarely possible
- (3) It is not possible
- (4) I do not know

No answer

➔ ANY ANSWER GO TO Q1_workobs.

(7) WORKOBS

- **Definition of the variable**

Main obstacle at work for reconciliation: characteristic of main job making reconciliation most difficult.

- **Target population**

All respondents aged 18 up till 64 years old that take care of children that live in-or outside the household and who are employed.

- **Purpose of the variable**

The goal of this variable 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. It is an extension of POSSTEND while there is asked for the possibility to organise working time in order *to take whole days off* while regular holidays are not used up.

- **Data set codes**

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.

(7) WORKOBS**Model questionnaire**

Filter (for A and B version): WSTATOR = 1,2 and CARERES = 2-8:

(A) RECOMMENDED VERSION

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
- (8) No effect

No answer

→ ANY ANSWER GO TO Q1_stopwork.

(B) ALTERNATIVE VERSION

Q1_workobs: *Is there something about your main job that makes it especially difficult to reconcile work and you care responsibilities?*

- (1) Yes GO TO Q2_workobs.
 - (2) No GO TO Q1_stopwork.
- No answer* GO TO Q1_stopwork.

Q2_workobs: *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

→ ANY ANSWER GO TO Q1_stopwork.

(8) STOPWORK

- **Definition of the variable**

Career break for childcare: not worked for at least one month in his/her employment history to take care for own children.

- **Target population**

All respondents aged 18 up till 64 years old that take care of children that live in-or outside the household and who are employed.

- **Purpose of the variable**

The goal of this variable is identify the persons who have interrupted their employment for at least one month to take care for children during their course of life. The results of this variable can help to identify the care related absences and their effects on 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.

- **Data set codes**

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.

(8) STOPWORK**Model questionnaire**

Filter for A version: age = 18-64 and (EXISTPR=1 or WSTATOR=1,2):

(A) RECOMMENDED VERSION

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

Q1a_stopwork: *In that time, did you not work for at least one continuous month to take care of you children? This can also mean that you had maternity/paternity, parental leave, in interruption agreed with your employer, quit your job, shut down your business or did not start work right after you completed you education.*

(1) Yes GO TO Q1_stopleng.

(2) No

(3) Never had children

No answer

→ If Q1a_stopwork = 2,3,N.A GO TO Q1_deredstp.

Q1b_stopwork: *Did you never work mainly because you took care of your children?*

(1) Yes

(2) No

(3) Never had children

No answer

→ Any answer END.

Filter for B version: age = 18-64:

(B) ALTERNATIVE VERSION

Q1_stopwork: *How many children have you raised (please include those you are still caring for)?*

(0) None GO TO Q1_deredstp.

(1-7) Number

(8) Eight or more

No answer

GO TO Q1_deredstp.

→ If Q1_stopwork = 1-8 and

○ If (EXISTPR=1 or WSTATOR=1,2) GO TO Q2a_stopwork.

○ If (EXISTPR=0 and WSTATOR≠1,2) GO TO Q2b_stopwork.

Q2a_workobs: *Did you not work for at least one continuous month to take care of your children? This can also mean that you had maternity/paternity, parental leave, 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 GO TO Q1_stopleng.

(2) No

(3) Never had children

No answer

→ If Q1a_stopwork = 2,3,N.A GO TO Q1_deredstp.

Q2b_stopwork: *Did you never work mainly because you took care of your children?*

(1) Yes

(2) No

No answer

→ Any answer END.

(9) STOPLENG

- **Definition of the variable**

Complete length of career breaks for childcare: sum of duration of all work interruptions of at least one month.

- **Target population**

All respondents aged 18 up till 64 years old that take care of children that live in-or outside the household and who are employed.

- **Purpose of the variable**

The goal of this variable is identify the persons who have interrupted their employment for at least one month to take care for children during their course of life. The results of this variable can help to identify the care related absences and their effects on 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.

- **Data set codes**

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.

(9) STOPLENG**Model questionnaire**

Filter: STOPWORK = 1:

Q1a_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

➔ Any answer GO TO Q1_parleav.

(10) PARLEAV

- **Definition of the variable**

Use of parental leave and/or maternity/paternity as part of work interruption for childcare.

- **Target population**

All respondents aged 18 up till 64 years old that take care of children that live in-or outside the household and who are employed.

- **Purpose of the variable**

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 is an indication of how frequently both forms of family leave are taken and if both parents of couples take advantage of it.

- **Data set codes**

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.

(10) PARLEAV**Model questionnaire**

Filter: STOPWORK = 1

Q1_parleav: *Was a part of that time when you did not work for childcare reasons taken as parental leave?*

- (1) Yes, in combination with maternity/paternity
- (2) Yes, only parental leave
- (3) No, only maternity/paternity
- (4) None of both

No answer

→ Any answer GO TO Q1_deredstp.

(11) DEREDSTP

- **Definition of the variable**

Career break for incapacitated relative: not worked or has reduced working time for at least one month in employment history to take care of incapacitated relative (of 15 years and older).

- **Target population**

All respondents aged 18 up till 64 years old that take care of incapacitated relative (15 years and older) that live in-or outside the household and who was employed during the reference week.

- **Purpose of the variable**

This indicator 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 aged relatives or at least reduce their weekly working time.

- **Data set codes**

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.

