

Chapter One

►► HOUSEHOLDS, WORK AND FLEXIBILITY Country Survey Reports

UNITED KINGDOM

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EXECUTIVE SUMMARY

The UK survey was carried out between February and May 2001 and consists of a national sample of 945 households.

Overall, the picture that emerges is one of range of flexible working arrangements, with a high proportion of working respondents in any kind of flexible work

In particular, the survey confirms the gendered working-time regime in the UK, that is, the 'short-hours for women' and 'long-hours for men' work culture. Whilst male respondents worked long-hours, even higher proportions of female respondents' partners and other household members work long hours.

The majority of men and women prefer to work the same hours with over 40 per cent of women giving domestic commitments as their reason. However, a significant minority, one quarter of respondents, wished to work fewer hours.

The presence of children appears to make little difference to fathers' labour market behaviour, except that more work longer hours than other men. However, fathers are more likely than mothers in coupled households to prefer to work fewer hours. The presence of children has a marked effect on mothers' time flexibility.

Women are more likely to be working in flexible employment than men and they are also more likely to be working in more precarious forms of contract. However, women are less likely than men to be flexible in their place of work, to experience career flexibility or to be potentially flexible in their willingness to adapt to a range of

different work conditions. Whilst the presence of children has a large effect on women's labour market behaviour and preferences, it would appear that the full-time/part-time split for women workers is more salient. Female part-timers constitute a highly distinctive sector of the British labour market and they also appear to be relatively 'inflexibly flexible' – but satisfied – workers. This is despite the fact that nearly 60 per cent of female part-timers earn a low income.

With respect to employment patterns and childcare, the evidence also suggests that the UK working-time regime spills over into the home for those working households with dependent children. Part-time working for women in the UK does little to challenge the gender division of labour within the home and leaves caring responsibilities largely unchanged. However, there does appear to be a greater shift to more egalitarian family lives for those couples who both work full-time and have dependent children.

Much higher proportions of working households with dependent children experience work/family conflict than in the sample as a whole. Female full-time workers with a part-time partner show the highest levels of work family conflict.

With respect to agreements or disagreements on work and family arrangements, family life is more conflictual in households where there is a role reversal, that is, when women are working full-time but their partners are either not working or are working part-time.

1. PATTERNS OF FLEXIBILITY

In Chapter 1 we consider patterns of work flexibility of those respondents in the sample who are in paid work. That is, of the sample of 945 respondents, 663 (70 per cent) are in paid work, 290 (76 per cent) men and 363 (65 per cent) women. These employment rates are similar to the national Labour Force Survey rates of 79 per cent and 69 per cent for men and women respectively. The Chap-

ter considers a range of patterns of work flexibility, namely, flexibility of time, flexibility of place and flexibility of conditions of work. Patterns of career flexibility are examined, followed by work autonomy, perceptions of flexibility (and in particular the potential to be flexible), and finally job satisfaction.

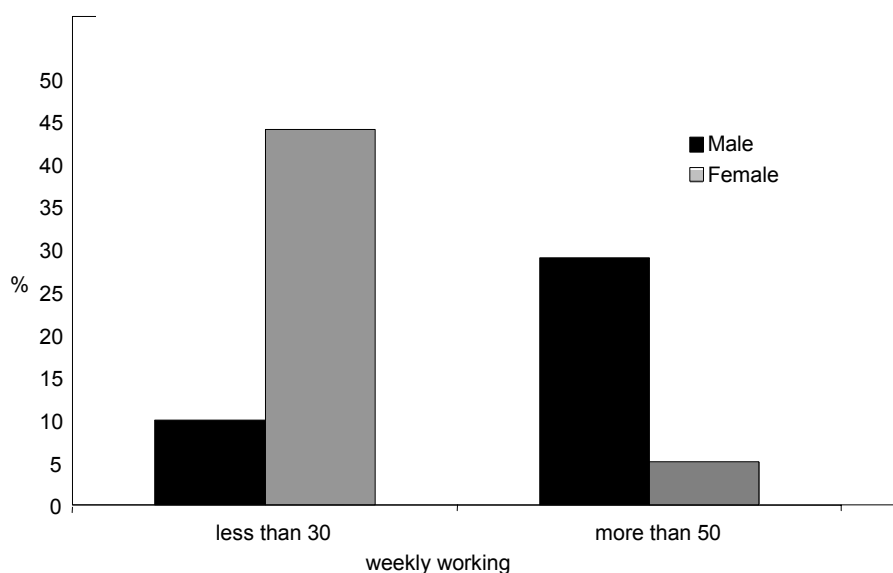
1.1. Patterns of time flexibility

There are substantial differences in the working hours of men and women in paid work. Table 1.1 shows 44 per cent of women work less than 30 hours per week (and 24 per cent less than 20 hours) compared with around 10 per cent (and 5 per cent) of men working these hours. At the other end of the spectrum, the majority, two-thirds, of men work more than 40 hours a week, with 29 per cent working more than 50 hours. Only 5 per cent of women work more than 50 hours a week. The gender difference is very similar to the national LFS figures (Table 1.2 Appendix 3), showing the 'short hours for women, long hours for men' culture in British society (see Figure 1.1). On a definition of part-time work as less than 30 hours per week, 90 per cent of part-timers are female.

Table 1.1. Weekly working hours by gender

Hours per week	Male %	Female %	Total %
1 – 9	0.7	7.0	4.2
10 – 19	4.1	16.9	11.3
20 – 29	4.8	20.1	13.4
30 – 39	20.3	31.1	26.4
40 – 49	39.0	17.7	27.0
50 – 59	16.6	2.4	8.6
60 – 99	12.2	2.4	6.5
Refused	0.3		0.2
DK	2.1	2.7	2.4
Total	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Figure 1.1. Short hours, long hours by gender

Source: HWF Survey: UK, 2001

About half of both men and women work regular hours from Monday to Friday with the rest working a mix of shift hours (13 per cent), flexitime (9 per cent), other regular working schedule (11 per cent) and irregular working (14 per cent) (Table 1.3 Appendix 3). Of those doing shift work, one in three worked unsocial hours on nights, mornings, evenings or weekend shifts. The proportion of respondents who stated that they worked overtime at least once a week in the evenings, at nights, or at weekends was high, almost half of female respondents and two-thirds of men (see Table 1.4 Appendix 3).

The majority of men (65 per cent) and women (70 per cent) preferred to work the same number of hours (Table 1.5 Appendix 3). However, men and women differed in the reasons they gave for this preference reflecting perhaps the tradition of the male breadwinner model (Table 1.6 Appendix 3). Among 19 respondents who chose the reason 'someone in your household earning enough to support', 84 per cent are women and only 2 per cent are men.

Among 162 respondents who chose the reason of meeting domestic commitments, 72 per cent are women whereas only 28 per cent are men. Over 40 per cent of women who wished to work the same hours gave domestic commitments as the reason. However, with respect to those who said they wished to work fewer hours (Table 1.7 Appendix 3), that is, almost a quarter of respondents, 45 per cent of women and, interestingly, 53 per cent of men said they wished to spend more time with the family.

With respect to time flexibility and age those who were either under 20 or over 60 years were likely to work less hours (Table 1.8 Appendix 3). Younger people under 30 would also prefer to work longer hours. In considering the main reason for wanting to work the same number of hours, over one third of those aged between 31 and 40, and 28 per cent between 41 and 50 answered that they wished to meet domestic commitments. Respondents who prefer to work the same number of hours in order to do some educa-

tion or training are more likely to be between 21 and 30.

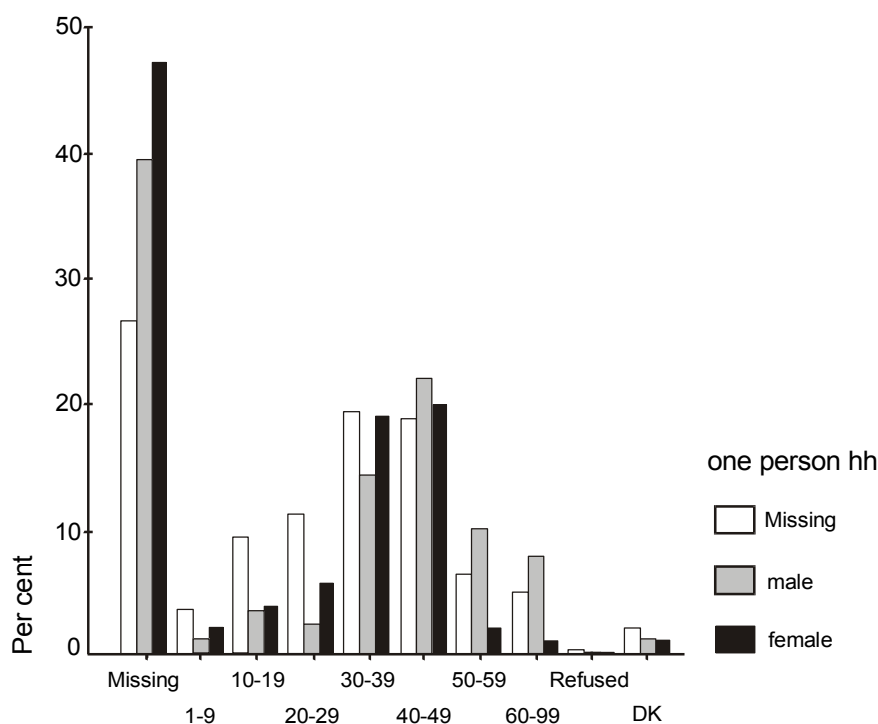
Patterns of time flexibility can also be examined through the different working hours of the social class groups. Of those who work more than 60 hours a week nearly 60 per cent are in social groups 1 and 2. Similarly, nearly half of those working 50 to 60 hours are in the higher social groups. Craft and related trades are also more likely to work longer hours. On the other hand, respondents who work fewer hours are concentrated in the predominantly female social groups 4 and 5 as well as group 9. For example, respondents who work less than 20 hours per week are mostly in the occupations of clerks, service workers, shop and market sales and in elementary occupations.

