

**ZA6964**

**Flash Eurobarometer 470  
(Work-Life Balance)**

**Country Questionnaire  
Malta (English)**

TRANSLATION

WORK-LIFE BALANCE

ASK ALL

D5a As far as your current occupation is concerned, would you say you are self-employed, an employee, a manual worker or would you say that you are without a professional activity?

(ONE ANSWER ONLY)

Self-employed	1
Employee	2
Manual worker	3
Without a professional activity	4
Refusal (DO NOT READ OUT)	5

FLSC99 D5a

IF REFUSAL IN D5a (CODE 5) THEN STOP INTERVIEW

ASK D5b IF SELF-EMPLOYED, CODE 1 IN D5a

D5b Would you say you are...?

(READ OUT - ONE ANSWER ONLY)

Farmer, forester, fisherman	1
Owner of shop, craftsman	2
Professional (lawyer, medical practitioner, accountant, architect,...)	3
Manager of a company	4
Other	5
Refusal (DO NOT READ OUT)	6

FLSC99 D5b

ASK D5c IF EMPLOYEE, CODE 2 IN D5a

D5c Would you say you are...?

(READ OUT - ONE ANSWER ONLY)

Professional (employed doctor, lawyer, accountant, architect, ...)	1
General management, director or top management	2
Middle management	3
Civil servant	4
Office clerk	5

TRANSLATION

Other employee (salesman, nurse, ...)	6
Other	7
Refusal (DO NOT READ OUT)	8

FLSC99 D5c

ASK D5d IF MANUAL WORKER, CODE 3 IN D5a

D5d Would you say you are...?

(READ OUT - ONE ANSWER ONLY)

Supervisor/ foreman (team manager, ...)	1
Manual worker	2
Unskilled manual worker	3
Other	4
Refusal (DO NOT READ OUT)	5

FLSC99 D5d

ASK D5e IF WITHOUT A PROFESSIONAL ACTIVITY, CODE 4 IN D5a

D5e Would you say you are...?

(READ OUT - ONE ANSWER ONLY)

Looking after the home	1
Student (full time)	2
Retired	3
Seeking a job	4
Other	5
Refusal (DO NOT READ OUT)	6

FLSC99 D5e

ASK SD8 IF RESPONDENT WORKS, CODE 1 TO 3 IN D5a

SD8 Do you work:

(READ OUT - ONE ANSWER ONLY)

Part-time	1
Full-time	2
Refusal (DO NOT READ OUT)	3

NEW

ASK ALL

TRANSLATION

SD9	Which of the following best corresponds to your own current situation?
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(READ OUT - ONE ANSWER ONLY)

You are single	1
You are living with a partner or spouse who currently works full-time	2
You are living with a partner or spouse who currently works part-time	3
You are living with a partner or spouse who is not working	4
Other (DO NOT READ OUT)	5
Refusal (DO NOT READ OUT)	6

NEW

SD10: CODES 1 AND 8 ARE EXCLUSIVE

SD10	Caring responsibilities means one's responsibility to care for a family member with a disability, an elderly person or a dependent child. Please tell me if you provide care for one or more of the following?
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(READ OUT - MULTIPLE ANSWERS POSSIBLE)

No/ You don't have caring responsibilities	1,
One or more child(ren) aged less than 3 years old	2,
One or more child(ren) aged 3 to 6 years old	3,
One or more child(ren) aged 7 to 14 years old	4,
One or more elderly person (s)	5,
One or more family member (s) with disability	6,
Somebody else/other (DO NOT READ OUT)	7,
DK/NA (DO NOT READ OUT)	8,

NEW

ASK ALL

READ OUT: Now we will discuss about your work-life balance. If you are not working at the moment, please answer thinking of the time when you were working.

ASK Q1a TO SELF-EMPLOYED, EMPLOYEES OR MANUAL WORKERS, CODE 1 TO 3 IN D5a

TRANSLATION

Q1a Are you satisfied or not with the balance between your work and your personal life?

(READ OUT - ONE ANSWER ONLY)

Very satisfied	1
Fairly satisfied	2
Not very satisfied	3
Not at all satisfied	4
DK/NA (DO NOT READ OUT)	5

NEW

ASK Q1b TO THOSE WITHOUT A PROFESSIONAL ACTIVITY, CODE 1,3,4 OR 5 IN D5e

Q1b When you were working, were you satisfied or not with the balance between your work and your personal life?