(11) DEREDSTP**Model 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 leave 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.
-

Annex 2 | ADDITIONAL TABLES AND FIGURES

Annex 2.1. Distribution respondents all countries by variable and category: mean, minimum, maximum and quartiles (%)

Variable	Answer category	Mean	Minimum	1st quartile	Median	3d quartile	Maximum
CARERES	1 No care responsibilities	64.9	49.8	61.9	65.0	68.4	78.9
	2 Only for own children in household	25.6	13.8	23.2	25.6	28.4	36.9
	3 Only for own children outside household	0.8	0.1	0.5	0.8	1.1	2.3
	4 For own children in- and outside the household	1.6	0.1	0.5	1.5	2.3	8.1
	5 Only for incapacitated relatives	4.7	0.8	3.1	4.4	5.7	9.9
	6 For own children in household and incapacitated relatives	1.3	0.3	0.8	1.1	1.7	4.6
	7 For own children outside household and incapacitated relatives	0.1	0.0	0.0	0.1	0.1	0.3
	8 For own children in- and outside household and incapacitated NA/blank	0.1 0.8	0.0 0.0	0.0 0.0	0.1 0.0	0.2 0.2	0.7 9.8
CHCARUSE	1 No	57.0	25.8	46.3	55.3	67.9	89.4
	2 Yes, for some children	11.0	3.0	7.2	10.1	13.8	25.2
	3 Yes, for all children	31.5	5.6	20.9	31.8	39.1	59.6
	NA/blank	0.5	0.0	0.0	0.1	0.2	4.0
CHCAROBS	1 No service accessible/vacant	2.7	0.1	1.5	2.5	4.1	6.6
	2 Costs	4.4	0.0	1.3	3.5	6.3	15.6
	3 Quality/kind of service	0.9	0.1	0.3	0.6	1.0	4.2
	4 Other service related obstacle	2.2	0.1	0.6	2.1	2.9	6.5
	5 Care is arranged alone/with partner	43.1	13.2	32.8	44.7	52.8	71.6
	6 Care is arranged including further informal support	11.5	1.0	5.8	11.2	15.2	29.5
	7 Used professional services (for some but not for all children) are suffic	1.6	0.1	0.4	0.9	1.8	11.9
	8 Children take care of themselves	27.1	9.2	13.7	20.2	29.9	73.2
	9 Other personal reasons NA/blank	5.8 0.6	0.1 0.0	1.5 0.0	3.7 0.1	7.2 0.4	25.2 11.1
CHCAREFF	1 Any change to increase income	2.6	0.3	0.9	1.8	3.1	12.2
	2 Less working hours	7.7	0.5	3.4	6.7	11.1	23.2
	3 Less demanding tasks in job	1.2	0.2	0.5	0.9	1.6	3.2
	4 Changed job or employer to facilitate reconciliation	3.0	0.4	1.3	2.4	3.6	14.8
	5 Currently on family leave	2.7	0.0	0.8	1.7	2.8	30.1
	6 Other	6.6	0.4	2.7	6.2	8.9	18.4
	7 No effect NA/blank	74.3 2.1	33.7 0.0	64.8 0.0	78.4 0.2	85.4 0.7	93.4 31.0
POSSTEND	1 Generally possible	40.4	10.2	28.5	43.4	54.0	68.3
	2 Rarely possible	20.8	4.2	13.7	19.9	25.2	42.5
	3 Not possible	31.2	5.9	23.1	28.8	39.9	61.2
	NA/blank	7.6	0.0	1.3	4.7	10.0	63.5
POSORGWT	1 Generally possible	37.5	4.8	24.1	37.3	50.7	69.1
	2 Rarely possible	19.8	4.6	13.8	17.8	26.7	47.7
	3 Not possible	34.0	8.8	20.8	32.6	41.0	87.1
	NA/blank	8.7	0.0	2.5	5.7	11.0	64.8
WORKOBS	1 No obstacle	67.1	36.2	63.3	67.3	75.9	93.8
	2 Long working hours	7.8	1.0	5.0	6.4	8.8	20.8
	3 Unpredictable or difficult work schedules	7.5	1.6	4.9	6.6	9.9	14.6
	4 Long commute	4.5	1.0	2.6	4.1	5.6	12.5
	5 Demanding or exhausting job	5.6	1.0	3.0	5.4	6.8	13.6
	6 Lack of support from employers and colleagues	1.8	0.1	0.9	1.8	2.2	5.1
	7 Other obstacles NA/blank	3.6 2.2	0.4 0.0	1.8 0.0	2.7 0.5	4.9 1.5	9.8 23.4
STOPWORK	1 Yes	27.8	4.8	21.9	25.5	35.8	45.8
	2 Never worked, for childcare reasons	1.0	0.0	0.4	0.6	1.2	4.1
	3 No (but was/is employed and has children)	38.1	25.5	32.8	37.6	41.5	61.4
	4 Never worked, for other reasons	2.0	0.1	0.6	1.2	2.1	13.9
	5 Never had children NA/blank	29.7 1.3	14.6 0.0	25.1 0.0	30.1 0.2	34.3 0.8	44.4 10.6
STOPLENG	1 Up to 6 months	25.9	1.4	8.5	22.4	36.6	73.2
	2 More than 6 months up to a year	17.5	2.1	12.7	17.5	21.9	39.8
	3 More than 1 year up to 2 year	18.8	4.8	8.8	17.1	24.9	41.8
	4 More than 2 years up to 3 year	13.5	1.3	6.7	12.5	20.8	28.9
	5 More than 3 years up to 4 year	10.6	1.1	4.9	8.2	11.5	33.7
	6 More then 5 years NA/blank	12.5 1.2	1.6 0.0	5.0 0.0	9.7 0.7	18.3 1.6	38.2 5.2
PARLEAV	1 Only used parental leave	11.5	0.0	2.6	4.0	13.3	84.0
	2 Combination of family leaves	45.6	0.0	24.9	43.1	69.7	91.6
	3 Only maternity/paternity used	29.7	1.0	8.4	23.1	47.0	93.6
	4 No family leave used NA/blank	12.4 0.7	0.8 0.0	2.4 0.0	4.7 0.5	19.6 0.8	48.2 3.9
DEREDSTP	1 Work interruption	2.8	0.9	1.9	2.5	3.6	7.5
	2 Only reduced working time	1.4	0.2	0.8	1.2	1.7	5.6
	3 No interruption or reduction	37.0	7.1	15.6	32.9	57.7	97.6
	4 Never had to care for incapacitated relatives NA/blank	56.9 1.9	0.0 0.0	35.0 0.0	58.7 0.2	79.4 0.7	89.9 27.4