Flexible working arrangements also seem to be related to respondents' occupations. Profes-

sionals, technicians and associate professionals and clerks are more likely to work flexitime. Among 95 respondents whose working arrangements are irregular are social groups 1, 2 and 3 as well as service workers and shop and market sales workers (Table 9 Appendix 3).

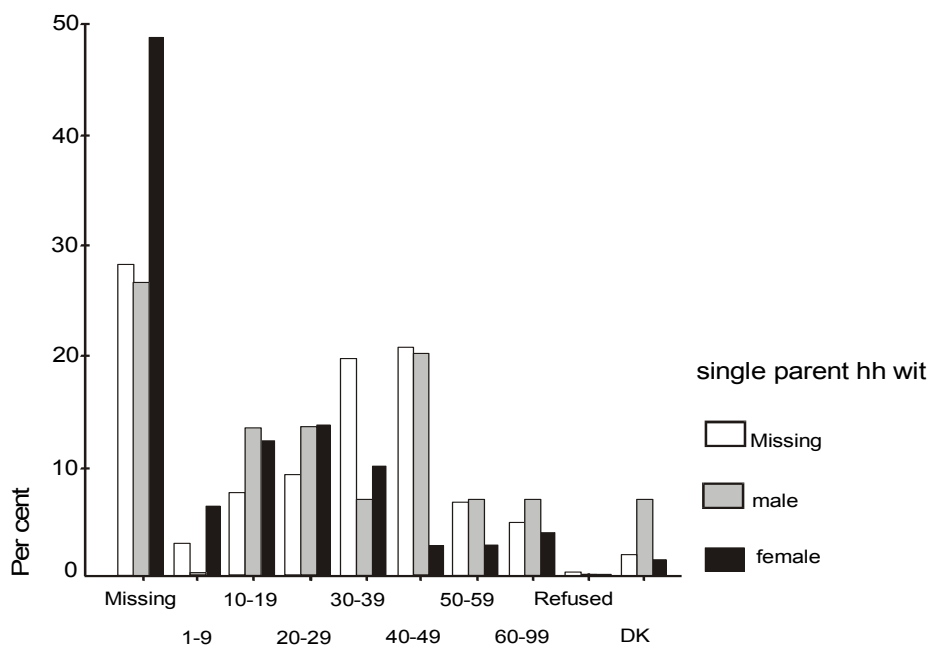
Further, patterns of time flexibility vary according to different household types. Figure 1.2 and 1.3 suggest different working hours of men and women in one-person households and single parent households. Generally speaking more women work less than 30 hours per week than men in both household types, which is consistent with our earlier finding of the short hours for women and long hours for men. However, there are only 16 per cent of respondents in one-person households (Table 1.10 Appendix 3) as compared with 56.5 per cent of single parents with dependent children working less than 30 hours per week.

Figure 1.2. Weekly working hours by sex in one-person households (per cent)



Source: HWF Survey: UK, 2001

Figure 1.3. Weekly working hours by sex in single parent households (per cent)

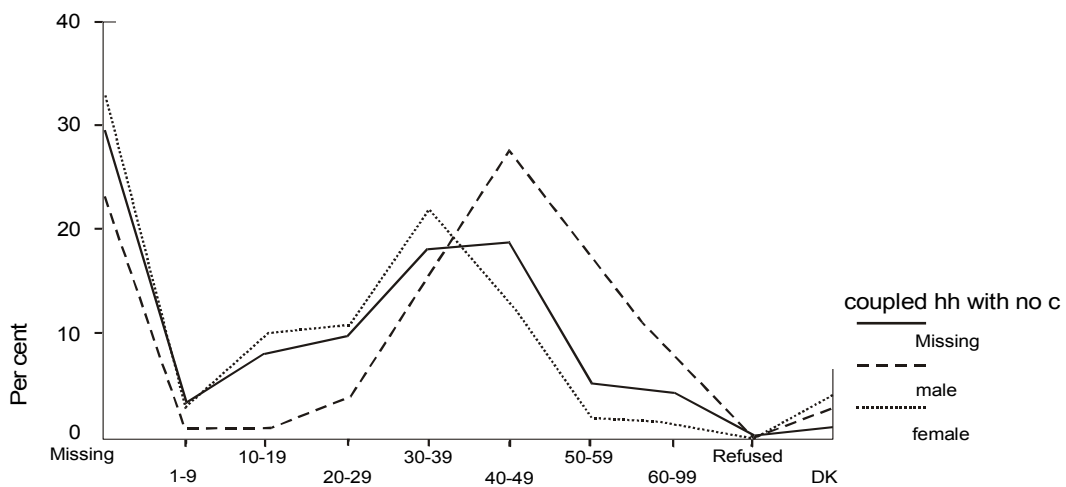


Source: HWF Survey: UK, 2001

In coupled households there is a wide gap too between men and women in working hours, as shown in Figure 1.4 and 1.5. In coupled households with no children 8 per cent of men and 36 per cent of women work less than 30 hours per week, while 68 per cent of men and 25 per cent of women work over 40 hours a week (Table 1.10

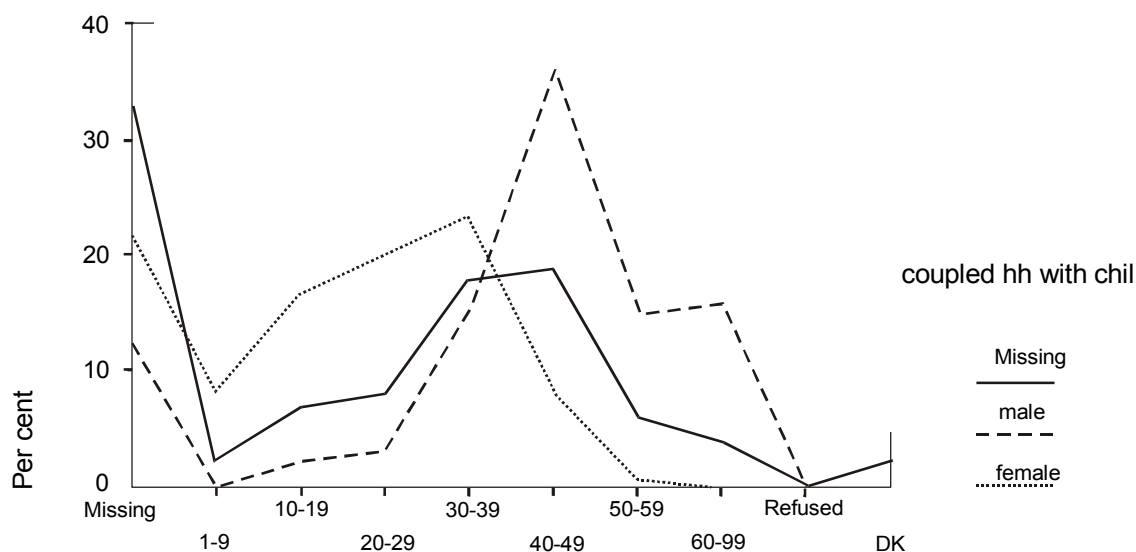
Appendix 3). Such a gap is even wider in coupled households with dependent children, with 6 per cent of men and 58 per cent of women working less than 30 hours a week and 77 per cent of men and 12 per cent of women working more than 40 hours a week.

Figure 1.4. Weekly working hours by sex in coupled households without children (per cent)



Source: HWF Survey: UK, 2001

Figure 1.5. Weekly working hours by sex in coupled households with dependent children (per cent)



Source: HWF Survey: UK, 2001

These findings are consistent with those discussed in the UK Literature Review, which showed that fathers with dependent children are more likely than other men to work long hours. In the HWF survey three-quarters of fathers worked more than 40 hours per week and over one third more than 50 hours a week. Conversely, the presence of children had a marked effect on mothers' time flexibility, 62 per cent of single mothers and 58 per cent of coupled mothers worked less than 30 hours per week.

The majority of men and women were happy with the number of hours they worked in all these four types of households, although around one third of men (more than women) in both coupled households with and without children preferred to work fewer hours, as suggested in Table 1.11. Table 1.12 indicates the main reasons of prefer-

ence of working hours in the four types of households. Apart from the gender difference revealed in the choice 'someone in the household is earning enough', there are more women than men wanted to meet domestic commitments by working the same number of hours. In addition, there are striking differences between coupled households with and without children. For example, twice as many men and women in coupled households with children than in coupled households without children wished to work the same hours to meet domestic commitments (Table 1.12 below). Even higher proportions of single parents, 63 per cent and 75 per cent of single fathers and mothers respectively, wished to work the same hours to meet domestic commitments. This compares to only 10 per cent and 22 per cent of male and female one-person households.