(READ OUT - ONE ANSWER ONLY)

Very satisfied	1
Fairly satisfied	2
Not very satisfied	3
Not at all satisfied	4
Not applicable/ Never worked (DO NOT READ OUT)	5
DK/NA (DO NOT READ OUT)	6

NEW

ASK Q1c TO STUDENTS, CODE 2 IN D5e

Q1c Are you satisfied or not with the balance between your studies and your personal life?

(READ OUT - ONE ANSWER ONLY)

Very satisfied	1
Fairly satisfied	2
Not very satisfied	3
Not at all satisfied	4
DK/NA (DO NOT READ OUT)	5

NEW

SECTION A - Flexible Work Arrangements

TRANSLATION

ASK Q2a TO Q6a TO EMPLOYEES OR MANUAL WORKERS, CODE 2 OR 3 IN D5a

READ OUT: Flexible work arrangements include part-time, flexitime (adapted beginning and finishing working times), working from home (telework) or being able to take some time off for private emergencies (medical issues, a sick child, etc.).

Q2a Let's now discuss your personal job situation. To your knowledge, are there flexible work arrangements available in the company or organisation where you currently work?

(READ OUT - ONE ANSWER ONLY)

Yes and you currently use or have used such arrangements personally	1
Yes, but you have never used such arrangements personally	2
No, there are no flexible work arrangements available in the company or organisation where you currently work	3
DK/NA (DO NOT READ OUT)	4

NEW

ASK Q3a TO Q5a TO THOSE WHO HAVE FLEXIBLE WORK ARRANGEMENTS IN THEIR COMPANY, CODE 1 OR 2 IN Q2a

Q3a: ROTATE STATEMENTS 1 TO 3

Q3a More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is in the company or organisation where you currently work.

(READ OUT - ONE ANSWER ONLY)

		Very widespread	Fairly widespread	Not very widespread	Not at all widespread	DK/NA (DO NOT READ OUT)
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1	Part-time	1	2	3	4	5
2	Flexitime	1	2	3	4	5
3	Working from home (telework)	1	2	3	4	5

NEW

TRANSLATION

Q4a: ROTATE STATEMENTS 1 TO 2

Q4a Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you currently work.

(READ OUT - ONE ANSWER ONLY)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK/NA (DO NOT READ OUT)
--	--	---------------	---------------	------------------	------------------	-------------------------

1	In your company, it is easy for employees to make use of flexible work arrangements	1	2	3	4	5
2	Managers and supervisors usually discourage employees from making use of flexible work arrangements	1	2	3	4	5

NEW

Q5a: ROTATE STATEMENTS 1 TO 3

Q5a Regardless if you personally use, or not, these flexible work arrangements in the company or organisation where you currently work, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are perceived.

(READ OUT - ONE ANSWER ONLY)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK/NA (DO NOT READ OUT)
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1	Making use of such flexible work arrangements is badly perceived by colleagues	1	2	3	4	5
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TRANSLATION

2	Making use of such flexible work arrangements has a negative impact on one's career (promotion, bonus, type of work allocated, etc.)	1	2	3	4	5
3	It is easier for women than for men to make use of such flexible work arrangements	1	2	3	4	5

NEW

ASK Q6a TO THOSE WHO DON'T HAVE FLEXIBLE WORK ARRANGEMENTS IN THEIR COMPANY, CODE 3 IN Q2a

Q6a: CODES 5 AND 6 ARE EXCLUSIVE

Q6a If you could, which of the following flexible work arrangements would you like to use personally?

(READ OUT - MULTIPLE ANSWERS POSSIBLE)

Part-time	1,
Flexitime	2,
Telework	3,
Other (DO NOT READ OUT)	4,
None (DO NOT READ OUT)	5,
DK/NA (DO NOT READ OUT)	6,

NEW

ASK Q2b TO Q6b TO THOSE WITHOUT A PROFESSIONAL ACTIVITY, CODE 1,3,4 OR 5 IN D5e

READ OUT: Flexible work arrangements include part-time, flexitime (adapted beginning and finishing working times), working from home (telework) or being able to take some time off for private emergencies (medical issues, a sick child, etc.). If you are not working at the moment, please answer thinking of the time when you were working and to the company or organisation where you last worked.