Annex 2.2: Unweighted response rate CAREES by country (%)

	No care responsibilities	Only for own children in household	Only for own children outside household	For own children in- and outside the household	Only for incapacitated relatives	For own children in household and incapacitated relatives	For own children outside household and incapacitated relatives	For own children in- and outside household and incapacitated relatives	NA/blank
EU-28	65.8	24.7	0.8	1.7	4.9	1.2	0.1	0.1	0.8
Belgium	65.1	24.9	1.3	3.6	3.2	1.0	0.2	0.7	0.1
Bulgaria	74.0	19.0	0.1	0.1	4.8	0.9	0.0	0.0	1.0
Czech Republic	67.8	25.6	0.8	1.9	3.1	0.5	0.0	0.1	0.1
Denmark	69.8	26.6	0.5	1.7	0.8	0.4	0.0	0.2	0.0
Germany	70.8	13.8	0.9	8.1	2.3	0.3	0.1	0.3	3.4
Estonia	59.5	30.7	0.8	0.4	6.1	2.4	0.1	0.0	0.0
Ireland	49.8	31.2	0.7	2.9	3.4	1.9	0.1	0.2	9.8
Greece	63.2	20.1	0.5	2.6	8.8	1.7	0.2	1.7	2.6
Spain	64.9	26.1	0.6	0.4	6.1	1.6	0.1	0.1	0.1
France	62.0	28.5	1.2	2.3	4.5	1.1	0.1	0.2	0.0
Croatia	68.3	21.4	0.6	0.7	7.3	1.7	0.1	0.0	0.0
Italy	64.8	26.1	0.7	0.1	6.4	1.8	0.1	0.0	0.0
Cyprus	65.0	28.3	0.5	0.6	4.5	0.9	0.0	0.1	0.0
Latvia	65.8	25.5	0.9	0.3	5.6	1.6	0.1	0.0	0.1
Lithuania	72.8	21.9	0.2	1.4	3.1	0.6	0.0	0.1	0.0
Luxembourg	58.0	25.4	1.6	2.3	4.0	1.6	0.1	0.4	6.7
Hungary	67.9	23.2	0.4	2.6	4.8	0.9	0.1	0.2	0.0
Malta	69.3	23.1	0.8	0.5	4.4	2.0	0.1	0.0	0.0
Netherlands	61.6	25.6	0.9	0.5	9.1	2.3	0.1	0.0	0.0
Austria	68.2	25.6	1.1	0.6	3.8	0.7	0.0	0.0	0.0
Poland	64.4	25.9	0.2	2.5	5.4	1.2	0.0	0.4	0.0
Portugal	65.6	24.5	0.8	0.5	5.1	1.2	0.1	0.0	2.2
Romania	78.9	15.6	1.7	0.8	2.4	0.5	0.0	0.1	0.0
Slovenia	68.8	24.5	0.7	2.0	3.3	0.7	0.0	0.0	0.0
Slovakia	71.0	22.4	0.3	0.9	4.0	0.8	0.0	0.1	0.5
Finland	66.6	26.9	0.9	1.7	3.0	0.8	0.0	0.0	0.0
Sweden	61.0	32.7	0.5	1.8	3.1	0.8	0.0	0.1	0.0
United Kingdom	62.0	29.2	1.2	1.6	4.4	1.3	0.1	0.2	0.1
Iceland	49.9	30.3	2.3	2.5	9.9	4.6	0.2	0.3	0.0
Norway	63.5	30.1	1.1	1.2	2.8	0.9	0.0	0.1	0.4
Switzerland	60.8	27.6	1.4	0.6	7.0	2.2	0.3	0.1	0.0
Turkey	56.1	36.9	0.2	1.7	3.0	1.9	0.0	0.1	0.0

Annex 2.3: Unweighted response rate CHCARUSE by country (%)