Table 1.11. Preferences regarding working hours and patterns of work of the ISCO groups by gender, per cent

Preferences regarding working hours	Household types							
	One person		Single parent		Coupled, no children		Coupled, with children	
	M	F	M	F	M	F	M	F
Happy with hours	73	65	73	67	62	73	62	74
Prefer more hours	9	9	18	12	6	4	2	9
Prefer fewer hours	16	26	9	19	31	21	34	16

Source: HWF Survey: UK, 2001

Table 1.12. Main reasons of preference of the same working hours according to household types by gender, per cent

Main reasons to prefer the same working hours	Household types							
	One person		Single parent		Coupled, no children		Coupled, with children	
	M	F	M	F	M	F	M	F
Earning enough	34	19	13	18	27	24	24	10
Someone in hh earning enough	–	3	–	4	–	6	2	11
Not like /able	32	35	13	–	27	20	16	15
To do some education	2	11	–	4	6	3	4	1
To meet domestic commitments	10	22	63	75	21	31	43	63
Other reasons	22	11	13	–	17	13	8	1

Source: HWF Survey: UK, 2001

As for those who preferred to work fewer hours, about one third of them from one-person and coupled households without children wanted to spend more time with their family. In households with children, however, the figure is twice as high

for single mothers and men and women in coupled households. For single fathers, though, 100 per cent gave this reason, as illustrated in Table 1.13.

Table 1.13. Main reasons of preference of the same working hours according to household types by gender, per cent

Main reasons to prefer the same working hours	Household types							
	One person		Single parent		Coupled, no children		Coupled, with children	
	M	F	M	F	M	F	M	F
Not like working long hours	11	33	–	13	25	21	22	6
To spend more time with family	44	33	100	63	38	37	68	67
Other reasons	–	-13		13	25	26	7	22

Source: HWF Survey: UK, 2001

1.2. Patterns of place flexibility

As Table 1.14 shows more women work at home than men, 5.1 per cent and 2.8 per cent respectively. The proportion of home workers is small but is not too dissimilar to the national LFS figure which suggests that 2.5 per cent of the workforce works mainly at home. In the survey 4.2 per cent of respondents work partially at home compared to a national figure of 3.5 per cent. However, the proportion of the self-employed in the sample who work at home is much higher, one-third of whom stated that they work either at home or partially at home. Of those women working at home, 41 per cent (compared with 14 per cent of men) stated that this was because they wished to spend more time with their family or that they had domestic commitments (see Table 1.15 Appendix 3).

Table 1.14. Place of work by gender

Place of work	Male %	Female %	Total %
At home	2.8	5.1	4.1
Combined at home and else where	4.5	4.0	4.2
Within the area where you live	37.2	51.5	45.2
Within in different area to which you commute	42.1	33.8	37.4
Abroad	1.0		.5
Always changing	11.0	4.0	7.1
Other situation	0.7	0.8	0.8
DK/NA	0.7	0.8	0.8
Total	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Men are more likely than women to commute to work or work in workplaces that are always changing. Men are also far more likely to work in places that varied, 41 per cent of men compared to 25 per cent of women, with one third of men but only 16 per cent of women varying their work-

place from day to day or week to week (Table 1.16 Appendix 3). The three persons who worked abroad were male. On the other hand, over half of female respondents said that they worked in the area where they lived and three-quarters never varied their place of work.

With respect to place flexibility and age, those who worked at home or partially at home tended to be over the age of 30, as shown in Table 1.17 Appendix 3. However, respondents whose places of work are always changing seem to be younger on average, 28 per cent are aged between 21 and 30, another 28 per cent between 31 and 40. This may suggest that, to some extent, younger people are more flexible in their place of work than older people.

Patterns of place flexibility can be explored with respect to social groups (see Table 1.18 Appendix 3). Among respondents who work at home or partially at home, the majority of them are in the higher social groups 1, 2 and 3. Among those respondents who work within the area where they live, most of them are in social groups 4 and 5 (predominantly female social groups) and group 9. Most of those who commute to work are in social groups 1 to 5. On another hand, among respondents whose work places always change, the majorities are in groups 3, 4, 5, 7 and 9.

Further, patterns of place flexibility may vary between households with and without children. Table 1.19 suggests that more respondents from households with children. That is, single parents (46 per cent men and 72 per cent women) and coupled parents households (42 per cent men and 52 per cent women) work within the area where they live. On the other hand, more respondents from households without children commute to work in a different area.

Table 1.19. Place of work according to household types (per cent of household types)

Household types	One person		Single parent		Coupled with no children		Coupled with children	
	M	F	M	F	M	F	M	F
Place of work								
In the area where they live	48	53	46	72	19	41	42	52
Commute to work in a different area	39	32	18	17	49	41	42	32

Source: HWF Survey: UK, 2001

1.3. Patterns of flexibility of conditions

Two-thirds of respondents (with similar proportions of men and women) state that they have a permanent contract. However, this is less than the TUC 2000 report (discussed in the Literature Review) at 81 per cent and the ISER study of the BHPS which suggested that 90 per cent of their sample have a permanent contract. The difference in the HWF survey is that quite a high proportion (15 per cent) has no contract, as shown in Table 1.20.

Whilst nearly one quarter of women with no contract classify themselves as inactive, 50 per cent are in part-time employment (Table 1.20a below). This constitutes one fifth of female part-timers. On the other hand, 44 per cent of men with no contract are full-time workers, but this is only 8 per cent of full-time male workers.

With respect to temporary work, 5.4 per cent of respondents are on fixed-term contracts and another 0.6 have agency contracts. The total on temporary contracts 6 per cent is similar to the national figure of 7 per cent. Women make up a higher share of fixed-term contract workers (64 per cent) as well as constituting 7 out of the 8 on-call workers.

With respect to self-employment, 8.3 per cent state that they have this status. Two-thirds of the self-employed are men and one-third women. Eleven per cent of ethnic minority workers are self-employed. The self-employed generally tend

to be older (see Table 1.21 Appendix 3) with about a third holding higher degree qualifications and working in professional or managerial occupations (see Table 1.22 Appendix 3).

Over a third of young people under the age of 20 have no contract, although those with no contracts are found in every age group. Those on fixed-term contracts or on call are also likely to be in the younger age groups. This suggests that flexibility of conditions (excluding self-employment) is associated with younger people as Table 1.23 Appendix 3 indicates.

Table 1.20. Type of contract by gender, per cent

Type of contract	Male	Female	Total
No contract	13.4	15.5	14.6
Self employed	12.8	4.8	8.3
Permanent contract	65.9	67.3	66.7
Fixed term contract	4.5	6.2	5.4
On call subject to requirements of employment	0.3	1.9	1.2
With a temporary work agency	0.7	0.5	0.6
On a fee only basis	1.4	0.8	1.1
Subject to performance	0.3	0.3	0.3
Other type of contract	0.3	0.8	0.6
DK/NA	0.3	1.9	1.2
Total	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Table 1.20a. No contract and employment status by gender (per cent of no contract)

Employment status	Male	Female
Full-time employed	43.6	12.1
Part-time employed	12.8	50.0
Self-employed	20.5	12.1
Fixed-term contract	2.6	1.7
Casual worker	5.1	3.4
Student	15.4	5.2
Unemployed	5.1	3.4
Inactive	5.1	20.5
Total numbers and %	39 100%	58 100%

Source: HWF Survey: UK, 2001

Autonomy of work and control over hours, place and conditions of work

Over two fifths of respondents have their hours of work decided by their employer, with similar proportions of men and women (Table 1.24 Appendix 3). However, nearly one third (and a slightly higher proportion of men than women) have control over their working hours. This compares though with an average of 44 per cent in the EU (European Foundation 2000). One in five respondents can negotiate their hours of work with their employer, slightly more women than men. Five per cent of respondents stated that their hours of work are outside the control of either themselves or their employer.

With respect to control over the general work schedule 31 per cent (similar proportions of men

and women) have autonomy, but for nearly one half of respondents the employer decides. There is less negotiation here between employer and worker, although slightly more women are able to negotiate.

In contrast, higher proportions of respondents than employers decide their hours of overtime, 40 per cent and 28 per cent respectively. The proportions were similar for men and women. The majority (62 per cent), however, stated that their employer decided the place of work, but one fifth of both men and women could decide for themselves. In general the older the respondent the more likely it was that they had control over the hours of work, the general work schedule, overtime hours and place of work (Table 1.25 Appendix 3).

As might be expected, those respondents in the higher social groups were more likely to have work and time autonomy. Table 1.26 Appendix 3 suggests that over half of social group 1 could decide their own hours, and almost 60 per cent could decide their general work schedule and overtime hours. The reverse was true for groups 7, 8 and 9 where it was overwhelmingly the employer who decided hours of work, general working schedule and overtime hours. The exception here is group 7, over half of whom could determine their overtime hours. The place of work was more likely to be determined by the employer in all social groups although this ranged from almost half in the higher social groups to 90 per cent in group 8 and 77 per cent in group 9.

1.4. Patterns of career flexibility

One quarter of respondents had experienced no career changes since 1989, nearly two-thirds of whom were women (see Table 1.27 Appendix 3). Of those three-quarters of respondents who had made career changes, the most frequent response (37 per cent) was changing employment more than once, with equal proportions of men and women. In total 59 per cent of responses from those who had made career changes involved

changing employment at least once. The next most frequent response was promotion (30 per cent), with slightly more men than women giving this response. One in five of those who had experienced career change had been made unemployed at least once. More men than women had experience of unemployment, 25 per cent and 16 per cent respectively (Table 1.28 suggests).

Table 1.28. Selected changes occurred in occupational life since 1989 by gender
Per cent of those who had experienced career change

Changes	Male	Female	Total
Changed employment at least once	58.0	60.0	59.0
Changed profession at least once	26.2	19.8	22.5
Promoted	32	26.4	28.8
Lost employment at least once	24.5	16.3	19.7
Total number	294	405	699

Source: HWF Survey: UK, 2001

Of those whose employment situation had changed since 1989, the large majority of those who stayed at home were women as indicated in Table 1.29 Appendix 3. Men were more likely to work in a reorganised or privatised company, although more women than men had relocated to a different company. Men are also more likely to be affected by company closure or restructuring than women, 24 per cent compared to 13 per cent respectively (see Table 1.30 Appendix 3).

