

## DESCRIPTION OF THE VARIABLES OF THE FILE “BALANCE”

Data were collected through a questionnaire that was divided into the following seven parts:

- Section 1: PERSONAL CHARACTERISTICS
- Section 2: FAMILY
- Section 3: WORK
- Section 4: SERVICES
- Section 5: RECONCILIATION OF FAMILY AND WORK LIFE
- Section 6: PREFERENCES AND CHOICES
- Section 7: CLOSING SUGGESTIONS

<i>Progressive number of field</i>	<i>Name of field</i>	<i>Type of field</i>	<i>Length of field</i>	<i>Contents</i>
<b>Section 1: PERSONAL CHARACTERISTICS</b>				
1	<b>A1_r1_c1</b>	Character	/	Municipality of origin
2	<b>A1_r2_c1</b>	Character	/	Province of origin
3	<b>A2</b>	Numerical	1	Respondent's citizenship: <ul style="list-style-type: none"> <li>• 1 = Italian</li> <li>• 2 = Other</li> </ul>
4	<b>A2_2_other</b>	Numerical	1	Respondent's citizenship (if A2=2): <ul style="list-style-type: none"> <li>• 1 = Brazilian</li> <li>• 2 = British</li> <li>• 3 = European</li> <li>• 4 = French</li> <li>• 5 = Polish</li> <li>• 6 = Romanian</li> <li>• 7 = Spanish</li> <li>• 8 = German</li> </ul>
5	<b>A3</b>	Numerical	1	Respondent's marital status: <ul style="list-style-type: none"> <li>• 1 = Maiden</li> <li>• 2 = Conjugate</li> <li>• 3 = Separated/divorced</li> <li>• 4 = Widow</li> </ul>
6	<b>A4</b>	Numerical	1	Respondent's degree: <ul style="list-style-type: none"> <li>• 1 = University degree</li> <li>• 2 = High School diploma</li> <li>• 3 = Lower Secondary School License</li> <li>• 4 = Elementary education</li> </ul>
7	<b>A5</b>	Numerical	1	Respondent's age: <ul style="list-style-type: none"> <li>• 1 = From 16 to 24 years</li> <li>• 2 = From 25 to 34 years</li> <li>• 3 = From 35 to 44 years</li> <li>• 4 = From 45 to 54 years</li> <li>• 5 = More than 54 years</li> </ul>
8	<b>A5bis</b>	Numerical	1	Respondent's age (different categorization): <ul style="list-style-type: none"> <li>• 1 = From 16 to 34 years</li> <li>• 2 = From 35 to 44 years</li> <li>• 3 = From 45 to 54 years</li> <li>• 4 = More than 54 years</li> </ul>
<b>Section 2: FAMILY</b>				
9	<b>B1</b>	Numerical	1	With whom the respondent lives: <ul style="list-style-type: none"> <li>• 1 = Alone</li> <li>• 2 = Spouse/Partner</li> <li>• 3 = Family</li> <li>• 4 = Other people</li> </ul>

10	<b>B2</b>	Numerical	1	Partner's employment status: <ul style="list-style-type: none"> <li>• 1 = Employed</li> <li>• 2 = Unemployed</li> <li>• 3 = Unable to work/retired</li> <li>• 4 = Other condition (explain)</li> </ul>
11	<b>B2_4_other</b>	Character	/	Explanation of the previous answer
12	<b>B3</b>	Numerical	1	Whether the partner is suffering from chronic diseases or disabilities that require continuous care: <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, occasionally for some needs</li> <li>• 3 = Yes, continuously or for important needs</li> </ul>
13	<b>B4</b>	Numerical	1	Persons that mainly assist the partner (only if B3 = 1 or 2): <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent with her children</li> <li>• 3 = The respondent with other relatives</li> <li>• 4 = The respondent with other persons upon payment</li> <li>• 5 = Other relatives</li> <li>• 6 = Persons upon payment</li> <li>• 7 = Welfare institution</li> <li>• 8 = Other (explain)</li> </ul>
14	<b>B4_8_other</b>	Character	/	Explanation of the previous answer
15	<b>B5</b>	Numerical	1	Whether the respondent has children: <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes</li> </ul>
16	<b>B5_2_other</b>	Numerical	1	Number of children
17	<b>B6_r1</b>	Numerical	1	Whether the respondent ever used the period of compulsory or optional abstention from work for maternity/paternity: <ul style="list-style-type: none"> <li>• 1 = No</li> </ul>
18	<b>B6_r2</b>	Numerical	1	Whether the respondent ever used the period of compulsory or optional abstention from work for maternity/paternity: <ul style="list-style-type: none"> <li>• 1 = Yes, only compulsory</li> <li>• 2 = Yes, both compulsory and optional</li> </ul>
19	<b>B6_r3</b>	Numerical	1	Whether the partner ever used the period of compulsory or optional abstention from work for maternity/paternity: <ul style="list-style-type: none"> <li>• 1 = Yes, only compulsory</li> <li>• 2 = Yes, both compulsory and optional</li> </ul>