	No	Yes, for some children	Yes, for all children	NA/blank
EU-28	61.7	9.6	28.2	0.4
Belgium	57.6	6.4	36.0	0.0
Bulgaria	58.8	6.1	35.0	0.0
Czech Republic	49.0	13.5	37.4	0.0
Denmark	30.9	11.3	57.8	0.0
Germany	46.7	14.8	34.6	3.9
Estonia	51.7	16.1	32.2	0.0
Ireland	68.8	10.0	20.9	0.3
Greece	64.6	7.7	23.8	4.0
Spain	80.9	3.1	16.0	0.1
France	67.3	8.4	24.2	0.1
Croatia	75.3	10.2	14.6	0.0
Italy	69.4	9.7	20.7	0.2
Cyprus	67.6	11.9	20.6	0.0
Latvia	44.3	4.8	50.1	0.7
Lithuania	51.1	8.1	40.9	0.0
Luxembourg	43.4	13.6	42.8	0.2
Hungary	25.8	14.6	59.6	0.0
Malta	76.7	13.5	9.9	0.0
Netherlands	61.6	9.3	29.1	0.0
Austria	49.6	11.8	38.6	0.0
Poland	56.2	12.3	31.5	0.0
Portugal	54.5	7.9	37.6	0.1
Romania	82.3	3.0	14.7	0.0
Slovenia	37.0	17.2	43.2	2.5
Slovakia	48.0	16.8	35.2	0.0
Finland	51.2	20.5	28.2	0.1
Sweden	38.1	21.1	40.7	0.1
United Kingdom	75.2	6.9	17.8	0.1
Iceland	44.5	25.2	28.8	1.5
Norway	44.9	5.5	49.3	0.3
Switzerland	62.2	7.3	30.0	0.5
Turkey	89.4	5.0	5.6	0.0

Annex 24: Unweighted response rate CHCAROBS by country (%)

	No service accessible/vacant	Costs	Quality/kind of service	Other service related obstacle	Care is arranged alone/with partner	Care is arranged including further informal support	Used professional services (for some but not for all children) are sufficient	Children take care of themselves	Other personal reasons	NA/blank
EU-28	2.7	6.2	0.7	2.2	46.0	15.2	1.5	20.4	4.6	0.6
Belgium	2.5	4.0	0.8	0.5	52.1	18.2	0.5	19.9	1.5	0.0
Bulgaria	3.2	6.4	4.2	3.4	39.4	16.3	1.7	22.7	2.6	0.0
Czech Republic	1.1	0.8	0.3	0.1	55.7	7.4	3.8	28.0	2.8	0.0
Denmark	0.5	2.0	0.8	6.5	15.4	3.9	1.0	56.0	13.9	0.0
Germany	4.0	3.1	0.8	1.0	34.9	6.1	2.9	19.4	16.7	11.1
Estonia	2.5	1.0	0.6	2.1	24.4	6.2	0.1	56.3	6.7	0.1
Ireland	1.9	13.2	0.4	2.2	43.0	10.7	0.4	7.2	7.2	0.2
Greece	5.2	5.3	0.8	2.5	48.9	18.0	1.6	16.4	0.5	0.9
Spain	1.4	6.0	0.2	2.1	49.1	20.5	1.4	12.1	6.8	0.4
France	1.6	6.4	0.7	2.3	43.3	11.8	0.3	29.2	4.3	0.2
Croatia	6.2	4.1	0.9	0.9	37.6	14.1	2.5	31.8	1.5	0.3
Italy	4.5	8.8	0.9	0.4	46.1	24.9	0.3	13.5	0.3	0.2
Cyprus	0.1	4.2	1.1	0.3	46.1	29.5	0.2	17.3	1.4	0.0
Latvia	5.2	3.8	0.3	0.4	71.6	3.4	0.8	12.2	2.4	0.0
Lithuania	2.0	1.4	0.4	4.2	47.8	13.9	0.8	20.6	8.8	0.0
Luxembourg	3.2	4.6	4.2	1.7	23.7	6.3	1.5	28.4	25.2	1.2
Hungary	6.6	1.7	1.0	0.7	60.3	4.5	3.6	20.6	1.1	0.0
Malta	4.2	0.8	0.4	0.4	60.2	10.5	1.1	13.7	8.9	0.0
Netherlands	0.1	1.9	0.1	4.9	42.8	11.9	11.9	22.9	3.1	0.3
Austria	5.0	3.1	1.3	5.4	65.6	8.6	0.4	9.7	0.9	0.0
Poland	4.4	1.7	1.0	2.7	55.2	14.6	0.9	18.0	1.5	0.0
Portugal	2.2	7.5	0.5	2.9	40.9	26.8	0.4	14.1	4.7	0.1
Romania	3.3	6.3	0.6	3.0	49.9	18.1	0.1	12.3	6.4	0.0
Slovenia	2.6	1.1	0.3	5.7	26.3	11.6	3.4	46.4	2.6	0.0
Slovakia	2.3	2.3	0.5	0.9	63.8	8.1	3.1	18.9	0.2	0.0
Finland	0.9	0.6	0.2	1.0	24.8	3.4	0.6	65.8	2.0	0.6
Sweden	0.4	0.0	0.3	1.9	25.4	1.7	0.5	54.8	14.1	0.8
United Kingdom	1.8	15.6	0.7	2.7	47.8	14.9	0.6	9.2	6.5	0.1
Iceland	1.5	0.4	0.3	2.7	15.2	1.0	1.0	73.2	4.6	0.1
Norway	0.3	0.2	0.1	0.3	13.2	3.0	2.0	59.6	19.8	1.5
Switzerland	3.1	10.3	1.4	4.8	42.7	14.5	0.4	13.1	7.2	2.4
Turkey	2.9	12.9	1.8	0.4	66.7	4.8	0.3	10.1	0.1	0.0