TRANSLATION

Q2b	Let's now discuss your personal job situation when you last worked. To your knowledge, are there flexible work arrangements available in the company or organisation where you last worked?
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(READ OUT - ONE ANSWER ONLY)

Yes and you have used such arrangements personally	1
Yes, but you never used such arrangements personally	2
No, there were no flexible work arrangements available in the company or organisation where you last worked	3
Not applicable/ Never worked (DO NOT READ OUT)	4
DK/NA (DO NOT READ OUT)	5

NEW

ASK Q3b TO Q5b TO THOSE WHO HAD FLEXIBLE WORK ARRANGEMENTS IN THEIR COMPANY, CODE 1 OR 2 IN Q2b

Q3b: ROTATE STATEMENTS 1 TO 3

Q3b	More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it was in the company or organisation where you last worked.
-----	--

(READ OUT - ONE ANSWER ONLY)

		Very wide spread	Fairly wide spread	Not very wide spread	Not at all wide spread	Not applicable/ Never worked (DO NOT READ OUT)	DK/NA (DO NOT READ OUT)

1	Part-time	1	2	3	4	5	6
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TRANSLATION

2	Flexitime	1	2	3	4	5	6
3	Working from home (telework)	1	2	3	4	5	6

NEW

Q4b: ROTATE STATEMENTS 1 TO 2

Q4b Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you last worked.

(READ OUT - ONE ANSWER ONLY)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Not applicable/ Never worked	DK/NA (DO NOT READ OUT)

1	In this company, it was easy for employees to make use of flexible work arrangements	1	2	3	4	5	6
2	Managers and supervisors usually discouraged employees from making use of flexible work arrangements	1	2	3	4	5	6

NEW

Q5b: ROTATE STATEMENTS 1 TO 3

Q5b Regardless if you personally used, or not, these flexible work arrangements in the company or organisation where you last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements were perceived.

TRANSLATION

(READ OUT - ONE ANSWER ONLY)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Not applicable/ Never worked	DK/NA (DO NOT READ OUT)

1	Making use of such flexible work arrangements was badly perceived by colleagues	1	2	3	4	5	6
2	Making use of such flexible work arrangements had a negative impact on one's career (promotion, bonus, type of work allocated, etc.)	1	2	3	4	5	6
3	It was easier for women than for men to make use of such flexible work arrangements	1	2	3	4	5	6

NEW

ASK Q6b TO THOSE WHO DIDN'T HAVE FLEXIBLE WORK ARRANGEMENTS IN THE COMPANY WHERE THEY LAST WORKED, CODE 3 IN Q2b

Q6b: CODES 5 AND 6 ARE EXCLUSIVE

Q6b If you could have done it, which of the following flexible work arrangements would you have liked to use personally?

(READ OUT - MULTIPLE ANSWERS POSSIBLE)

Part-time	1,
Flexitime	2,
Telework	3,

TRANSLATION

Other (DO NOT READ OUT)	4,
None (DO NOT READ OUT)	5,
DK/NA (DO NOT READ OUT)	6,

NEW

ASK ALL

ASK Q7.1 TO THOSE WHO ARE NOT WORKING (EXCEPT RETIRED), CODE 1,2,4 OR 5 IN D5e

ASK Q7.2 TO THOSE WHO ARE WORKING PART-TIME, CODE 1 IN D8

ASK Q7.3 TO EMPLOYEES OR MANUAL WORKERS, CODE 2 OR 3 IN D5a

Q7: ROTATE STATEMENTS 1 TO 3

Q7	Let's now discuss how these flexible work arrangements could impact your career choices. Imagine now that the use of flexible work arrangements was very common in the job market, do you think that?
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(READ OUT - ONE ANSWER ONLY)

		Yes, definitely	Yes, probably	No, probably not	No, definitely not	DK/NA (DO NOT READ OUT)
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1	You would have a better chance to enter paid work	1	2	3	4	5
2	You would move from part-time to a full-time job	1	2	3	4	5
3	You would decide to continue to work, instead of taking an extended leave or to retire	1	2	3	4	5

NEW

SECTION B - Family leave

## TRANSLATION

READ OUT: The following questions are about family leave. If you do not have children and are not currently planning to have one, please answer as if you were planning to have children. First, let's speak about paternity leave: paternity leave is a leave from work exclusively for fathers in the period immediately preceding and following birth.