20	<b>B6_r4</b>	Numerical	1	Whether both the respondent and the partner ever used the period of compulsory or optional abstention from work for maternity/paternity: <ul style="list-style-type: none"> <li>• 1 = Yes, only compulsory</li> <li>• 2 = Yes, both compulsory and optional</li> </ul>
21	<b>B6a</b>	Numerical	1	Whether the respondent was employed when she had her last children: <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes</li> </ul>
22	<b>B6a_2_other</b>	Character	/	Number of months in which the respondent was away from work because of the birth of her last child (only if B6a = 2)
23	<b>B6b</b>	Numerical	1	Whether the respondent ever enjoyed paid daily rest (nursing permits) following the birth of her last child: <ul style="list-style-type: none"> <li>• 1 = Yes, until the completion of the first year of life</li> <li>• 2 = Yes, for a period shorter than the completion of the first year of life/ Yes, still using them</li> <li>• 3 = No, haven't come back to work yet</li> <li>• 4 = No, I wasn't allowed</li> <li>• 5 = No, I didn't need them</li> <li>• 6 = No, my partner used them</li> <li>• 7 = No, I preferred not to use them to avoid salary reductions</li> <li>• 8 = No, I was not aware of this possibility</li> <li>• 9 = No, because of other reasons (explain)</li> </ul>
24	<b>B6b_9_other</b>	Character	/	Explanation of the previous answer
25	<b>B7</b>	Numerical	1	Number of children living with the respondent
26	<b>B8_r1_c1</b>	Numerical	1	Number of children enrolled in nursery
27	<b>B8_r2_c1</b>	Numerical	1	Number of children enrolled in kindergarten
28	<b>B8_r3_c1</b>	Numerical	1	Number of children enrolled in elementary school
29	<b>B8_r4_c1</b>	Numerical	1	Number of children enrolled in middle school
30	<b>B8_r5_c1</b>	Numerical	1	Number of children enrolled in high school
31	<b>B8_r6_c1</b>	Numerical	1	Number of children enrolled in university

32	<b>B9</b>	Numerical	1	<p>Whether the cohabiting children need assistance due to chronic illness or disability:</p> <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, occasionally for some needs</li> <li>• 3 = Yes, continuously or for important needs</li> </ul>
33	<b>B10</b>	Numerical	1	<p>Persons that mainly take care of children when they are not with parents or at school:</p> <ul style="list-style-type: none"> <li>• 1 = Cohabiting grandparents</li> <li>• 2 = Non- cohabiting grandparents</li> <li>• 3 = Older brothers/sisters</li> <li>• 4 = Other cohabiting relatives</li> <li>• 5 = Other non-cohabiting relatives</li> <li>• 6 = other unpaid persons</li> <li>• 7 = Other persons upon payment</li> <li>• 8 = Children are already grown up</li> </ul>
34	<b>B10a_r1</b>	Numerical	1	<p>Person accompanying children to school:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent with the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
35	<b>B10a_r2</b>	Numerical	1	<p>Person picking up children to school:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent with the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
36	<b>B10a_r3</b>	Numerical	1	<p>Person who gets up at night if children cry:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent with the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>

37	<b>B10a_r4</b>	Numerical	1	<p>Person who helps children with homework:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent with the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
38	<b>B10a_r5</b>	Numerical	1	<p>Person who decides which school should children do:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent with the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
39	<b>B10b</b>	Numerical	1	<p>How satisfied the respondent is with the way she and her husband/partner share childcare:</p> <ul style="list-style-type: none"> <li>• 1 = Very satisfied</li> <li>• 2 = Quite satisfied</li> <li>• 3 = Not very satisfied</li> <li>• 4 = Very dissatisfied</li> </ul>
40	<b>B11</b>	Numerical	1	<p>For those who don't have cohabitant children: where the closest children live:</p> <ul style="list-style-type: none"> <li>• 1 = Don't have non-cohabitant children</li> <li>• 2 = Same municipality</li> <li>• 3 = In a close municipality</li> <li>• 4 = In a distant municipality</li> <li>• 5 = Abroad</li> </ul>
41	<b>B12</b>	Numerical	1	<p>Whether the respondent's parents are still alive:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, both</li> <li>• 2 = Yes, the mother</li> <li>• 3 = Yes, the father</li> <li>• 4 = No</li> </ul>
42	<b>B13</b>	Numerical	1	<p>Where the respondent's parents live:</p> <ul style="list-style-type: none"> <li>• 1 = With the respondent</li> <li>• 2 = In another apartment of the same block</li> <li>• 3 = Same municipality</li> <li>• 4 = In a close municipality</li> <li>• 5 = In a distant municipality</li> <li>• 6 = Abroad</li> </ul>