With respect to career flexibility by age, Table 1.31 Appendix 3 shows that over half of respondents aged between 21 and 50 changed employment at least once and over one fifth between 21 and 40 changed profession at least once. Those who started private business tend to be in older age groups between 31 and 60 while those who were promoted to a higher position after the occupational changes were mostly between 21 and 50. Those who experienced unemployment more than once seemed younger than those who experienced unemployment only once. On the other hand, there are more

respondents who have not experienced any occupational changes either in the youngest group of 18-20 or in the older groups between 41 and 65.

In addition the present situation of different social groups as a result of employment changes since 1989 portrays another interesting picture. Around 40-50 per cent of all social groups went to work in a different company, as Table 1.32 Appendix 3 shows. The only exception is group 6, which reaches 66 per cent. Those who started their own business are mostly from groups 1, 2, 3, 6 and 7 whereas those remaining unemployed are mainly in groups 2, 3, 4, 5, 8 and 9. Respondents who stayed at home are from groups 3, 4, 5 and 9.

The present situation of different household types following employment changes since 1989 illustrates the gender difference from another angle. Table 1.33 shows again that men are more likely than women to start their own business and the proportion of households with children seems slightly higher than those without children. Among those who have been made unemployed, it is single fathers who seem more vulnerable. On the other hand more women than men tended to withdraw to home as the consequence of employment changes with 14 per cent of women in both coupled households with children and single parent households. The situation of being retired after employment changed illustrates another striking difference between households with and without children. Whereas about a quarter of the retired are from coupled households without children and nearly 20 per cent from one-person households, there is only 1 per cent from coupled households with children and none from single parent households.

Table 1.33. Selected situation after employment changed since 1989 by household types (per cent of household types)

Household types	Coupled no children		Coupled with children		One-person		Single parent	
	M	F	M	F	M	F	M	F
Present situation								
Start own business	9	5	13	6	7	3	9	3
Unemployed	3	6	5	1	8	3	27	5
Stay at home	1	1	-	14	7	10	-	14
Retired	22	26	1	1	15	22	-	-

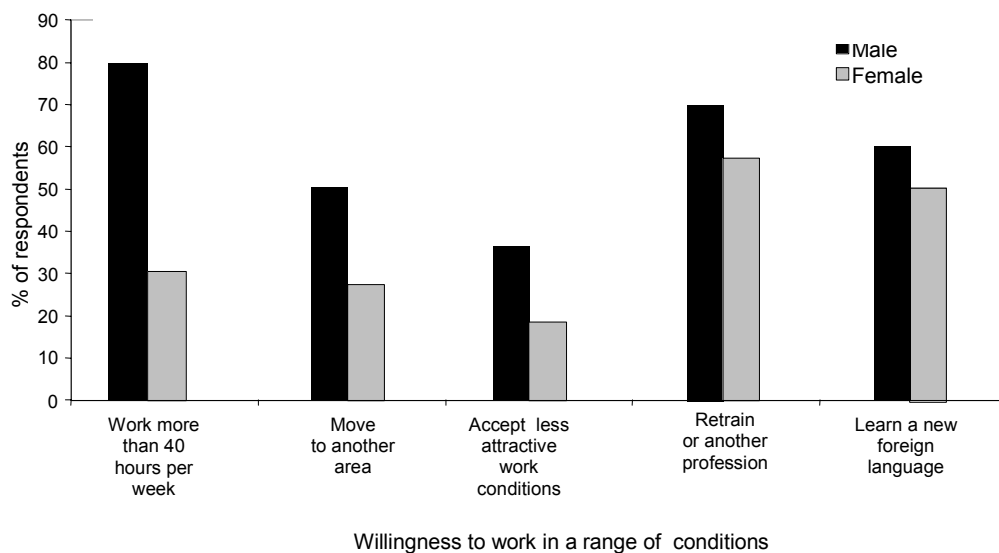
Source: HWF Survey: UK, 2001

1.5. Patterns of perceptions of flexibility

Respondents were asked if they would be willing to work in a range of conditions (as set out in Fig. 1.6 and Table 1.36 below), first, if they had no job (the negative incentive), and secondly, if they could earn twice their salary (the positive incentive). The findings show marked differences between men and women. Despite the fact that women hold the vast majority of flexible jobs, they show much less potential to be flexible in the

sense of being willing to be adaptable to new working conditions. As Fig. 1.6 shows men are more than twice as likely as women to state that they would be willing to work more than 40 hours, move to another area or accept less favourable work. The differences were less marked with respect to retraining for another profession or learning a new foreign language.

Figure 1.6. The Potential for flexibility by gender



Source: HWF Survey: UK, 2001

Unsurprisingly, there is a clear relationship with the potential for flexibility and age (Table 1.34 Appendix 3). Younger people are far more likely to be willing to work more than 40 hours, move to another area or accept less favourable work conditions. Those aged 21-30 are more than twice as likely to be adaptable than those aged 51-65. There is no clear relationship between social group and willingness to be flexible. Groups 8 and 9 are almost as potentially flexible as group 1 and 2. Only in group 4, which is predominantly female, is there a significant decline in the will-

ingness to be flexible, as Table 1.35 Appendix 3 indicates.

However, there are large differences between those working full-time and those working part-time (see Table 1.36 below). Male full-time workers are the most potentially flexible workers. In both negative and positive incentive situations over 80 per cent are prepared to work more than 40 hours a week and the majority are willing to move to another area (over 50 per cent in the negative situation and over 60 per cent in the positive situation). They are less prepared, however, to accept less attractive work conditions (es-

pecially if they have no job), although this is still higher than all female workers. Female full-time workers are more likely than all other female workers to accept a range of different conditions in situations with negative and positive incentives. Male and female part-timers are the least flexible in their willingness to work more than 40 hours or move to another area. Over three-quarters of female part-timers say that they are not willing to work more than 40 hours a week.

Male full-timers are almost seven times more likely than female part-timers to say they would be willing to work more than 40 hours if unemployed. Female full-timers are almost four times more likely to say this. With respect to the posi-

tive incentive, male full-timers and female full-timers are three and a half times and two and a half times respectively more likely to be willing to work more than 40 hours a week. At first glance this finding appears to support Hakim's thesis that part-time female workers in the UK have qualitatively different life-style preferences from full-time female workers. 'Women working part-time are sufficiently distinctive in their ... work orientations and labour market behaviour that they should always be differentiated from women working full-time in research analysis (2000: 102). However, if we look at those workers with and without children a different picture emerges.

Table 1.36. Willingness to work in a range of conditions¹ by employment status and gender, per cent

	No Job		Twice the salary	
	Male	Female	Male	Female
Willing to work more than 40 hrs. per week				
Employed full-time	83.1	44.5	87.4	65.9
Employed part-time	40.0	12.6	40.0	24.4
Fixed-term contract	80.0	33.3	80.0	33.3
Self-employed	80.9	30.4	70.2	34.7
Willing to move to another area				
Employed full-time	52.2	37.8	66.2	50.6
Employed part-time	40.0	17.0	40.0	25.2
Fixed-term contract	40.0	22.2	60.0	44.4
Self-employed	46.8	17.4	63.8	30.4
Willing to accept less attractive work conditions				
Employed full-time	37.7	24.4	55.1	37.8
Employed part-time	33.3	12.6	40.0	16.3
Fixed-term contract	80.0	11.1	80.0	22.2
Self-employed	36.2	13.1	46.8	21.7
Willingness to retrain for another profession				
Employed full-time	74.4	65.9	83.1	67.1
Employed part-time	66.6	51.9	73.3	56.3
Fixed-term contract	80.0	55.5	80.0	55.5
Self-employed	53.2	34.8	66.0	39.1
Willingness to learn a new foreign language				
Employed full-time	66.2	56.7	75.8	61.0
Employed part-time	66.6	45.2	73.3	48.9
Fixed-term contract	80.0	44.4	80.0	55.5
Self-employed	53.2	30.4	60.0	39.1

Note: 1. per cent of respondents who answered yes to the question

Source: HWF Survey: UK, 2001

As Table 1.37 shows there is little difference between male full-time workers with and without children in their willingness to be potentially flexible in both situations with negative and positive incentives. Female full-time workers without children are more like men in their responses. Female full-time workers with children are the

least likely of the full-timers to be willing to work more than 40 hours a week or move to a new area. But they are far more potentially flexible than part-time female workers with and without children. Again this would seem supports Hakim's thesis.