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Annex 2.5: Unweighted response rate CHCAREFF by country (%)

	Any change to increase income	Less working hours	Less demanding tasks in job	Changed job or employer to facilitate reconciliation	Currently on family leave	Other	No effect	NA/blank
EU-28	2.1	9.1	1.1	2.7	2.5	7.4	72.2	2.9
Belgium	2.3	15.7	1.5	4.6	1.8	8.8	65.2	0.0
Bulgaria	2.7	1.0	0.8	2.5	2.3	2.8	88.0	0.1
Czech Republic	0.6	4.1	0.9	2.8	2.1	4.0	85.4	0.1
Denmark	0.6	4.6	0.5	1.9	1.2	5.9	85.3	0.0
Germany	1.2	11.1	0.5	0.8	3.3	3.2	60.5	19.5
Estonia	4.9	7.5	1.1	2.9	1.7	8.7	73.2	0.1
Ireland	0.4	6.3	0.9	0.8	1.5	7.0	82.4	0.7
Greece	0.9	3.9	3.2	0.9	0.6	7.8	78.9	3.8
Spain	0.9	11.3	0.5	1.3	0.4	8.9	76.1	0.5
France	3.0	7.9	0.4	3.5	1.1	15.9	67.9	0.2
Croatia	2.3	1.2	0.5	1.1	2.3	1.9	90.1	0.6
Italy	0.9	11.8	1.5	1.2	1.0	6.3	76.9	0.3
Cyprus	1.1	3.3	1.4	1.2	0.0	11.5	81.5	0.0
Latvia	0.8	3.3	0.7	1.9	1.9	0.8	89.7	0.9
Lithuania	5.2	3.6	0.8	2.7	5.4	6.2	76.1	0.0
Luxembourg	2.9	7.2	0.2	3.9	2.9	8.2	74.2	0.6
Hungary	2.8	1.8	0.5	3.0	1.3	3.4	87.1	0.0
Malta	12.2	10.9	2.6	2.4	0.9	7.6	63.3	0.0
Netherlands	1.6	12.2	0.7	5.2	4.5	10.3	34.5	31.0
Austria	3.0	21.7	1.2	3.0	4.7	2.7	63.6	0.0
Poland	3.2	3.8	1.8	2.3	3.0	3.1	82.8	0.0
Portugal	1.1	3.4	0.2	1.7	0.4	7.6	85.5	0.1
Romania	1.3	2.0	0.8	0.8	0.9	0.9	93.4	0.0
Slovenia	1.1	3.9	0.4	1.9	2.9	9.8	80.0	0.0
Slovakia	1.0	0.5	1.6	5.0	0.6	0.4	90.9	0.0
Finland	4.8	9.8	2.6	5.8	2.8	18.4	54.7	1.0
Sweden	2.0	13.2	1.0	5.3	30.1	2.5	45.6	0.3
United Kingdom	4.1	16.3	1.8	5.0	1.9	9.3	61.3	0.3
Iceland	0.3	7.1	2.2	1.5	0.8	1.9	82.2	4.0
Norway	0.4	10.3	0.6	2.4	1.8	5.8	77.9	0.8
Switzerland	6.8	23.2	2.2	14.8	0.6	17.5	33.7	1.1
Turkey	5.5	1.6	1.6	0.4	0.4	1.3	89.1	0.0

Annex 2.6: Unweighted response rate POSSTEND by country (%)

	Generally possible	Rarely possible	Not possible	NA/blank
EU-28	40.7	21.4	32.0	5.8
Belgium	56.6	17.5	25.8	0.2
Bulgaria	24.4	32.8	35.7	7.1
Czech Republic	43.7	34.0	21.8	0.5
Denmark	60.9	12.9	13.6	12.6
Germany	29.5	20.5	26.2	23.8
Estonia	54.2	15.4	24.1	6.3
Ireland	42.4	15.6	39.6	2.4
Greece	30.1	34.1	29.8	6.0
Spain	45.6	8.1	41.8	4.6
France	29.2	38.2	27.7	4.9
Croatia	44.2	15.7	31.3	8.8
Italy	33.7	28.5	34.3	3.5
Cyprus	17.9	23.6	58.4	0.0
Latvia	39.2	42.5	16.7	1.5
Lithuania	15.8	22.8	45.9	15.5
Luxembourg	47.2	14.0	25.8	13.0
Hungary	12.8	23.7	58.5	5.0
Malta	46.7	12.4	40.8	0.0
Netherlands	58.2	17.8	23.0	1.0
Austria	49.0	24.8	26.2	0.0
Poland	10.2	21.6	61.2	6.9
Portugal	53.9	19.3	25.1	1.8
Romania	21.6	26.6	41.2	10.6
Slovenia	57.3	11.6	19.0	12.1
Slovakia	19.8	23.9	45.7	10.7
Finland	66.7	11.8	17.6	4.0
Sweden	52.8	12.1	33.8	1.3
United Kingdom	55.8	11.2	23.2	9.8
Iceland	26.5	4.2	5.9	63.5
Norway	43.1	20.5	33.9	2.5
Switzerland	68.3	16.0	14.4	1.3
Turkey	36.6	31.1	30.9	1.3