43	<b>B14</b>	Numerical	1	<p>Whether the respondent's parents need assistance due to chronic illness or disability:</p> <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, occasionally for some needs</li> <li>• 3 = Yes, continuously or for important needs</li> </ul>
44	<b>B15</b>	Numerical	1	<p>Persons that mainly take care of respondent's parents:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent with husband/partner</li> <li>• 3 = The respondent with other relatives</li> <li>• 4 = The respondent with other persons upon payment</li> <li>• 5 = Other relatives</li> <li>• 6 = Persons upon payment</li> <li>• 7 = Welfare institution</li> <li>• 8 = Other (explain)</li> </ul>
45	<b>B15_8_other</b>	Character	/	Explanation of the previous answer
46	<b>B16</b>	Numerical	1	<p>Who usually bears the expenses for the assistance to the respondent's parents:</p> <ul style="list-style-type: none"> <li>• 1 = Parents themselves</li> <li>• 2 = Respondent's family</li> <li>• 3 = Other relatives</li> <li>• 4 = Other (explain)</li> </ul>
47	<b>B16_4_other</b>	Character	/	Explanation of the previous answer
48	<b>B17</b>	Numerical	1	<p>Whether the respondent's in-laws are still alive:</p> <ul style="list-style-type: none"> <li>• 1 = Don't have in-laws/don't have relationships with in-laws</li> <li>• 2 = Yes, both</li> <li>• 3 = Yes, mother-in-law</li> <li>• 4 = Yes, father-in-law</li> </ul>
49	<b>B18</b>	Numerical	1	<p>Where the respondent's in-laws live:</p> <ul style="list-style-type: none"> <li>• 1 = With the respondent</li> <li>• 2 = In another apartment of the same block</li> <li>• 3 = Same municipality</li> <li>• 4 = In a close municipality</li> <li>• 5 = In a distant municipality</li> <li>• 6 = Abroad</li> </ul>

50	<b>B19</b>	Numerical	1	Whether the respondent's in-laws need assistance due to chronic illness or disability: <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, occasionally for some needs</li> <li>• 3 = Yes, continuously or for important needs</li> </ul>
51	<b>B20</b>	Numerical	1	Persons that mainly take care of respondent's parents: <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent with husband/partner</li> <li>• 3 = The respondent with other relatives</li> <li>• 4 = The respondent with other persons upon payment</li> <li>• 5 = Other relatives</li> <li>• 6 = Persons upon payment</li> <li>• 7 = Welfare institution</li> <li>• 8 = Other (explain)</li> </ul>
52	<b>B20_8_other</b>	Character	/	Explanation of the previous answer
53	<b>B21</b>	Numerical	1	Who usually bears the expenses for the assistance to the respondent's parents: <ul style="list-style-type: none"> <li>• 1 = In-laws themselves</li> <li>• 2 = Respondent's family</li> <li>• 3 = Other relatives</li> <li>• 4 = Other (explain)</li> </ul>
54	<b>B21_4_other</b>	Character	/	Explanation of the previous answer
<b>Section 3: WORK</b>				
55	<b>C1</b>	Numerical	1	Type of company in which the respondent works: <ul style="list-style-type: none"> <li>• 1 = Industrial company</li> <li>• 2 = Service company</li> <li>• 3 = Professional firm</li> <li>• 4 = Public entity</li> <li>• 5 = Other (explain)</li> </ul>
56	<b>C1_5_other</b>	Character	/	Explanation of the previous answer
57	<b>C2</b>	Numerical	5	Number of employees of the company (including management and the respondent)
58	<b>C2b</b>	Numerical	5	Number of women employed in the company
59	<b>C3</b>	Numerical	2	Respondent's position in the company: <ul style="list-style-type: none"> <li>• 1 = Executive, manager</li> <li>• 2 = Official, board</li> <li>• 3 = Employee and similar</li> <li>• 4 = Worker and similar</li> <li>• 5 = Social worker in a cooperative</li> </ul>

				<ul style="list-style-type: none"> <li>• 6 = Intern, trainee, practitioner, apprentice</li> <li>• 7 = Freelancer or similar</li> <li>• 8 = Self-employed (artisan, merchant, grower)</li> <li>• 9 = Assisting in a family business</li> <li>• 10 = Other self-employment (explain)</li> </ul>
60	<b>C3_10_other</b>	Character	/	Explanation of the previous answer
61	<b>C4</b>	Numerical	1	Type of contract: <ul style="list-style-type: none"> <li>• 1 = Permanent contract</li> <li>• 2 = Fixed-term contract</li> <li>• 3 = Atypical contract: VAT number or similar</li> </ul>
62	<b>C5</b>	Numerical	5	Year in which the respondent started working
63	<b>C6</b>	Numerical	1	Respondent's current working time: <ul style="list-style-type: none"> <li>• 1 = Short week (5 days full time)</li> <li>• 2 = Long week (6 days full time)</li> <li>• 3 = Shift work</li> <li>• 4 = Vertical part-time</li> <li>• 5 = Horizontal part-time</li> </ul>
64	<b>C6bis</b>	Numerical	1	Respondent's current working time: <ul style="list-style-type: none"> <li>• 1 = Full time</li> <li>• 2 = Shift work</li> <li>• 3 = Vertical part-time</li> <li>• 4 = Horizontal part-time</li> </ul>
65	<b>C7</b>	Numerical	1	Main reason for choosing a part-time job (only if C6 = 4 or 5): <ul style="list-style-type: none"> <li>• 1 = It was imposed by the company</li> <li>• 2 = Couldn't find a full time job</li> <li>• 3 = Don't want a full time job</li> <li>• 4 = Would like a full time job, but can't get it</li> <li>• 5 = Other (explain)</li> </ul>
66	<b>C7_5_other</b>	Character	/	Explanation of the previous answer
67	<b>C8_c1</b>	Numerical	1	First main reason because of the respondent doesn't want or can't have a full time job: <ul style="list-style-type: none"> <li>• 1 = Attending school or vocational training courses</li> <li>• 2 = Personal health problems</li> <li>• 3 = Taking care of children</li> <li>• 4 = Taking care of old people or sick people</li> <li>• 5 = Have another job</li> </ul>