Table 1.37. Willingness to work in a range of conditions¹ by full-time/part-time status, gender and with and without children, per cent

	Men with children	Men without children	Women with children	Women without children
No job				
Employed full-time				
Work more than 40 hours a week	84.8	82.3	25.5	52.1
Move to a new area	53.0	51.8	29.8	41.0
Less attractive work conditions	40.9	36.2	27.7	23.1
Retrain for a new profession	78.8	72.3	68.1	65.0
Learn a new foreign language	66.7	66.0	57.5	56.4
Employed part-time				
Work more than 40 hours a week	60.0	33.3	11.9	13.7
Move to a new area	40.0	40.0	17.9	15.7
Less attractive work conditions	60.0	20.0	13.1	11.8
Retrain for a new profession	60.0	70.0	59.5	39.2
Learn a new foreign language	40.0	80.0	52.4	33.3
Twice the salary				
Employed full-time				
Work more than 40 hours a week	85.3	88.0	47.1	74.3
Move to a new area	66.2	66.2	33.3	58.4
Less attractive work conditions	55.9	54.7	33.3	39.8
Retrain for a new profession	82.4	83.5	62.7	69.0
Learn a new foreign language	77.9	74.8	58.8	61.9
Employed part-time				
Work more than 40 hours a week	71.4	12.5	28.6	17.6
Move to a new area	57.1	12.5	28.6	19.6
Less attractive work conditions	28.6	50.0	17.9	13.7
Retrain for a new profession	71.4	75.0	66.7	39.2
Learn a new foreign language	57.1	87.5	53.6	41.2

Note: 1. per cent of respondents who answered yes to the question

Source: HWF Survey: UK, 2001

However, if we consider female part-timers with and without children, it is those without children that are the least potentially flexible (with the exception of willingness to work 40 hours if unem-

ployed). (In the sample 38 per cent of female part-timers have no dependent children). Female part-timers with dependent children are more likely to be potentially flexible in the positive incentive

situation and also more of these respondents than female full-timers with children are willing to re-train for another profession. One interpretation may be that women with dependent children are constrained by their caring role in their choice of employment options. However, more are prepared to be flexible in a situation of a positive incentive, that is a salary increase, than are part-time women without children. While female part-timers' work preferences would support Gallie *et al.*'s (1998) thesis that they are far from being flexible workers, this particularly the case for female part-timers without dependent children. Further, a higher proportion of part-time women workers with no dependent children have no or low educational qualifications and tend to be in the older age groups (see Chapter 2).

With respect to household types, Table 1.38 (Appendix 3) shows that, surprisingly, it is single mothers who are the most potentially flexible compared to other women. Coupled mothers are the least flexible, indicating as discussed above,

the constraints, including family and husband constraints, on mothers' ability to be adaptable. Nevertheless, in all conditions, higher proportions of mothers in coupled households are more potentially flexible than are part-time women workers without children.

Job satisfaction

In common with other surveys on job satisfaction the vast majority of respondents said that they were satisfied with the various dimensions of their jobs as shown in Table 1.39. Women were more likely than men to express satisfaction with these aspects of their work. The one area where respondents were more likely to express dissatisfaction concerned their earnings, with more than a quarter of both men and women expressing dissatisfaction. This was higher for social groups 3, 4 and 8, where almost one third of each group expressed dissatisfaction with their earnings (Table 1.40 Appendix 3).

Table 1.39. Job satisfaction by gender (per cent)

Aspects of work	Very/somewhat dissatisfied		Very/somewhat satisfied	
	Male	Female	Male	Female
Work in general	10.7	10.5	79.3	83.9
Stability of work	14.5	11.0	77.2	83.4
Duration of contract	4.8	4.0	64.5	68.9
Hours of work	15.5	12.6	72.7	82.0
Location	11.7	6.4	80.0	87.9
Earnings	26.9	27.9	59.0	61.7

Source: HWF Survey: UK, 2001

Although the number of male part-timers and fixed-term contract workers in the sample is small (15 and 6 respectively) it is noticeable that both groups of workers rank first or second as the most dissatisfied with all aspects of their jobs (Table 1.41 and 1.42 Appendix 3). For example, male part-timers appear four times as the most dissatisfied and two times as the second most dissatisfied. Male fixed term contract workers appear

twice as the most dissatisfied and four times as the second most dissatisfied. Male self-employed workers are the most satisfied with their work in general, with the location of work and with their earnings.

On the other hand, female part-timers are likely to be less dissatisfied with most aspects of their work than female full-timers (with the exception of stability of work). This is in line with

other surveys in the UK, which have found that female part-timers express higher satisfaction with their relatively low grade and low paid jobs (Hakim 2000). In the HWF survey female part-timers are the most satisfied with their earnings.

1.6. Conclusion

The survey confirms the 'short-hours for women' and 'long-hours for men' work culture in the UK. Forty four per cent of women work less than 30 hours per week compared to 10 per cent of men. Conversely, 29 per cent of men, compared to 5 per cent of women, work more than 50 hours per week.

The majority of men and women prefer to work the same hours with over 40 per cent of women giving domestic commitments as their reason. However, a significant minority, one quarter of respondents, wished to work fewer hours and of these 45 per cent of women and 53 per cent of men said that they wished to spend more time with their family.

One half of respondents have working time arrangements which are other than a standard working week. Of those doing shift work, one in three worked unsocial hours on nights, mornings, evenings or weekend shifts. Almost half of female respondents and two-thirds of men worked overtime at least once a week in the evenings, at nights, or at weekends. Nearly one quarter of respondents vary their hours of work from day to day.

About 45 per cent of respondents (61 per cent of men and 47 per cent of women) are either working at home or partially at home, commute, work abroad or work in places that are always changing. A further 16 per cent vary their workplace from day to day or week to week. However, women are less likely than men to be flexible in their place of work, over half of respondents say that they work in the area in which they live and three quarters never vary their place of work. More women than men work at home (although the proportion is small) and over 40 per cent give family and domestic commitment as their reason.

This is despite the fact that 58 per cent of female part-timers earn less than half the average wage and 73 per cent earn less than three quarters of the average wage (see Chapter 5).

One-third of respondents has a contract other than a permanent contract. Self-employment accounts for 8.3 per cent, temporary work 7.2 per cent (1.2 per cent work on call) and a quite high proportion, 15 per cent, have no contract. Overall, women are more likely to be working in a more precarious form of contract, that is, one quarter of women have either no contract, a fixed-term contract or have an on-call contract compared to 19 per cent of men. As we have also seen, nearly one quarter of female part-timers have no contract.

The presence of children appears to make little difference to fathers' labour market behaviour, except that more work longer hours than other men. However, fathers are more likely than mothers in coupled households to prefer to work fewer hours. Two-thirds of fathers and mothers who prefer to work fewer hours wish to spend more time with their family. The presence of children appears to have a large effect on mothers' time flexibility, 62 per cent of single mothers and 58 per cent of coupled mothers work less than 30 hours per week (compared to 36 per cent and 21 per cent of coupled women without children and one person female households respectively). Mothers were also far more likely to say that they wished to work the same hours in order to meet domestic commitments.

Despite the fact that women comprise a higher proportion of the flexible workers, they are far less potentially flexible, in the sense of willing to be adaptable to a range of working conditions. These include willingness to work more than 40 hours a week, move to another area or accept less attractive work conditions. Having children makes no difference to men's willingness to be adaptable but has a great effect on mothers, indicating family constraints. Nevertheless, the least

potentially flexible of all workers are female part-timers and especially those without children. This suggests that many female part-timers are 'inflexibly flexible' workers.

With respect to job satisfaction, male part-timers and fixed-term contract workers exhibit greater dissatisfaction with all aspects of their work. Male and female self-employed appear to be the most satisfied. Female part-timers are in general more satisfied with the various aspects of their jobs than female full-timers.

Overall, the picture that emerges is one of range of flexible working arrangements, with a high proportion of working respondents in any kind of flexible work. Women are far more likely to be working in flexible employment than men. On a definition of part-time work as less than 30 hours, 44 per cent of female workers are part-time and 90 per cent of part-timers are women. Women are also more likely to be working in more precarious forms of contract, including some in part-time employment.

However, women are less likely than men to be flexible in their place of work, to experience

career flexibility or to be potentially flexible in their willingness to adapt to a range of different work conditions. Whilst the presence of children has a marked effect on women's labour market behaviour and preferences, it would appear that the full-time/part-time split for women workers is more salient. The findings support those of Galie *et al.* (1998) that female part-timers constitute a highly distinctive sector of the British labour market and they also appear to be relatively 'inflexibly flexible' – but satisfied – workers.

The reasons for the gendered working-time regime in the UK, (that is, 'short hours for women, long hours for men') have been discussed in detail in the UK Literature Review and the UK Context Report. These include, on the one hand, the incentives for employers and employees to earn under the tax and national insurance contribution earnings level and the lack of affordable childcare, and, on the other, the limited regulation of working-time and employment contracts, and the prevalence of low pay. It is in this context that men and women's' working-time preferences are formed (Fagan 2001).

2. PATTERNS OF WORK

In this Chapter we consider the employment status of the sample as a whole, including the unemployed and those who are inactive. The main sources of income of households are examined, as well as the number of income earnings activities.

2.1. The accumulation of different kinds of work

Of the whole sample, 56 per cent of men are in full-time employment compared to 31 per cent of women (Table 2.1 Appendix 4). Around one third of women in the sample are in any type of flexible job, that is, part time, fixed-contract, self-employed and casual work, as compared to just one fifth of men. Table 2.2 suggests that social group 1 has the highest proportion in full-time employment followed by groups 7 and 8. All these groups have a higher proportion of men.

Patterns of unpaid work outside the home are also included, and here the focus is on voluntary work and unpaid work for friends or relatives in the past year.

Unsurprisingly, groups 4 and 5, which are predominantly female, have the higher proportions of part-timers working less than 30 hours per week.

The unemployment rate for respondents (per cent of the labour force¹) at 6.3 per cent (6.8 per cent and 6 per cent for men and women respectively) is higher than the national LFS estimate, which was 4.9 per cent in May 2001. Of the unemployed, a third are from group 5 and a fifth

from group 9. Over half of both male and female unemployed are aged between 20 and 40, 53 per cent and 61 per cent respectively.

Table 2.2. Full time and part time employment by social group (per cent of social group)

ISCO groups	Full time	Part time	Unemployed
1	77.5	7.5	1.3
2	59.0	13.3	2.4
3	65.9	14.8	2.3
4	54.3	29.5	2.9
5	31.7	48.4	4.8*
6	40.0	-	-
7	75.5	-	-
8	71.1	7.9	2.6
9	50.0	35.9	5.1*

Note: * 31.6% and 21.1% of the unemployed are from group 5 and 9 respectively.