Annex 2.7: Unweighted response rate POSORGWT by country (%)

	Generally possible	Rarely possible	Not possible	NA/blank
EU-28	38.0	19.7	35.5	6.7
Belgium	48.5	17.6	33.5	0.5
Bulgaria	33.1	33.7	24.8	8.3
Czech Republic	61.7	24.0	13.9	0.5
Denmark	53.0	14.3	18.6	14.1
Germany	27.4	18.0	31.8	22.8
Estonia	55.1	14.2	14.4	16.3
Ireland	38.7	14.9	41.5	4.9
Greece	18.7	21.8	52.6	6.9
Spain	48.0	6.8	41.1	4.2
France	18.9	34.2	40.4	6.5
Croatia	52.5	14.8	21.4	11.3
Italy	31.3	26.6	37.7	4.3
Cyprus	4.8	8.1	87.1	0.0
Latvia	38.6	47.7	11.3	2.5
Lithuania	22.5	26.7	33.6	17.2
Luxembourg	33.9	17.0	38.1	11.0
Hungary	9.2	15.4	70.2	5.2
Malta	34.2	10.5	55.3	0.0
Netherlands	61.2	18.5	18.9	1.4
Austria	38.6	27.7	33.8	0.0
Poland	8.9	18.1	65.4	7.7
Portugal	36.1	20.4	41.0	2.6
Romania	24.7	31.7	32.9	10.7
Slovenia	69.1	6.8	11.0	13.1
Slovakia	18.1	16.6	52.0	13.3
Finland	65.7	10.0	19.1	5.2
Sweden	49.7	12.2	32.1	6.1
United Kingdom	50.4	12.4	26.4	10.8
Iceland	21.8	4.6	8.8	64.8
Norway	39.4	31.8	25.5	3.3
Switzerland	51.6	24.0	21.5	2.9
Turkey	34.7	31.3	32.3	1.7

Annex 2.8: Unweighted response rate WORKOBS by country (%)

	No obstacle	Long working hours	Unpredictable or difficult work schedules	Long commute	Demanding or exhausting job	Lack of support from employers and colleagues	Other obstacles	NA/blank
EU-28	64.5	8.5	8.7	4.8	6.3	1.6	2.9	2.7
Belgium	64.7	8.5	7.2	6.9	10.0	1.7	1.1	0.0
Bulgaria	75.7	5.4	2.9	4.2	8.6	2.1	1.0	0.1
Czech Republic	69.2	6.2	7.6	3.8	6.8	4.0	2.3	0.1
Denmark	63.2	14.2	6.1	4.9	5.8	0.6	5.2	0.0
Germany	50.7	6.0	6.0	4.6	2.3	1.9	5.1	23.4
Estonia	89.0	2.1	2.7	2.5	1.0	0.3	2.2	0.2
Ireland	77.3	4.7	4.9	1.9	3.8	1.9	4.3	1.2
Greece	75.7	7.5	4.6	1.8	4.7	0.1	1.4	4.1
Spain	66.8	12.0	11.1	3.5	1.9	0.5	3.4	0.9
France	39.5	17.2	12.4	9.8	13.6	2.6	4.4	0.5
Croatia	73.8	2.0	9.4	5.0	2.8	3.4	2.5	1.2
Italy	64.5	9.2	13.6	4.9	5.7	1.0	0.4	0.7
Cyprus	68.1	7.5	4.9	4.1	5.4	1.0	9.0	0.0
Latvia	93.8	1.0	1.6	1.0	1.0	0.7	0.7	0.3
Lithuania	67.3	4.7	7.5	2.2	5.4	3.4	9.5	0.0
Luxembourg	63.0	6.4	8.9	2.7	6.2	1.8	9.8	1.2
Hungary	81.5	4.7	3.9	3.7	3.9	1.3	1.0	0.0
Malta	58.2	20.8	4.1	2.9	3.9	1.9	8.2	0.0
Netherlands	42.8	5.7	14.6	6.2	10.4	2.2	1.9	16.2
Austria	63.4	8.1	11.5	6.7	5.9	2.0	2.3	0.0
Poland	69.9	8.4	4.9	4.7	7.7	0.6	3.9	0.0
Portugal	77.7	5.0	6.1	1.9	3.3	1.7	3.4	0.9
Romania	76.1	3.6	6.4	5.9	2.7	2.7	2.6	0.0
Slovenia	65.3	5.0	10.4	3.7	5.2	1.3	1.7	7.4
Slovakia	66.8	6.4	7.9	5.8	10.1	2.2	0.7	0.1
Finland	48.5	10.7	11.5	8.1	12.9	2.3	4.0	2.2
Sweden	65.7	7.7	7.5	5.5	6.9	1.1	5.0	0.7
United Kingdom	70.1	9.2	6.6	3.6	5.4	2.0	2.7	0.5
Iceland	77.6	7.9	5.1	1.5	2.5	0.6	2.6	2.1
Norway	77.8	5.0	6.5	1.9	1.4	0.8	4.8	1.9
Switzerland	36.2	18.3	14.4	12.5	6.0	5.1	5.2	2.2
Turkey	.	.	.	.	.	.	.	.

