

### Maternity and paternity leave

Maternity leave is first given to the mother (but may include the leave of the father if the entitlement is transferred) and corresponds to the compulsory period of leave stipulated by national legislation to ensure that mothers have sufficient rest before and after childbirth, or for a period to be specified according to national rules.

Parental leave can be taken either by the mother or the father and is the interruption of work because of childbirth or to bring up a young child. It should correspond to the period when parents receive parental leave benefits.

People on maternity leave should always be encoded 1 in PL035.

People on full-time parental leave should be treated as a case of long-term absence from work.

### Long-term absence from work

If the total absence from work (measured from the last day of work to the day on which the paid worker will return) has exceeded 3 months, then a person is considered to have a job only if they continue to receive 50% of their wage or salary from their employer. If this is not the case, they should be encoded 2 in PL035.

### Seasonal workers

During the off-season, seasonal workers cannot be considered to have a formal attachment to their high-season job – because they do not continue to receive a wage or salary from their employer although they may have an assurance that they can return to work when high season returns. If they are not at work during the off-season, they should be encoded 2 in PL035.

### Was not working because of a layoff

A person on lay-off is one whose written or unwritten contract of employment, or activity, has been suspended by the employer for a specified or unspecified period at the end of which the person concerned has a recognised right or recognised expectation to resume employment with that employer.

A lay-off is classified as employment (code 1 in PL035) if the person receives 50% of their wage or salary from their employer or has an assurance of return to work within a period of 3 months.

A lay-off is classified as unemployment (code 2 in PL035) if (i) the person receives less than 50% of their wage or salary from their employer; (ii) doesn't have an assurance of return to work or has an agreed date of return for which the date of return falls after a period of 3 months; and (iii) if the person is 'available to start work in 2 weeks' and has 'searched for a job in the last 4 weeks'.

Persons who find a job that will start in the future should always be encoded '2' in PL035.

### Slack work for technical or economic reasons

A person in slack work for technical or economic reasons should have a formal attachment to their job and should be encoded 1 in PL035.

### Suggested question:

FILTER: IF Age < 16 or Age > 74, then >> go to the next question

IF 16 ≤ Age ≤ 74 and If PL032=1 >> go to PL035\_Q1

IF 16 ≤ Age ≤ 74 and If PL032A=1 >> go to PL035\_Q2

PL035\_Q1: Did you work last week? We are interested in all work, even if it was just 1 hour. Please consider work for which you received a salary or compensation or from which you made a profit (including family businesses)

[‘Last week’ means Monday to Sunday of the previous week]

1. Yes

2. No

IF PL035\_Q1=1 >> go to the next question