				<ul style="list-style-type: none"> <li>• 6 = Taking more time for myself</li> <li>• 7 = Distance from workplace</li> <li>• 8 = Reconciling family and work</li> <li>• 9 = Other reason (explain)</li> </ul>
68	<b>C8_c2</b>	Numerical	1	<p>Second main reason because of the respondent doesn't want or can't have a full time job:</p> <ul style="list-style-type: none"> <li>• 1 = Attending school or vocational training courses</li> <li>• 2 = Personal health problems</li> <li>• 3 = Taking care of children</li> <li>• 4 = Taking care of old people or sick people</li> <li>• 5 = Have another job</li> <li>• 6 = Taking more time for myself</li> <li>• 7 = Distance from workplace</li> <li>• 8 = Reconciling family and work</li> <li>• 9 = Other reason (explain)</li> </ul>
69	<b>C8_r9_other</b>	Character	/	Explanation of the previous answers
70	<b>C9</b>	Numerical	1	<p>Whether the respondent thinks that a part-time job is useful only for workers or also for the company:</p> <ul style="list-style-type: none"> <li>• 1 = Only for workers</li> <li>• 2 = Both workers and the company</li> <li>• 3 = Only for the company</li> </ul>
71	<b>C10</b>	Numerical	1	<p>Whether the respondent's daily schedule provides flexibility in entry and/or exit for work:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, regularly</li> <li>• 2 = Yes, but only for serious needs and with justification</li> <li>• 3 = No</li> </ul>
72	<b>C11</b>	Numerical	1	<p>Type of flexibility provided:</p> <ul style="list-style-type: none"> <li>• 1 = Flexible time slot for entry/exit with fixed working day (exit time is determined by entry time)</li> <li>• 2 = Flexible schedule with accumulation of credit/debit hours (bank hours) that establishes an average weekly or monthly time and allows you to manage the daily time through a "bank account" of the hours</li> </ul>

				<ul style="list-style-type: none"> <li>• 3 = Both flexible time slot and bank hours</li> <li>• 4 = Other (explain)</li> </ul>
73	<b>C11_4_other</b>	Character	/	Explanation of the previous answers
74	<b>C12</b>	Numerical	1	<p>Whether the respondent benefits from the time flexibility:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, because of company's needs</li> <li>• 2 = Yes, because of personal needs</li> <li>• 3 = No</li> </ul>
75	<b>C13_c1</b>	Numerical	1	<p>First main reason for asking a flexible schedule:</p> <ul style="list-style-type: none"> <li>• 1 = Taking care of children</li> <li>• 2 = Assisting elderly/sick family members</li> <li>• 3 = Looking after the home</li> <li>• 4 = Reconciling the working time with the partner's one, spending more time with the family</li> <li>• 5 = Other organizational needs (own health, other own reasons,...)</li> </ul>
76	<b>C13_c2</b>	Numerical	1	<p>Second main reason for asking a flexible schedule:</p> <ul style="list-style-type: none"> <li>• 1 = Taking care of children</li> <li>• 2 = Assisting elderly/sick family members</li> <li>• 3 = Looking after the home</li> <li>• 4 = Reconciling the working time with the partner's one, spending more time with the family</li> <li>• 5 = Other organizational needs (own health, other own reasons,...)</li> </ul>
77	<b>C14</b>	Numerical	1	<p>Whether the respondent ever worked in "teleworking":</p> <ul style="list-style-type: none"> <li>• 1 = Yes, currently</li> <li>• 2 = Yes, in the past</li> <li>• 3 = No</li> </ul>
78	<b>C15</b>	Numerical	1	<p>Kind of telework done by the respondent:</p> <ul style="list-style-type: none"> <li>• 1 = From home</li> <li>• 2 = From a satellite office</li> <li>• 3 = Don't have a fixed location</li> <li>• 4 = Other (explain)</li> </ul>
79	<b>C15_4_other</b>	Character	/	Explanation of the previous answers

80	<b>C16_c1</b>	Numerical	1	<p>First main reason for teleworking:</p> <ul style="list-style-type: none"> <li>• 1 = Greater autonomy in the management of my time</li> <li>• 2 = Greater autonomy in the management of my work</li> <li>• 3 = Being more focused/productive</li> <li>• 4 = Reconciling work and family commitments</li> <li>• 5 = Avoiding/reducing costs and travel times between home and work</li> <li>• 6 = Other (explain)</li> </ul>
81	<b>C16_c2</b>	Numerical	1	<p>Second main reason for teleworking:</p> <ul style="list-style-type: none"> <li>• 1 = Greater autonomy in the management of my time</li> <li>• 2 = Greater autonomy in the management of my work</li> <li>• 3 = Being more focused/productive</li> <li>• 4 = Reconciling work and family commitments</li> <li>• 5 = Avoiding/reducing costs and travel times between home and work</li> <li>• 6 = Other (explain)</li> </ul>
82	<b>C16_r6_other</b>	Character	/	Explanation of the previous answers
83	<b>C17</b>	Numerical	1	<p>Whether the respondent's time schedule is affected by one of the following needs (only the main one):</p> <ul style="list-style-type: none"> <li>• 1 = Taking care of children</li> <li>• 2 = Assisting elderly/sick family members</li> <li>• 3 = Looking after the home</li> <li>• 4 = Reconciling the working time with the partner's one, spending more time with the family</li> <li>• 5 = Company's needs</li> <li>• 6 = Other organizational needs (own health, other own reasons,...)</li> </ul>
84	<b>C18</b>	Numerical	1	<p>Distance between home and workplace:</p> <ul style="list-style-type: none"> <li>• 1 = Work from home</li> <li>• 2 = Less than 5 km</li> <li>• 3 = From 5 km to 20 km</li> <li>• 4 = From 20 km to 50 km</li> <li>• 5 = More than 50 km</li> <li>• 6 = Don' have a fixed place of work</li> </ul>