Source: HWF Survey: UK, 2001

Twenty eight per cent of the sample are not working, one third of women and 19 per cent of men (this excludes students) (see Table 2.1 Appendix 4). This group of inactive people is made up of 40 per cent who are retired, 35 per cent looking after home and 26 per cent unable to work due to ill-

ness/disability. However, there were large gender differences between those looking after home, 46 per cent of non-working women compared to five per cent of non-working men. Conversely, some 43 per cent of non-working men are unable to work due to sickness compared with 19 per cent of non-working women. Those looking after home clustered in the age group 31-40, and those unable to work in age groups 41-60 (Table 2.3 Appendix 4).

Employment status is also associated with educational level as Table 2.4 indicates. Flexible workers are to be found across all educational levels for both men and women. There is a clear distinction, however, between the level of qualifications of women in full-time work and those in part-time work. Over half of women part-timers have no or low qualifications compared with just one third of those in full-time work. Another way of putting this is that twice as many women with degree or post-graduate qualifications (45 per cent) have a full-time job compared with those with no or low qualifications (22 per cent) (see Table 2.5 Appendix 4). However, quite high proportions of those women on fixed-term contracts or in casual jobs are graduates (Table 2.4).

Table 2.4. Employment status by educational level and gender (per cent of employment status)

	All	Full-time	Part-time	Fixed-term	Casual	Self-employed
Degree or above						
Men	21.5	25.1	33.3	-	20.0	28
Women	20.5	29.9	18.7	40.0	55.5	33.3
Secondary or post secondary						
Men	35.6	37.1	26.7	66.6	60.0	34.0
Women	27.2	32.2	25.2	10.0	11.1	29.2
No or low qualifications						
Men	39.5	34.0	40.0	33.3	40.0	34.0
Women	48.5	35.1	51.8	50.0	33.3	37.5

Source: HWF Survey: UK, 2001

Unemployment rates and inactivity rates show a strong association with educational levels (Table 2.6 below). For both men and women high pro-

portions of the unemployed, retired, those looking after the family or unable to work through illness or disability have no or low qualifications.

Table 2.6. Unemployment and inactivity rates by educational level and gender (per cent of the unemployed and inactive)

	All	Unemployed	Retired	Looking after home	Illness/Disability
Degree or above					
Men	21.5	4.8	21.1	–	9.7
Women	20.5	13.0	13.8	16.1	5.6
Secondary or post secondary					
Men	35.6	23.8	31.6	25.0	19.4
Women	27.2	34.8	18.5	24.1	13.9
No or low qualifications					
Men	39.5	66.7	39.5	75	70.9
Women	48.5	43.5	63.1	57.5	75.0

Source: HWF Survey: UK, 2001

2.2. Main sources of income

Table 2.7 shows the most important sources of income for respondents' households in the past year. The vast majority of respondents receive their main income from paid work. Sixty one per cent of men and women state that the main source of household income comes from wages or salary, and for 12 per cent of men and 9 per cent of women it is from self-employment.

Table 2.7. Most important source of income of households in the past year by gender

Sources of income	Male	Female	Total
Wage or salary	61.0	60.9	61.0
Self employed earnings	11.8	6.0	8.4
Additional jobs	–	0.2	0.1
Pension	7.9	12.4	10.6
Unemployment benefit	3.4	1.8	2.4
Grant or scholarship	0.8	2.0	1.5
Other benefit	9.2	13.7	11.9
Investments, savings or rents	2.4	1.1	1.6
Profit from a business	0.8	0.2	0.4
Private transfers	0.5	0.4	0.4
Other sources	1.0	0.9	1.0
DK/NA	1.3	0.5	0.8

Source: HWF Survey: UK, 2001

Those who receive their main source of income from benefits comprise a quarter of the sample, one fifth of men and 28 per cent of women. This includes 11 per cent receiving income from a pension, 2 per cent from unemployment benefit and 12 per cent from other benefits. The same proportion as the national figure is in receipt of key benefits. That is, excluding pensions, 14 per cent of people of working age are in receipt of benefits (DSS 2000).

However, it is interesting that in response to a different question on all sources of income of respondents (a multi-response answer), 40 per cent of the sample receive some income from benefits (Table 2.8 Appendix 4). This includes 13 per cent who receive income from pensions, 4 per cent from unemployment benefits and one quarter from other benefits (with one third of women stating that they receive other benefits compared with 14 per cent of men). The latter would include child benefit which is a virtually universal benefit for mothers with dependent children (Table 2.9 Appendix 4).

2.3. Additional income earning activities

Table 2.11 shows respondents who have income from additional jobs. That is, 12.3 per cent of male respondents and 9.1 per cent of female respondents in the sample have two or more income earning activities. Over 80 per cent of those who have two income earning activities are in social groups 2-5 and 9. Over 70 per cent of those who have three activities are in groups 2-4. More men than women have two or more earning activities, as Table 2.11 suggests.

Table 2.11. Income earning activities by gender (per cent of sex)

Number of activities	Male	Female	Total
1	63.6	58.1	60.3
2	8.6	7.5	7.9
3	1.6	1.4	1.5
4	0.5	-	0.2
5 or more	1.6	0.2	0.7

Source: HWF Survey: UK, 2001

2.4. Patterns of voluntary work and unpaid work

Nineteen per cent of respondents have engaged in voluntary work on a monthly basis in the past year and fifteen per cent have carried out unpaid work for a friend or relative in the past year (Table 2.12). In both cases these proportions appear to be low.

With respect to respondents' partners, even less had engaged in voluntary or unpaid work and the same is the case for other members of the household. There is little difference here between male and female household members.

The social groups engaging most in voluntary work are groups 2 and 3 (Table 2.13). It is noticeable that only one person in group 8 (plant and machine operators and assemblers) had car-

ried out voluntary work. Groups 2, 3, 5 and 9 were more likely to have carried out unpaid work for a friend or relative. In group 8 again only 4 respondents had engaged in unpaid work.

Table 2.12. Voluntary and unpaid work in the past year by household members, per cent

Household members	Voluntary work	Unpaid work
Respondent	19	15
Partner	17	13
Parent	13	12
Children	13	6
Other household member	14	14

Source: HWF Survey: UK, 2001

Table 2.13. Voluntary and unpaid work of the respondents in the past year by social group (per cent of voluntary and unpaid work)

Work	1	2	3	4	5	6	7	8	9
Voluntary									
Number	20	23	26	17	18	-	7	1	10
%	15.6	18.0	20.3	13.3	14.1		5.5	0.8	7.8
Unpaid									1
Number	11	17	15	11	18	-	10	4	6
%	10.2	15.7	13.9	10.2	16.7		9.3	3.7	14.8

Source: HWF Survey: UK, 2001

Both male and female respondents who are working are more likely to have carried out some kind of voluntary work on a monthly basis than those

who are unemployed or not able to work through disablement or sickness (Table 2.14). However, men and women who are retired, and those

women looking after a family, are more likely to have carried out voluntary work. With respect to unpaid work, men who are employed full-time are more likely to have engaged in this than part-timers or all inactive men (the number of male

fixed-term contract workers is very low – only 3). This is not the case for full-time women workers, however, who along with those who are disabled or sick are the least likely to have carried out unpaid work in the past year.

Table 2.14. Voluntary and unpaid work of respondents in past 12 months by current economic situation and gender, per cent

Current economic situation	Voluntary work		Unpaid work	
	Male	Female	Male	Female
Employed full-time	16.3	18.4	17.2	9.2
Employed part-time	20.0	16.5	6.7	14.4
Fixed term contract	16.7	40.0	33.3	20.0
Unemployed	4.8	8.9	14.3	21.7
Disabled/sick	9.7	16.7	12.9	9.1
Looking after family	-	21.8	-	13.8
Retired	23.7	29.2	15.8	20.0

Source: HWF Survey: UK, 2001

2.5. Conclusion

There is a clear link between low or no educational qualifications and unemployment and economic inactivity. As discussed in the UK Literature Review and Context Report, inactive men are more likely than women to be unable to work due to sickness or disability, although more women are inactive and are looking after family or home. Flexible workers are to be found across all educational levels for both men and women. There is a clear distinction, however, between the level of qualifications of women in full-time work and those in part-time work. Twice as many women with a degree or higher qualification are in full-time employment compared to women with no or low educational qualifications.

The majority of respondents receive their main income from wages/salary (61 per cent) or

self-employment (12 per cent of men and 9 per cent of women respectively). Twelve per cent of male respondents and 9 per cent of female respondents have two or more income earning activities. Those who receive their main source of income from benefits comprise one fifth of the sample, one fifth of men and 28 per cent of women. The same proportion as the national figure is in receipt of benefits, that is, excluding pensions, 14 per cent of people of working age.

The proportion of respondents or members of their household who had engaged in unpaid work outside the home, either regular voluntary activity or unpaid work for a friend or relative, appeared to be quite low.