ASK Q8a TO Q11a TO EMPLOYEES OR MANUAL WORKERS, CODE 2 OR 3 IN D5a

ASK Q8a TO MEN ONLY, CODE 1 IN D2

Q8a: CODES 3, 4, 5, 6 AND 7 ARE EXCLUSIVE

Q8a Did you already take or are you thinking of taking paternity leave?

(READ OUT - MULTIPLE ANSWERS POSSIBLE)

Yes, you took paternity leave	1,
Yes, you think of taking paternity leave	2,
No, you didn't want to take paternity leave, or you are not thinking of doing so	3,
No, there is no paternity leave in the company or organisation where you currently work	4,
No, you were not aware you were entitled to paternity leave	5,
Do not have children, do not plan to have children (DO NOT READ OUT)	6,
DK/NA (DO NOT READ OUT)	7,

NEW

READ OUT: Parental leave can be defined as leave after maternity or paternity leave which can be taken by either parent.

Q9a: CODES 3, 4, 5 AND 6 ARE EXCLUSIVE

Q9a Did you take or are you thinking of taking parental leave?

(READ OUT - MULTIPLE ANSWERS POSSIBLE)

Yes, you took parental leave	1,
Yes, you are thinking of taking parental leave	2,
No, you didn't want to take parental leave or are not thinking of doing so	3,
No, you were not aware you were entitled to parental leave	4,
Do not have children, do not plan to have children (DO NOT READ OUT)	5,
DK/NA (DO NOT READ OUT)	6,

TRANSLATION

NEW

ASK Q10a TO MEN WHO DIDN'T TAKE PARENTAL LEAVE OR ARE NOT THINKING OF DOING SO, CODE 1 IN D2 AND CODE 3 IN Q9a

Q10a: ROTATE ANSWERS 1 TO 6

Q10a Which are the main reasons for you not taking or not thinking of taking parental leave?

(READ OUT - MAX. 2 ANSWERS)

- |  |    |
|--|----|
| You cannot financially afford to take parental leave                           | 1, |
| Your partner or spouse does not work   | 2, |
| Your partner or spouse has taken/will take the entire period of parental leave | 3, |
| Another person takes care of your child/children                               | 4, |
| Your child/children is/are in childcare (childcare facilities, nursery, etc.)  | 5, |
| Parental leave is more for women   | 6, |
| Other (DO NOT READ OUT)  | 7, |
| DK/NA (DO NOT READ OUT)  | 8, |

NEW

ASK Q10b TO WOMEN WHO DIDN'T TAKE PARENTAL LEAVE OR ARE NOT THINKING OF DOING SO, CODE 2 IN D2 AND CODE 3 IN Q9a

Q10b: ROTATE ANSWERS 1 TO 5

Q10b Which are the main reasons for you not taking or not thinking of taking parental leave?

(READ OUT - MAX. 2 ANSWERS)

- |  |    |
|--|----|
| You cannot financially afford to take parental leave                           | 1, |
| Your partner or spouse does not work   | 2, |
| Your partner or spouse has taken/will take the entire period of parental leave | 3, |
| Another person takes care of your child/children                               | 4, |
| Your child/children is/are in childcare (childcare facilities, nursery, etc.)  | 5, |
| Other (DO NOT READ OUT)  | 6, |
| DK/NA (DO NOT READ OUT)  | 7, |

TRANSLATION

NEW

Q11a Thinking only about the financial aspect, please tell me at which proportion of your salary you would take family leave? If it was paid:

(READ OUT - ONE ANSWER ONLY)

At least 75% of your salary	1
At least 50% of your salary	2
At any proportion of your salary	3
You will take family leave anyway, even if unpaid	4
DK/NA (DO NOT READ OUT)	5

NEW

ASK Q8b to Q11b TO THOSE WITHOUT A PROFESSIONAL ACTIVITY, CODE 1,3,4 OR 5 IN D5e

ASK Q8b TO MEN ONLY, CODE 1 IN D2

READ OUT: If you are not working at the moment, please answer thinking of the time when you were working.