.: = N.A.

Annex 2.9: Unweighted response rate STOPWORK by country (%)

	Yes	Never worked, for childcare reasons	No (but was/is employed and has children)	Never worked, for other reasons	Never had children	NA/blank
EU-28	25.3	1.4	39.5	2.5	30.0	1.2
Belgium	22.1	1.1	43.1	5.0	28.5	0.1
Bulgaria	36.2	1.2	32.8	1.7	27.1	1.0
Czech Republic	35.9	0.4	36.9	0.3	26.5	0.1
Denmark	15.0	0.3	50.4	2.2	32.1	0.0
Germany	22.1	0.5	52.5	3.0	14.6	7.3
Estonia	42.3	0.1	32.8	0.1	24.6	0.1
Ireland	21.6	1.4	35.9	1.4	29.2	10.6
Greece	18.5	4.1	35.6	6.4	30.9	4.4
Spain	17.3	1.0	41.7	0.6	38.8	0.6
France	28.7	1.4	37.6	1.2	31.0	0.0
Croatia	25.0	2.1	38.7	2.7	30.9	0.7
Italy	17.4	3.7	37.9	2.4	38.6	0.0
Cyprus	23.9	0.4	40.7	0.8	34.2	0.0
Latvia	36.7	0.3	37.0	0.3	24.5	1.2
Lithuania	42.1	0.4	38.6	1.3	17.5	0.0
Luxembourg	25.2	1.2	29.0	1.4	35.1	8.1
Hungary	34.6	0.9	33.2	1.2	30.1	0.0
Malta	17.5	2.3	42.7	0.7	36.7	0.0
Netherlands	22.6	0.4	37.5	0.6	38.7	0.2
Austria	32.5	0.6	41.4	1.3	24.3	0.0
Poland	34.0	1.0	39.7	1.2	24.2	0.0
Portugal	23.3	0.6	42.3	0.6	30.1	3.0
Romania	20.9	2.1	41.4	13.9	21.6	0.0
Slovenia	36.8	0.4	32.7	1.2	28.9	0.0
Slovakia	35.8	0.7	31.1	1.0	30.8	0.5
Finland	32.9	0.2	28.6	0.2	37.6	0.4
Sweden	39.0	0.3	25.5	0.7	34.3	0.3
United Kingdom	26.5	1.2	47.8	2.0	22.3	0.2
Iceland	45.8	0.0	26.2	0.1	26.6	1.4
Norway	.	.	.	.	.	.
Switzerland	25.5	0.3	29.3	0.3	44.4	0.2
Turkey	4.8	0.5	61.4	7.8	25.6	0.0

. = N.A.

Annex 2.10: Unweighted response rate STOPLENG by country (%)

	Up to 6 months	More than 6 months up to a year	More than 1 year up to 2 year	More than 2 years up to 3 year	More than 3 years up to 5 year	More then 5 years	NA/blank
EU-28	25.1	18.0	17.7	12.9	11.2	13.6	1.5
Belgium	51.4	23.3	11.5	4.4	3.8	5.6	0.0
Bulgaria	2.3	7.1	40.3	21.9	22.0	6.2	0.1
Czech Republic	1.4	2.1	6.5	25.9	33.7	30.3	0.1
Denmark	27.0	26.4	27.8	12.5	4.4	1.9	0.0
Germany	18.6	15.8	17.3	13.9	10.3	18.9	5.1
Estonia	7.9	6.7	20.8	22.7	23.2	18.2	0.5
Ireland	23.5	20.8	18.2	9.1	6.3	18.3	3.8
Greece	27.8	29.2	19.5	8.0	4.6	9.7	1.2
Spain	53.2	19.4	8.4	4.0	3.2	9.7	2.1
France	39.2	20.0	11.8	9.2	9.2	9.8	0.7
Croatia	6.6	20.9	35.0	22.4	8.1	5.5	1.5
Italy	34.0	32.0	16.7	5.0	2.3	6.3	3.7
Cyprus	48.8	39.8	6.6	1.5	1.2	2.0	0.0
Latvia	8.0	15.0	41.8	19.4	8.2	5.6	2.1
Lithuania	7.4	15.8	31.4	27.0	10.6	7.8	0.0
Luxembourg	25.6	25.2	17.1	7.3	5.6	18.4	0.8
Hungary	2.2	2.5	8.8	28.9	19.3	38.2	0.0
Malta	58.8	11.2	6.3	6.5	10.7	6.5	0.0
Netherlands	42.7	22.5	8.2	3.2	5.3	16.8	1.3
Austria	9.0	7.3	16.2	16.8	23.6	27.1	0.0
Poland	15.9	21.3	20.2	15.5	11.0	10.8	5.2
Portugal	70.8	18.5	4.8	1.3	1.1	2.1	1.5
Romania	23.2	23.3	34.4	10.3	6.2	2.7	0.0
Slovenia	13.7	15.9	38.5	22.6	7.6	1.6	0.0
Slovakia	1.7	3.9	8.8	23.4	27.2	34.3	0.7
Finland	20.7	12.8	19.9	17.6	17.5	10.9	0.5
Sweden	21.2	16.9	25.4	19.0	11.9	3.9	1.7
United Kingdom	19.2	21.0	16.4	9.2	10.4	22.9	0.9
Iceland	22.4	16.7	24.4	19.7	10.7	4.5	1.5
Norway	.	.	.	.	.	.	.
Switzerland	26.9	17.5	12.8	6.8	7.9	26.2	2.0
Turkey	73.2	12.5	6.0	2.5	2.2	3.6	0.0

. = N.A.