3. HOUSEHOLD ORGANISATION

In Chapter 3 we focus on household size and composition and consider the domestic division of

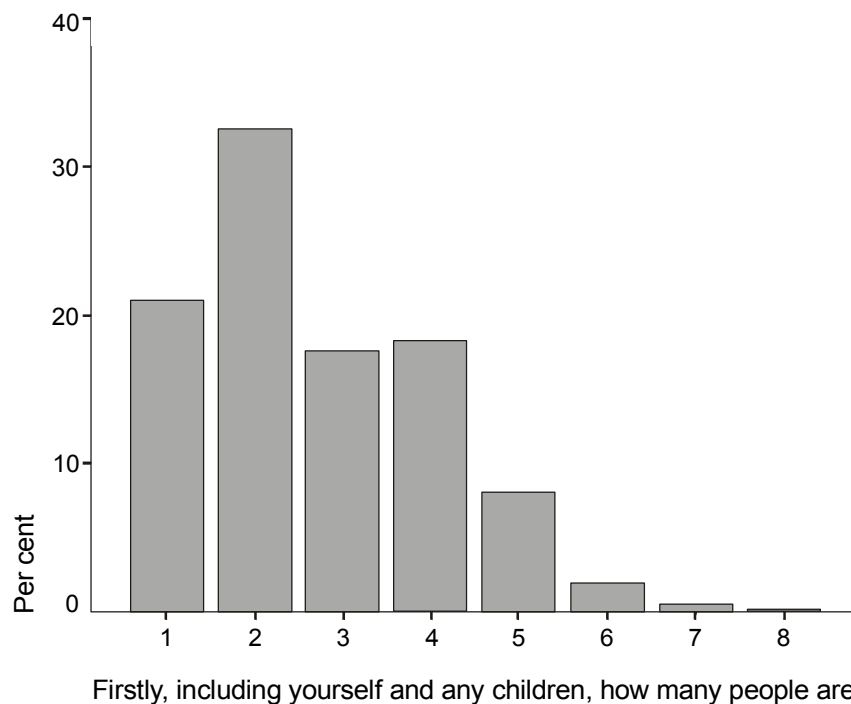
labour and patterns of decision making within the household.

3.1. Household size and composition

As shown in Fig. 3.1, nearly one-third of households in the UK sample are two-person households, of which 71 per cent are coupled households. It is followed by 21 per cent of one-person households, 18 per cent of four-person house-

holds, 18 per cent of three-person households, 0.8 per cent five-person households, and 2.4 per cent of households who have between 6 and 8 members.

Figure 3.1. Household size



Source: HWF Survey: UK, 2001

Table 3.1 shows households by family type compared with the national Census/LFS proportions. The two surveys are not quite comparable in that the Census/LFS contains all households in the UK whilst the HWF is working age population only. The LFS also covers Great Britain only in this table.

However, the family types in the HWF survey are very similar to the national proportions. That is the HWF sample contains 65 per cent one

family households, compared with 67 per cent in the LFS. The proportions of couples with children (28 per cent HWF and 29 per cent LFS) and without children (28 per cent HWF and 29 per cent LFS) are very similar in both surveys, as is the proportions of lone parents (9.3 per cent and 9 per cent respectively). The HWF survey appears to contain more multi-family households than the LFS (6.3 per cent and 1 per cent respectively).

Table 3.1. Households by family type: HWF survey and Census/LFS, per cent

	HWF survey (UK)	Census/LFS, (Great Britain), 2000
One person		
Under state pension age	21.1	29.0
Retired/Over state pension age	17.0	14.0
Two or more unrelated adults	4.1	15.0
One family households	2.9	3.0
Couple		
No children	28.0	29.0
1-2 dependent children	21.5	19.0
3 or more dependent children	6.5	4.0
Non-dependent children only		6.0
Lone parent		
Dependent children	9.3	
Non-dependent children only		6.0
Multi-family households		
	6.3	1.0
All households (=100%)(number)	945	23.9 m.

Source: HWF Survey: UK, 2001

3.2. Domestic roles

In households with children around three-quarters of female respondents state that they take daily care of the children, look after children when they are ill or take care of a sick friend or relative (Table 3.2). This contrasts with 14 per cent of male respondents who take daily care of children or care for an ill child, and one-quarter saying that they take care of a sick friend or relative. Men are also more likely to say that their partners carried out these caring tasks, compared to a very small proportion of women who state this.

Male respondents are also more likely to say that the caring tasks are shared. Overall, however, with respect to child care and looking after a sick friend or relative, about one-fifth of households could be said to be egalitarian, that is sharing equally, with 17 per cent of households sharing the care of an ill child. Men are also more likely than women to rely on their mothers or grandmothers for these caring tasks. Very few households paid for care, or relied on other household members or someone outside the house. If households with dependent children only are considered (Table 3.3 Appendix 5) then there is an even

greater gender gap in the domestic division of labour, except for routine maintenance and gardening. In particular, even smaller proportions of fathers take on responsibilities for caring and household tasks, and more fathers state that their partners carry out childcare and domestic chores.

As can be seen from 3.4 and 3.5 Appendix 5, the vast majority of women still carry out domestic chores. Nearly three quarters of female respondents said they carried out shopping and cleaning of the house and 83 per cent are responsible for the washing of laundry (Table 3.4 Appendix 5). Again female respondents are also less likely than male respondents to say that their partners took responsibility for household tasks or that they are shared equally. Around a fifth of households shared shopping, with 18 per cent and 11 per cent sharing cleaning and washing respectively. As in caring work, men appear more likely to rely on their mothers or grandmothers than female respondents. Very few said that they paid someone to do the household tasks. The highest was for cleaning where four per cent of female respondents gave this reply.

Table 3.2. Caring tasks in the household by gender, per cent

Who did?	Daily care of child/children		Care of sick child		Care of sick relative/friend	
	M	F	M	F	M	F
Respondent	14.0	73.3	14.7	79.0	24.3	72.2
Partner	46.8	6.0	51.1	0.4	25.4	2.4
Share equally	26.6	19.1	23.1	13.9	30.2	14.4
Mother/grandmother	5.6	1.9	5.6	4.5	11.1	3.8
Other relative	2.1	2.7	1.4	-	3.7	1.0
Paid	2.1	-	0.7	-	-	0.3
Other	2.8		2.1	1.5	2.1	4.8
Total – numbers and %	143	262	143	266	189	291

Source: HWF Survey: UK, 2001

Table 3.5 Appendix 5 shows the gendered division of other household chores. Sixty-nine per cent and 42 per cent of men participated in routine maintenance and gardening respectively as compared with only 36 per cent of women in each of the activities. However, cooking seems to be mainly female work, with 77 per cent of female respondents and 38 per cent of male respondents

doing it. Thirty four per cent of male respondents' partners but only six per cent of female respondents' partners do cooking. There are very few dependent on other relatives for paid work in cooking whereas a few of respondents paid for routine maintenance and repairs for the household with four per cent of male and seven per cent of female respectively.

3.3. Patterns of decision making in the household

Patterns of decision making within the household appear to be more equal than the division of household tasks, with little difference between male and female respondents (Table 3.6 Appendix 5). There are no great gender differences with only two exceptions, namely, women are more likely to decide when to have the first child and what school to attend. However, quite high proportions of partners (although slightly less female partners are involved in decisions on when to have first child, what school to attend, where to live, where and how to spend holiday and when major expenditures are undertaken. Interestingly there are quite a few who stated that their children decided on what school to attend as well as where and how to spend holiday, seven per cent and eight per cent respectively. There are some whose parents/in laws make decisions on who to marry (four per cent), where to live (four per cent) and when major expenditures are undertaken (five per cent). Very few have other members of

the household involved in decision making in general.

While Table 3.6 Appendix 5 does not show great gender differences in decision making, Table 3.7 clearly indicates the gender difference if household decision making is related to respondents' income. When the personal income is less than £780 a month, more women (over 30 per cent) than men (less than 15 per cent) took control of decision making in issues such as when to have first child, what occupation to choose, where to live, where to work and how money spent on major expenditures. In reverse, when the personal income is over £780 a month, there are more men (about 30 per cent) than women (less than 20 per cent) who had control in decision making with respect to occupation, work, place of living and major expenditures. The gender gap becomes larger as the personal income goes up to more than £2166 as shown in Table 3.8.

Table 3.7. Selected decision making according to respondent's income by gender (per cent of gender)

Income rates	Who decides									
	When to have first child		What occupation to choose		Where to live		Where to work		On Major expenditures	
	M	F	M	F	M	F	M	F	M	F
£216-£779	9.4	32.1	12.0	35.9	11.9	35.0	11.9	31.4	11.9	35.5
£780-£2165	20.9	19.9	31.4	18.8	27.7	17.2	29.3	18.6	29.3	17.8
£2166-£4165	6.3	1.2	7.9	2.8	7.3	3.0	7.6	2.8	8.4	2.8
£4166 and more	0.8	0.4	1.3	0.4	1.6	0.2	1.6	0.2	1.3	0.4

Source: HWF Survey: UK, 2001

3.4. Conclusion

Caring work and domestic tasks are still carried out predominantly by women, that is, around three-quarters of female respondents take responsibility for caring and most domestic tasks, with the exception of routine maintenance and gardening. Around one fifth of households could be said to be egalitarian, in that caring work and domestic tasks are shared equally. The gendered domestic division of labour was even more marked in those households with dependant children.

However, patterns of decision making within the household appear to be more equal, with little

difference between male and female respondents. Slightly less female partners than male partners are said to be involved in decision making in all areas of household decisions. Interestingly, though, the higher the respondent's personal income (and men are more likely to have higher personal incomes (see Chapter 5) the more likely it is that men take decisions with regard to occupation, work, place of living and major expenditure.

4. WORK/HOUSEHOLD RELATIONS

This Chapter discusses a number of features of the interrelationship between work and family life. In the first section, the integration of home and work is considered. Here we discuss the hours of work of other household members and households with more than two economic activities. The combination of different earner types within households,

that is, full-time, part-time or no earner, is also examined. Section two focuses on employment and childcare with particular reference to types of earner households with dependent children. Finally, section three examines issues of work/family conflict and agreements and disagreements about work and family arrangements.