Q8b: CODES 3, 4, 5, 6 AND 7 ARE EXCLUSIVE

Q8b Did you already take or ever thought on taking paternity leave?

(READ OUT - MULTIPLE ANSWERS POSSIBLE)

Yes, you took paternity leave	1,
Yes, you thought of taking paternity leave	2,
No, you didn't want to take paternity leave, or you did not think of doing so	3,
No, there was no paternity leave in the company or organisation where you worked	4,
No, you were not aware you were entitled to paternity leave	5,
Do not have children, do not plan to have children (DO NOT READ OUT)	6,
DK/NA (DO NOT READ OUT)	7,

NEW

TRANSLATION

READ OUT: Parental leave can be defined as leave after maternity or paternity leave which can be taken by either parent.

Q9b: CODES 3, 4, 5, 6 AND 7 ARE EXCLUSIVE

Q9b Did you take or are you thinking of taking parental leave?

(READ OUT - MULTIPLE ANSWERS POSSIBLE)

Yes, you took parental leave	1,
Yes, you are thinking of taking parental leave	2,
No, you didn't want to take parental leave or are not thinking of doing so	3,
No, there was no parental leave in the company or organisation where you worked	4,
No, you were not aware you were entitled to parental leave	5,
Do not have children, do not plan to have children (DO NOT READ OUT)	6,
DK/NA (DO NOT READ OUT)	7,

NEW

ASK Q10c TO MEN WHO DIDN'T TAKE PARENTAL LEAVE OR ARE NOT THINKING OF DOING SO, CODE 1 IN D2 AND CODE 3 IN Q9b

Q10c: ROTATE ANSWERS 1 TO 6

Q10c Which are the main reasons for you not taking or not thinking of taking parental leave?

(READ OUT - MAX. 2 ANSWERS)

You could not financially afford to take parental leave	1,
Your partner or spouse didn't work	2,
Your partner or spouse has taken the entire period of parental leave	3,
Another person took care of your child/children	4,
Your child/children was/were in childcare (childcare facilities, nursery, etc.)	5,
Parental leave was more for women	6,
Other (DO NOT READ OUT)	7,
DK/NA (DO NOT READ OUT)	8,

NEW



TRANSLATION

ASK Q10d TO WOMEN WHO DIDN'T TAKE PARENTAL LEAVE OR ARE NOT THINKING OF TAKING ONE, CODE 2 IN D2 AND CODE 3 IN Q9b

Q10d: ROTATE ANSWERS 1 TO 5

Q10d Which are the main reasons for you not taking or not thinking of taking parental leave?

(READ OUT - MAX. 2 ANSWERS)

- |  |    |
|--|----|
| You could not financially afford to take parental leave              | 1, |
| Your partner or spouse didn't work                                   | 2, |
| Your partner or spouse has taken the entire period of parental leave | 3, |
| Another person took care of your child/children                      | 4, |
| Your child/children was/were in childcare                            | 5, |
| Other (DO NOT READ OUT)  | 6, |
| DK/NA (DO NOT READ OUT)  | 7, |

NEW

Q11b Thinking only about the financial aspect, please tell me at which proportion of your salary you would have taken family leave? If it was paid:

(READ OUT - ONE ANSWER ONLY)

- |  |   |
|--|---|
| At least 75% of your salary                              | 1 |
| At least 50% of your salary                              | 2 |
| At any proportion of your salary                         | 3 |
| You would have taken family leave anyway, even if unpaid | 4 |
| DK/NA (DO NOT READ OUT)                                  | 5 |

NEW

ASK ALL

Q12: ROTATE ANSWERS 1 TO 7

Q12: CODES 9 AND 10 ARE EXCLUSIVE

Q12 In your opinion, what are the main factors that would encourage fathers to take parental leave?

