

Appendix A

Additional ISSP questions (added to self-completion immediately after ISSP module)

E1. Have you ever had a paid job?

Answer E2

TO E4

Yes	1	
No	2	GO

E2a. Have you ever changed your hours or working arrangements to look after any of the following people?

No	1
Yes, for: Children (own/step/foster)	2
Husband/wife/partner	3
Father, mother, grandparent	4
Father-in-law/mother-in-law/grandparent-in-law	5
Grandson/granddaughter	6
Other relative	7
Other non-relative	8

b. Have you ever given up work to look after any of the following people? Please do **not** include any time spent on maternity leave.

No	1
Yes, for: Children (own/step/foster)	2
Husband/wife/partner	3
Father, mother, grandparent	4
Father-in-law/mother-in-law/grandparent-in-law	5
Grandson/granddaughter	6
Other relative	7
Other non-relative	8

E3. How much, if at all, do you think your family responsibilities have got in the way of your progress at work or your job prospects?

A great deal	1
Quite a lot	2
A bit	3
Not very much	4
Not at all	4

**These three to be asked of everyone.
 Note that question c) counts towards the Britain only questions but has
 been inserted here for ease of administration.**

E4. How much do you agree or disagree with the following statements?

<i>PLEASE TICK ONE CODE ON EACH LINE</i>		Agree strongly	Agree	Neither agree nor disagree	Disagree	Disagree
strongly						
a.	It is important to move up the ladder at work, even if this gets in the way of family life	1	2	3	4	5
b.	It is not good if the man stays at home and cares for the children and the woman goes out to work	1	2	3	4	5
c.	If a person cannot manage their family responsibilities they should stop trying to hold down a paid job	1	2	3	4	5

Britain only questions. All asked face-to-face of employees only.

CARD

E5a. I'd like you to think about the person at work you go to if you have to take time off – this may be your supervisor, your line manager or someone else. How understanding would this person be if you had to take time off for family or personal reasons?

ASK b

Very understanding 1
 Fairly understanding 2
 Not very understanding 3

Not at all understanding 4
 (Varies too much to say) 5

TO E6

(Doesn't have to ask anyone if takes time off) 6 **GO**

ASK b

(Don't know) 8

IF CODES 1-5, 8 AT E5

E5b. Is this person a man or a woman?

Man 1
 Woman 2

CARD

E6. Say you had to take a day off work, with little notice, for family or personal reasons. In general, which of the things on this card would you do to cover the lost time? Which others?
 CODE ALL THAT APPLY.

Use holiday or flexi hours 1
 Put in extra effort within normal working hours 2
 Work extra hours afterwards 3
 Take unpaid leave 4
 None of these 5
 (Don't know) 8

E7. And if you took time off work for family or personal reasons would you
... **READ OUT** ...

- ... usually lose money as a result, 1
- sometimes lose money, 2
- or, not usually lose money as a result? 3
- (Varies too much to say) 4
- (Don't know) 8

CARD

E8. I'd like you to think about how people in your kind of job move up the ladder at your workplace – for example, by getting themselves promoted. Do you agree or disagree that people who want to do this usually have to put in long hours?

- Agree strongly 1
- Agree 2
- Neither agree nor disagree 3
- Disagree 4
- Disagree strongly 5
- (No-one moves up ladder/ gets promoted) 6
- (It depends) 7
- (Don't know) 8

CARD AGAIN

E9. And do you agree or disagree that people in your kind of job who want to move up the ladder at your workplace have to be prepared to move from one part of the country to another?

- Agree strongly 1
- Agree 2
- Neither agree nor disagree 3
- Disagree 4
- Disagree strongly 5
- (No-one moves up ladder/ gets promoted) 6
- (It depends) 7
- (Don't know) 8

CARD

E10. Speaking for yourself, how important is it that you move up the career ladder at work?

- Very important 1
- Fairly important 2
- Not very important 3
- Not important at all 4
- (Don't know) 8

CARD

E11. How much do you agree or disagree that if you take time off work at short notice it makes things difficult for the people you work with?

- Agree strongly 1
- Agree 2
- Neither agree nor disagree 3
- Disagree 4
- Disagree strongly 5
- (Don't know) 8

CARD AGAIN

E12. How much do you agree or disagree that people in your kind of job are expected to work longer hours these days than they used to?

- Agree strongly 1
- Agree 2
- Neither agree nor disagree 3
- Disagree 4
- Disagree strongly 5
- (Don't know) 8