85	<b>C19</b>	Character	/	Respondent's main reason of dissatisfaction related to her time schedule
86	<b>C20</b>	Numerical	1	Whether the respondent is affected by chronic diseases or permanent disabilities that reduce her chances of work: <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, but they don't reduce my chances of work</li> <li>• 3 = Yes, they reduce my chances of work</li> </ul>
87	<b>C21_r1</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>salary and other economic benefits</i>
88	<b>C21_r2</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>recognition of professional role</i>
89	<b>C21_r3</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>career opportunities</i>
90	<b>C21_r4</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>opportunity of economic improvement</i>
91	<b>C21_r5</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>flexibility of working hours and times</i>
92	<b>C21_r6</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>possibility of reconciling work and life</i>
93	<b>C21_r7</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>job security, stability of the employment contract</i>
94	<b>C21_r8</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>safety and health at work</i>
95	<b>C21_r9</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>journey times between home and work</i>
96	<b>C21_r10</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>quality of human relations with colleagues</i>

97	<b>C21_r11</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>quality of relations with superiors and management</i>
98	<b>C21_r12</b>	Numerical	2	On a scale from 1 to 10, respondent's satisfaction related to the following aspect: <i>production ethics, seriousness of the company/entity</i>
99	<b>C22</b>	Numerical	1	Whether the respondent would like to change the balance between the time spent for work and the time spent for the family/herself: <ul style="list-style-type: none"> <li>• 1 = I would like to spend more time working</li> <li>• 2 = Time is balanced</li> <li>• 3 = I would like to spend more time for the family/myself</li> </ul>
100	<b>C23</b>	Numerical	1	Whether the respondent thinks that, in her job, a woman can have a better yield than a man or the opposite: <ul style="list-style-type: none"> <li>• 1 = A woman has a better yield</li> <li>• 2 = There is no substantial difference</li> <li>• 3 = A man has a better yield</li> </ul>
101	<b>C24</b>	Numerical	1	Whether the respondent thinks that, for the same job, men and women get the same remuneration: <ul style="list-style-type: none"> <li>• 1 = Women are paid more</li> <li>• 2 = There is no substantial difference</li> <li>• 3 = Men are paid more</li> </ul>
102	<b>C25</b>	Character	/	Respondent's main reason of dissatisfaction related to her job
<b>Section 4: SERVICES</b>				
103	<b>D1_r1</b>	Numerical	1	Person that performs the following task in the respondent's house: <i>preparing meals</i> : <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent and the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
104	<b>D1_r2</b>	Numerical	1	Person that performs the following task in the respondent's house: <i>household cleaning</i> : <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent and the partner</li> <li>• 3 = The partner</li> </ul>

				<ul style="list-style-type: none"> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
105	<b>D1_r3</b>	Numerical	1	<p>Person that performs the following task in the respondent's house: <i>house repairs</i>:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent and the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
106	<b>D1_r4</b>	Numerical	1	<p>Person that performs the following task in the respondent's house: <i>daily expenses</i>:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent and the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
107	<b>D1_r5</b>	Numerical	1	<p>Person that performs the following task in the respondent's house: <i>great expenses</i>:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent and the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
108	<b>D1_r6</b>	Numerical	1	<p>Person that performs the following task in the respondent's house: <i>payment of bills and insurance</i>:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent and the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> <li>• 5 = Other persons upon payment</li> </ul>
109	<b>D1_r7</b>	Numerical	1	<p>Person that performs the following task in the respondent's house: <i>administration of household income and savings</i>:</p> <ul style="list-style-type: none"> <li>• 1 = The respondent</li> <li>• 2 = The respondent and the partner</li> <li>• 3 = The partner</li> <li>• 4 = Other persons for free</li> </ul>

				<ul style="list-style-type: none"> <li>• 5 = Other persons upon payment</li> </ul>
110	<b>D2_r1</b>	Numerical	1	<p>Whether, in the last 6 months, a member of the family got the following help from people that don't live with the family: <i>economic aid (money or consumer goods)</i>:</p> <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, for free</li> <li>• 3 = Yes, upon payment</li> </ul>
111	<b>D2_r2</b>	Numerical	1	<p>Whether, in the last 6 months, a member of the family got the following help from people that don't live with the family: <i>adult care/assistance</i>:</p> <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, for free</li> <li>• 3 = Yes, upon payment</li> </ul>
112	<b>D2_r3</b>	Numerical	1	<p>Whether, in the last 6 months, a member of the family got the following help from people that don't live with the family: <i>children care/assistance</i>:</p> <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, for free</li> <li>• 3 = Yes, upon payment</li> </ul>
113	<b>D3_r1</b>	Numerical	1	<p>Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>kindergarten</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
114	<b>D3_r2</b>	Numerical	1	<p>Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>facilities for recreational/educational activities</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
115	<b>D3_r3</b>	Numerical	1	<p>Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>medical treatment/health insurance</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>