Annex 2.11: Unweighted response rate PARLEAV by country (%)

	Only used parental leave	Combination of family leaves	Only maternity/pater nity used	No family leave used	NA/blank
EU-28	9.4	48.4	28.1	13.3	0.8
Belgium	8.3	44.6	40.3	6.9	0.0
Bulgaria	0.6	91.6	6.2	1.5	0.1
Czech Republic	7.7	89.6	1.5	1.1	0.1
Denmark	6.4	43.4	46.5	3.7	0.0
Germany	33.3	43.1	9.3	12.4	1.9
Estonia	2.7	86.1	7.5	3.6	0.1
Ireland	3.1	31.5	35.8	28.5	1.2
Greece	2.8	32.1	17.9	45.1	2.1
Spain	3.9	17.7	57.3	20.2	1.0
France	5.8	33.2	47.6	12.8	0.6
Croatia	1.2	83.7	9.7	3.7	1.6
Italy	2.7	37.5	43.8	14.3	1.5
Cyprus	0.1	2.1	93.6	4.2	0.0
Latvia	20.9	68.7	6.2	3.5	0.7
Lithuania	9.4	64.9	18.0	7.7	0.0
Luxembourg	14.9	40.3	25.2	19.0	0.6
Hungary	25.7	70.8	1.7	1.8	0.0
Malta	10.4	18.3	23.1	48.2	0.0
Netherlands	3.5	17.8	56.1	22.1	0.5
Austria	4.0	88.2	4.9	2.9	0.0
Poland	1.4	48.9	41.1	4.7	3.9
Portugal	2.4	8.9	55.6	32.3	0.8
Romania	14.2	60.1	15.2	10.6	0.0
Slovenia	84.0	5.3	10.0	0.8	0.0
Slovakia	2.6	91.4	4.7	0.8	0.5
Finland	0.7	74.2	22.8	2.1	0.3
Sweden	45.0	52.1	1.0	1.4	0.6
United Kingdom	3.7	34.2	27.2	34.3	0.6
Iceland	23.5	2.1	70.8	2.7	0.9
Norway	.	.	.	.	.
Switzerland	0.0	0.0	67.7	31.6	0.7
Turkey	12.4	32.5	53.7	1.4	0.0

. = N.A.

Annex 2.12: Unweighted response rate DEREDSTP by country (%)

	Work interruption	Only reduced working time	No interruption or reduction	Never had to care for incapacitated relatives	NA/blank
EU-28	3.1	1.4	35.6	58.7	1.2
Belgium	3.0	1.7	46.3	48.9	0.1
Bulgaria	7.5	0.8	16.4	74.5	0.8
Czech Republic	3.2	0.9	47.5	48.3	0.1
Denmark	1.8	0.6	97.6	0.0	0.0
Germany	1.9	0.9	8.1	81.6	7.4
Estonia	1.9	1.1	22.8	74.3	0.0
Ireland	4.0	1.7	31.6	52.3	10.4
Greece	2.2	2.7	13.3	77.5	4.3
Spain	4.3	0.9	41.4	53.1	0.4
France	2.2	1.2	45.4	50.7	0.5
Croatia	1.9	0.2	49.8	47.8	0.3
Italy	2.1	1.6	20.0	76.1	0.3
Cyprus	0.9	0.3	13.8	85.1	0.0
Latvia	1.5	0.8	17.2	79.2	1.3
Lithuania	3.9	1.3	67.4	27.4	0.0
Luxembourg	4.7	3.2	68.3	20.2	3.5
Hungary	3.1	0.5	39.0	57.4	0.0
Malta	3.0	1.3	15.4	80.2	0.0
Netherlands	3.5	2.8	13.8	79.9	0.0
Austria	1.5	1.3	13.9	83.3	0.0
Poland	3.8	1.2	59.7	35.3	0.0
Portugal	4.7	2.0	57.0	34.0	2.3
Romania	3.4	1.2	20.0	75.4	0.0
Slovenia	0.9	0.5	21.2	77.5	0.0
Slovakia	3.6	1.6	34.2	60.0	0.6
Finland	1.9	0.6	11.2	86.3	0.0
Sweden	2.5	0.9	66.9	29.1	0.6
United Kingdom	4.7	1.7	65.9	27.4	0.3
Iceland	2.5	5.6	64.6	0.0	27.4
Norway	0.9	1.6	7.1	89.9	0.5
Switzerland	2.1	1.5	15.6	80.7	0.1
Turkey	1.1	0.4	71.1	27.5	0.0

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Reconciliation between work and family life Labour Force Survey (LFS) ad-hoc module 2018 QUALITY REPORT

This report evaluates the 2018 EU Labour Force Survey (EU-LFS) ad-hoc module on reconciliation between work and family life. The main objective of this report is to describe the implementation of the survey and to assess the quality of the dataset. The report presents some main results and recommendations on how to improve the module for future repetitions.ability, and coherence. The quality report is updated annually.

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