## TRANSLATION

(READ OUT - MAX. 3 ANSWERS)

Receiving more financial compensation during the period of leave	1,
Being able to choose between taking the leave in blocks or into part-time working	2,
Having better guarantees in respect of career during or after the leave	3,
Having the support for parental leave from superiors and colleagues at work	4,
Having better information about taking parental leave	5,
Periods of parental leave that are reserved for fathers and cannot be transferred to their partner or spouse	6,
Extending the maximum age limit of the child in respect of whom employees may take parental leave	7,
Other (DO NOT READ OUT)	8,
None (DO NOT READ OUT)	9,
DK/NA (DO NOT READ OUT)	10,

NEW

ASK Q13a TO Q15a TO EMPLOYEES OR MANUAL WORKERS, CODE 2 OR 3 IN D5a

Q13a: ROTATE STATEMENTS 1 TO 2

Q13a	Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you currently work.
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(READ OUT - ONE ANSWER ONLY)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK/NA (DO NOT READ OUT)
--	--	---------------	---------------	------------------	------------------	-------------------------

1	It is easy for employees to take family leave	1	2	3	4	5
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TRANSLATION

2	Managers and supervisors usually discourage employees from taking family leave	1	2	3	4	5
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NEW

Q14a: ROTATE STATEMENTS 1 TO 3

Q14a	Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is perceived in your company/organisation.
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(READ OUT - ONE ANSWER ONLY)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK/NA (DO NOT READ OUT)
--	--	---------------	---------------	------------------	------------------	-------------------------

1	Taking family leave is badly perceived by colleagues	1	2	3	4	5
2	Taking family leave has a negative impact on one's career (promotion, bonus, type of work allocated, etc.)	1	2	3	4	5
3	It is easier for women than for men to take family leave	1	2	3	4	5

NEW

Q15a: ROTATE ANSWERS 1 TO 5

Q15a: CODES 7 AND 8 ARE EXCLUSIVE

TRANSLATION

Q15a	Imagine that a need to care for a sick, disabled or frail relative suddenly arises in your family, how would you deal with this situation with your employer?
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(READ OUT - MAX. 2 ANSWERS)

You would take a dependant care leave	1,
You would take annual leave	2,
You would take sick leave	3,
You would telework that period of time	4,
You are able to take some time off at very short notice which you can compensate at another time (force majeure leave/ emergency leave, flexible working hours)	5,
Other (DO NOT READ OUT)	6,
None (DO NOT READ OUT)	7,
DK/NA (DO NOT READ OUT)	8,

NEW

ASK Q13b TO Q15b TO THOSE WITHOUT A PROFESSIONAL ACTIVITY, CODE 1,3,4 OR 5 IN D5e

Q13b: ROTATE STATEMENTS 1 TO 2

Q13b	Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you last worked.
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(READ OUT - ONE ANSWER ONLY)

TRANSLATION

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Not applicable/ Never worked	DK/NA (DO NOT READ OUT)

1	It was easy for employees to take family leave	1	2	3	4	5	6
2	Managers and supervisors usually discouraged employees from taking family leave	1	2	3	4	5	6

NEW

Q14b: ROTATE STATEMENTS 1 TO 3

Q14b	Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave was perceived in the last company/organisation where you worked.
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(READ OUT - ONE ANSWER ONLY)

TRANSLATION

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	Not applicable/ Never worked	DK/NA (DO NOT READ OUT)

1	Taking family leave was badly perceived by colleagues	1	2	3	4	5	6
2	Taking family leave had a negative impact on one's career (promotion, bonus, type of work allocated, etc.)	1	2	3	4	5	6
3	It was easier for women than for men to take family leave	1	2	3	4	5	6

NEW

Q15b: ROTATE ANSWERS 1 TO 5

Q15b: CODES 8 AND 9 ARE EXCLUSIVE

Q15b	Imagine that a need to care for a sick, disabled or frail relative suddenly arose in your family, how would you have dealt with this situation with your employer?
------	--

(READ OUT - MAX. 2 ANSWERS)

You would have taken a dependant care leave	1,
You would have taken annual leave	2,
You would have taken sick leave	3,
You would have teleworked that period of time	4,

TRANSLATION

You were able to take some time off at very short notice which you can compensate at another time (force majeure leave/ emergency leave, flexible working hours)	5,
You never worked (DO NOT READ OUT)	6,
Other (DO NOT READ OUT)	7,
None (DO NOT READ OUT)	8,
DK/NA (DO NOT READ OUT)	9,

NEW
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