116	<b>D3_r4</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>instruction/education:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
117	<b>D3_r5</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>kitchenette equipped for lunch break:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
118	<b>D3_r6</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>canteen or internal bar:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
119	<b>D3_r7</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: ticket for <i>canteen or external bar:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
120	<b>D3_r8</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>free or discounted accommodation:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
121	<b>D3_r9</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>summer holidays, study holidays for workers or their children:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
122	<b>D3_r10</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>company cashier for deposits and loans:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>

123	<b>D3_r11</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>parking:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
124	<b>D3_r12</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>supermarket, internal grocery stores:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
125	<b>D3_r13</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>internal hairdresser:</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
126	<b>D3_r14</b>	Numerical	1	Whether the respondent makes use of the following service provided or refunded by the company/entity: <i>person to carry out small tasks (paying bills...) called "butler":</i> <ul style="list-style-type: none"> <li>• 1 = Yes, I make use</li> <li>• 2 = No, I don't make use</li> <li>• 3 = No, it's not provided</li> </ul>
127	<b>D4</b>	Numerical	1	Whether in the last 12 months the respondent used days of abstention from work because of children's or parents' diseases: <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, for children</li> <li>• 3 = Yes, for parents</li> <li>• 4 = Yes, for children and parents</li> </ul>
<b>Section 5: RECONCILIATION OF FAMILY AND WORK LIFE</b>				
128	<b>E1</b>	Numerical	1	How much the respondent's job allows her to reconcile work and family: <ul style="list-style-type: none"> <li>• 1 = Much</li> <li>• 2 = Fairly</li> <li>• 3 = Little, often have problems</li> <li>• 4 = Very little, it's an eternal conflict</li> </ul>

129	<b>E2_r1</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>herself</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>
130	<b>E2_r2</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>her partner</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>
131	<b>E2_r3</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>her children</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>
132	<b>E2_r4</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>her parents, her in-laws</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>
133	<b>E2_r5</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>education, training</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>
134	<b>E2_r6</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>work</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>
135	<b>E2_r7</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>friends and interpersonal relationships</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>

136	<b>E2_r8</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>social activities and volunteering</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>
137	<b>E2_r9</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>leisure</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>
138	<b>E2_r10</b>	Numerical	1	<p>Whether the respondent is satisfied with the time she dedicates to <i>rest</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, much</li> <li>• 2 = Yes, partially</li> <li>• 3 = No, it is little</li> <li>• 4 = Not relevant</li> </ul>
139	<b>E3_r1</b>	Numerical	1	<p>Whether the respondent has difficulty reconciling her daily commitments with <i>her husband's working hours</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Much</li> <li>• 2 = Fairly</li> <li>• 3 = Little</li> <li>• 4 = Not at all</li> <li>• 5 = Not relevant</li> </ul>
140	<b>E3_r2</b>	Numerical	1	<p>Whether the respondent has difficulty reconciling her daily commitments with <i>children's school start and end time</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Much</li> <li>• 2 = Fairly</li> <li>• 3 = Little</li> <li>• 4 = Not at all</li> <li>• 5 = Not relevant</li> </ul>
141	<b>E3_r3</b>	Numerical	1	<p>Whether the respondent has difficulty reconciling her daily commitments with <i>opening and closing hours of the offices</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Much</li> <li>• 2 = Fairly</li> <li>• 3 = Little</li> <li>• 4 = Not at all</li> <li>• 5 = Not relevant</li> </ul>

142	<b>E3_r4</b>	Numerical	1	<p>Whether the respondent has difficulty reconciling her daily commitments with <i>opening and closing hours of shops</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Much</li> <li>• 2 = Fairly</li> <li>• 3 = Little</li> <li>• 4 = Not at all</li> <li>• 5 = Not relevant</li> </ul>
143	<b>E3_r5</b>	Numerical	1	<p>Whether the respondent has difficulty reconciling her daily commitments with <i>opening and closing hours of leisure places</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Much</li> <li>• 2 = Fairly</li> <li>• 3 = Little</li> <li>• 4 = Not at all</li> <li>• 5 = Not relevant</li> </ul>
144	<b>E3_r6</b>	Numerical	1	<p>Whether the respondent has difficulty reconciling her daily commitments with <i>public transport schedules</i>:</p> <ul style="list-style-type: none"> <li>• 1 = Much</li> <li>• 2 = Fairly</li> <li>• 3 = Little</li> <li>• 4 = Not at all</li> <li>• 5 = Not relevant</li> </ul>
145	<b>E4</b>	Numerical	1	<p>Whether, for the respondent, housework is heavier or lighter than for her colleagues:</p> <ul style="list-style-type: none"> <li>• 1 = Heavier</li> <li>• 2 = Same</li> <li>• 3 = Lighter</li> </ul>
146	<b>E5_1</b>	Numerical	2	In a work day, average number of hours devoted by the respondent to <i>work</i>
147	<b>E5_2</b>	Numerical	2	In a work day, average number of hours devoted by the respondent to <i>family</i>
148	<b>E5_3</b>	Numerical	2	In a work day, average number of hours devoted by the respondent to <i>herself and her hobbies</i>
149	<b>E5_4</b>	Numerical	2	In a work day, average number of hours devoted by the respondent to <i>social activities</i>
150	<b>E5_5</b>	Numerical	2	In a work day, average number of hours devoted by the respondent to <i>rest</i>

**Section 6: PREFERENCES AND CHOICES**

151	<b>F1</b>	Numerical	1	Whether the respondent would choose to work part-time, if her company/entity would let her do it: <ul style="list-style-type: none"> <li>• 1 = No</li> <li>• 2 = Yes, vertical part-time</li> <li>• 3 = Yes, horizontal part-time</li> <li>• 4 = Don't know</li> <li>• 5 = Already working part-time</li> </ul>
152	<b>F2</b>	Numerical	1	Main condition to choose a part-time job: <ul style="list-style-type: none"> <li>• 1 = Keeping the possibility of career advancement</li> <li>• 2 = Avoiding a significant reduction of salary</li> <li>• 3 = Avoiding a job relegation</li> <li>• 4 = Avoiding a transfer to more distant locations</li> <li>• 5 = Other (explain)</li> </ul>
153	<b>F2_5_other</b>	Character	/	Explanation of the previous answer
154	<b>F3</b>	Numerical	1	Whether the respondent would be interested in teleworking, if her company/entity would let her do it: <ul style="list-style-type: none"> <li>• 1 = Yes</li> <li>• 2 = No</li> <li>• 3 = Not possible, because of the kind of job I do, I move around all the time</li> <li>• 4 = Don't know</li> <li>• 5 = Already teleworking</li> </ul>
155	<b>F4</b>	Numerical	1	Type of telework that the respondent would like to do: <ul style="list-style-type: none"> <li>• 1 = From home</li> <li>• 2 = From a satellite office</li> <li>• 3 = Other (explain)</li> </ul>
156	<b>F4_3_other</b>	Character	/	Explanation of the previous answer
157	<b>F5</b>	Numerical	1	Main reason for doing telework: <ul style="list-style-type: none"> <li>• 1 = Autonomy in the working time</li> <li>• 2 = Don't have pressure by the employer</li> <li>• 3 = Being closer to children and family</li> <li>• 4 = Being more focused/productive</li> <li>• 5 = Avoiding/reducing costs and travel times between home and work</li> <li>• 6 = Other (explain)</li> </ul>
158	<b>F5_6_other</b>	Character	/	Explanation of the previous answer

159	<b>F6</b>	Numerical	1	<p>Whether the respondent would use time flexibility, if her company/entity would let her do it:</p> <ul style="list-style-type: none"> <li>• 1 = Yes</li> <li>• 2 = No</li> <li>• 3 = Don't know</li> <li>• 4 = Already using</li> </ul>
160	<b>F7</b>	Numerical	1	<p>Main reason for using time flexibility:</p> <ul style="list-style-type: none"> <li>• 1 = Taking care of children</li> <li>• 2 = Assisting elderly/sick family members</li> <li>• 3 = Looking after the home</li> <li>• 4 = Reconciling the working time with the partner's one, spending more time with the family</li> <li>• 5 = Other organizational needs (own health, other own reasons,...)</li> </ul>
161	<b>F8</b>	Numerical	1	<p>Whether the respondent would choose job-sharing, if her company/entity would let her do it:</p> <ul style="list-style-type: none"> <li>• 1 = Yes</li> <li>• 2 = No</li> <li>• 3 = Don't know what job-sharing is</li> <li>• 4 = Already doing job-sharing</li> </ul>
162	<b>F8bis</b>	Numerical	1	<p>Whether the respondent would choose job-sharing, if her company/entity would let her do it (different categorization):</p> <ul style="list-style-type: none"> <li>• 1 = Already doing job-sharing</li> <li>• 2 = Yes</li> <li>• 3 = No/Don't know what job-sharing is</li> </ul>
163	<b>F9</b>	Numerical	1	<p>Main condition to choose job-sharing:</p> <ul style="list-style-type: none"> <li>• 1 = Keeping the possibility of career advancement</li> <li>• 2 = Avoiding a significant reduction of salary</li> <li>• 3 = Choosing the working partner</li> <li>• 4 = Other (explain)</li> </ul>
164	<b>F9_4_other</b>	Character	/	Explanation of the previous answer
165	<b>F10</b>	Numerical	1	<p>Whether in the respondent's workplace is available a canteen or a bar at a reduced price:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, canteen or free bar</li> <li>• 2 = Yes, canteen or bar at a reduced price</li> </ul>

				<ul style="list-style-type: none"> <li>• 3 = No, but the company/entity gives food stamps</li> <li>• 4 = No, nothing</li> </ul>
166	<b>F11</b>	Numerical	1	<p>Whether in the respondent's workplace (or nearby) is available a kindergarten for free or at a reduced price:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, for free</li> <li>• 2 = Yes, at a reduced price</li> <li>• 3 = No</li> </ul>
167	<b>F12</b>	Numerical	1	<p>Whether in the respondent's workplace (or nearby) is available a free parking or a reduced price parking:</p> <ul style="list-style-type: none"> <li>• 1 = Yes, free parking also for cars</li> <li>• 2 = Yes, reduced price parking also far cars</li> <li>• 3 = Parking only for bikes and motorcycles</li> <li>• 4 = There are parking spaces for cars, but they are not affiliated</li> <li>• 5 = No parking</li> </ul>
168	<b>F13_1</b>	Numerical	1	<p>Whether the following service is close enough to the respondent's workplace: <i>bus stop:</i></p> <ul style="list-style-type: none"> <li>• 0 = No</li> <li>• 1 = Yes</li> </ul>
169	<b>F13_2</b>	Numerical	1	<p>Whether the following service is close enough to the respondent's workplace: <i>post office:</i></p> <ul style="list-style-type: none"> <li>• 0 = No</li> <li>• 1 = Yes</li> </ul>
170	<b>F13_3</b>	Numerical	1	<p>Whether the following service is close enough to the respondent's workplace: <i>bank:</i></p> <ul style="list-style-type: none"> <li>• 0 = No</li> <li>• 1 = Yes</li> </ul>
171	<b>F13_4</b>	Numerical	1	<p>Whether the following service is close enough to the respondent's workplace: <i>municipal offices:</i></p> <ul style="list-style-type: none"> <li>• 0 = No</li> <li>• 1 = Yes</li> </ul>
172	<b>F13_5</b>	Numerical	1	<p>Whether the following service is close enough to the respondent's workplace: <i>supermarket/grocery store:</i></p> <ul style="list-style-type: none"> <li>• 0 = No</li> <li>• 1 = Yes</li> </ul>

173	<b>F13_6</b>	Numerical	1	Whether the following service is close enough to the respondent's workplace: <i>medical clinic:</i> <ul style="list-style-type: none"> <li>• 0 = No</li> <li>• 1 = Yes</li> </ul>
174	<b>F13_7</b>	Numerical	1	Whether the following service is close enough to the respondent's workplace: <i>beautician:</i> <ul style="list-style-type: none"> <li>• 0 = No</li> <li>• 1 = Yes</li> </ul>
175	<b>F13_8</b>	Numerical	1	Whether the following service is close enough to the respondent's workplace: <i>hairdresser:</i> <ul style="list-style-type: none"> <li>• 0 = No</li> <li>• 1 = Yes</li> </ul>
176	<b>F14</b>	Numerical	1	Conditions imposed by the company/entity to leave during working hours to carry out small tasks: <ul style="list-style-type: none"> <li>• 1 = You need to apply for a permit (unpaid)</li> <li>• 2 = Permits are granted within strict limits</li> <li>• 3 = Other (explain)</li> </ul>
177	<b>F14_3_other</b>	Character	/	Explanation of the previous answer
178	<b>F15</b>	Numerical	1	Most useful service that could improve the reconciliation between respondent's family and working life: <ul style="list-style-type: none"> <li>• 1 = Kindergarten</li> <li>• 2 = Facilities for recreational/educational activities</li> <li>• 3 = Free or discounted accommodation</li> <li>• 4 = Summer holidays, study holidays for workers or their children</li> <li>• 5 = Company cashier for deposits and loans</li> <li>• 6 = Parking</li> <li>• 7 = Supermarket, internal grocery stores</li> <li>• 8 = Internal hairdresser</li> <li>• 9 = Person to carry out small tasks (paying bills...) called "butler"</li> </ul>
179	<b>F15a</b>	Numerical	1	Least useful service that could improve the reconciliation between respondent's family and working life: <ul style="list-style-type: none"> <li>• 1 = Kindergarten</li> <li>• 2 = Facilities for recreational/educational activities</li> </ul>

				<ul style="list-style-type: none"> <li>• 3 = Free or discounted accommodation</li> <li>• 4 = Summer holidays, study holidays for workers or their children</li> <li>• 5 = Company cashier for deposits and loans</li> <li>• 6 = Parking</li> <li>• 7 = Supermarket, internal grocery stores</li> <li>• 8 = Internal hairdresser</li> <li>• 9 = Person to carry out small tasks (paying bills...) called "butler"</li> </ul>
180	<b>F15b</b>	Numerical	1	<p>Whether the service that respondent's considers most useful was part of the previous list:</p> <ul style="list-style-type: none"> <li>• 1 = Yes</li> <li>• 2 = No, it's another one (explain)</li> </ul>
181	<b>F15b_2_other</b>	Character	/	Explanation of the previous answer
182	<b>F16</b>	Numerical	1	<p>Referring to the previously chosen service, whether the respondent would prefer a service inside the company or an external service:</p> <ul style="list-style-type: none"> <li>• 1 = Internal</li> <li>• 2 = External</li> </ul>
183	<b>F17</b>	Numerical	1	<p>Economic conditions in which the respondent would be interested in the implementation of the chosen service:</p> <ul style="list-style-type: none"> <li>• 1 = Only for free</li> <li>• 2 = Only at a reduced price</li> <li>• 3 = Even at full price</li> </ul>
184	<b>F18</b>	Character	/	Most useful service that could improve the reconciliation between respondent's family and working life
185	<b>F19</b>	Numerical	1	<p>Whether, in the last 12 months, the respondent was able to save money:</p> <ul style="list-style-type: none"> <li>• 1 = Expenditure was higher than income</li> <li>• 2 = Income was used to cover expenses</li> <li>• 3 = Was able to save money</li> </ul>
<b>Section 7: CLOSING SUGGESTIONS</b>				
186	<b>G2</b>	Character	/	Further suggestions to improve the reconciliation between family and working life
187	<b>G3</b>	Character	/	Suggestions for the organizers to make good use of the research results