4.1. Integration of home and work

Hours of work

The long working hours of male respondents was discussed in Chapter 1. If we now consider the working hours of other members of the household, Table 4.1 below shows that the partners of respondents work even longer hours. For example, 59 per cent of partners work more than 40

hours per week compared with 42 per cent of respondents. Other household members also work long hours with 60 per cent working more than 40 hours per week and 13 per cent more than 60 hours. This compares with 6.5 per cent of respondents working more than 60 hours per week. Working relatives and non-relatives in house-

holds tend to work these long hours. Those working short hours (less than 30) comprise only 15 per cent of working household members, including

half of grandparents and a third of grandchildren. This compares to 29 per cent of respondents.

Table 4.1. Working hours of household members (per cent of household members)

Household members	1-9	10-19	20-29	30-39	40-49	50-59	60-99	Total
Partner	1.9	6.1	6.4	26.9	37.1	10.1	11.5	100.0
Parent/in law	-	2.4	11.9	19.0	38.1	4.8	23.8	100.0
Children	2.6	7.8	6.1	25.1	36.4	10.8	11.3	100.0
Grand children	-	33.3	-	-	-	33.3	33.3	100.0
Brother/sister	-	4.8	9.5	14.3	33.3	9.5	28.6	100.0
Grand parent	-	50.0	-	50.0	-	-	-	100.0
Relative	-	-	-	-	66.7	-	33.3	100.0
Non-relative	5.9	-	-	29.4	29.4	11.8	23.5	100.0
Total	2.0	6.5	6.5	25.4	36.5	10.0	13.1	100.0

Source: HWF Survey: UK, 2001

It can be suggested that the long working hours of partners are related to the higher proportion of women in the sample. Although many female respondents work short hours (44 per cent of working women work less than 30 hours per week) or do not work at all (one third of the sample), it would appear that this complements, and indeed enables, their partners' long working hours (see also 4.2 below).

Number of economic activities

Some households exhibit even higher levels of work activity. Five per cent of women in the sample and 7 per cent of men have two or more economic activities. Table 4.2 shows the working

hours of other members of the household for those who have two or more activities. For women with two economic activities, 70 per cent of other household members work more than 40 hours per week and for those women with three activities, all household members work 40 hours or more! However, less than half of the total respondents who have more than two activities have dependent children (Table 4.3 below). It also appears that all men with dependent children who have more than two activities have other household members working less than 40 hours a week. The reverse is the case with women with dependent children who have more than two activities.

Table 4.2. Number of activities of respondents and working hours of household members by gender (per cent of activities by gender)

Hours/wk for HH members	Activity 2		Activity 3		Activity 5 or more	
	M	F	M	F	M	F
1-29	20.0	4.2	66.7	-	-	-
30-39	35.0	25.0	-	-	100.0	-
40-49	25.0	41.7	33.3	40.0	-	-
50-59	5.0	8.3	-	40.0	-	-
60-99	15.0	20.8	-	20.0	-	-
Total	100.0	100.0	100.0	100.0	100.0	-

Source: HWF Survey: UK, 2001

Table 4.3. Number of activities of respondents with dependent children and working hours of household members by gender (per cent of activities by gender)

Hours/wk for HH members	Activity 2		Activity 3		Activity 5 or more	
	M	F	M	F	M	F
1-29	5.0	4.2	33.3	–	–	–
30-39	25.0	12.5	–	–	–	–
40-49	5.0	12.5	–	–	–	–
50-59	5.0	20.8	–	20.0	–	–
60-99	–	12.5	–	–	–	–
Total	40.0	54.2	33.3	40.0	–	–

Source: HWF Survey: UK, 2001

Household earner types

Table 4.4 shows how coupled households put together a range of employment patterns according to earner types. That is, a full-time worker = 1, a part-time worker = 0.5 and no earner = 0. It can be seen that the traditional family with one full-time worker and no earner partner (1+0 and 0+1) constitutes 12 per cent of the sample. Combinations of full-time and part-time workers represent 13 per cent of the sample. Here it is interesting that

in households with one full-time respondent and one part-time partner (1+0.5), the vast majority of respondents are male (only 3 female respondents). Conversely in households with part-time respondents and a full-time partner (0.5+1), the vast majority of respondents are female (only 2 male respondents). Households with two full-time working partners (1+1) constitute the largest group with 16 per cent of households. Of these 38 per cent have dependent children.

Table 4.4. Earner types of families in coupled households by gender, per cent

Types of families		Male	Female	Total
2 full-time 1 +1	without children	4.8	5.1	9.9
	with children	2.5	3.6	6.1
	Total	7.3	8.7	16.0
Full-time/Part-time 1+0.5	without children	1.1	0.2	1.3
	with children	2.9	0.1	3.0
	Total	4.0	0.3	4.3
Part-time/full-time 0.5+1	without children	0.2	3.3	3.5
	with children	–	5.5	5.5
	Total	0.2	8.8	9.0
Full-time/no earner 1+0	without children			
	with children			
	Total	4.6	2.0	6.6
No earner/full-time 0+1	without children			
	with children			
	Total	2.3	7.5	5.4
No earners 0+0	Without children	6.0	6.2	6.1
	With children	2.4	1.4	1.8
	Total	8.4	7.6	7.9

Source: HWF Survey: UK, 2001

No earner coupled households (0+0) make up 8 per cent of the sample, nearly one quarter of whom have dependent children (Table 4.4). However, if we also include other types of households who are not working, that is single person households and single parent households, then a total of 22 per cent of the sample are 'work poor' households (Table 4.5). This is a rather higher proportion of working age household than in the national statistics, which was 17 per cent in 1999 (see the UK Literature Review and Context Report).

Single mothers make up 85 per cent of single parent households, and nearly half are not working (see also UK Literature Review). With respect to single person households, there is a high rate of unemployment at 8 per cent, and just over one third are either retired or cannot work due to illness (with little difference between men and women).

4.2. Employment and childcare arrangements

If we consider types of earner households and childcare arrangements the evidence suggests that the UK working-time regime spills over into the home. Table 4.6 below shows that those who work in the traditional family, that is one full-time earner and one partner not working (1+0 and 0+1), the working partner is less likely to take daily care of children. There is a very low proportion who share tasks equally in (0+1) households. However, if we consider households with one full-timer and one part-timer (1+0.5 and 0.5+1), the full-time working person is even less likely to take daily of children, with none of those in 1+0.5 households (predominantly male full-time workers) and 2 per cent in 0.5+1 households (predominantly female part-time workers). Between 27 per

Table 4.5. Numbers and per cent of no-earner (work-poor) households in the sample

	Number of respondents	% of no-earner households
Single person households	87	42.4
Single parent households	43	21.0
No-earner couple households	75	36.6
Total	205	100.0

Source: HWF Survey: UK, 2001

Flexible patterns of employment (part-time and fixed contract work) are more prevalent amongst larger sized households (see table 4.6 Appendix 6). This suggests that flexible working requires other income sources within the household (see Chapter 5).

cent and 32 per cent of households do, though, share childcare.

However, in households with two full-time workers, 40 per cent share childcare equally and responsibility between the respondent and partner is more evenly split. Some, although few, pay for childcare or rely on other people.

The differences between full-time on the one hand, and full-time/part-time households on the other, stands out even more clearly when caring for a sick child (Table 4.6). Full-time couples still share more equally than other households do, and even less respondents/partners of those working part-time take this responsibility. Greater use is made of mothers or grandmothers, although the proportions are low.

Table 4.6. Childcare in different earner types of households with dependent children (per cent)

Household earner types	Respondent	Partner	Mother/ grandmother	Shared equally	Pay	Other	Total
Childcare							
1+1	32.8	22.4	–	39.7	1.7	3.4	100.0
1+0.5	–	67.9	–	32.1	–	–	100.0
*0.5+1	71.2	1.9	–	26.9	–	–	100.0
1+0	17.9	50.0	–	28.5	–	3.6	100.0
0+1	85.7	3.6	–	10.7	–	–	100.0
Multiple earners	41.7	23.9	–	32.5	0.6	1.2	100.0
Care of sick child							
1+1	32.8	24.1	3.4	37.9	–	1.7	100.0
1+0.5	–	75.0	–	25.0	–	–	100.0
*0.5+1	78.8	–	1.9	19.2	–	0.6	100.0
1+0	14.3	57.1	–	28.6	–	–	100.0
0+1	89.3	3.6	–	3.6	–	3.6	100.0

Note: *All part time respondents in 0.5+1 households with dependent children are female.

Source: HWF Survey: UK, 2001

It would seem then that patterns of caring in full-time/part-time households are more like those of the traditional family model than they are of patterns in two full-time worker households. These findings support the discussion in the UK Literature Review that part-time working for women in the UK does little to challenge the gender division of labour within the home and leaves caring responsibilities largely unchanged. However, there does appear to be a greater shift to more egalitarian

family lives for those couples who both work full-time and have dependent children. Around 40 per cent of two full-time earner households share childcare and care of a sick child, compared with one fifth and 17 per cent respectively for the whole sample of households with children (see Chapter 3). In part this may also be related to higher levels of education for full-time women workers (see the discussion in Chapter 2).

4.3. Perceptions of family/work arrangements

With regard to work/family relations, the majority of respondents in the sample as a whole had not experienced the issues listed in Table 4.7 Appendix 6 in the last three months. However more men than women stated that they always, often or sometimes feel work makes it difficult to do household tasks (39 per cent and 29 per cent respectively) or to fulfil family responsibilities (one quarter of men and 21 per cent of women). More men take work from employment home to finish and again more men than women think that fa-

mily responsibilities prevented them from working adequately (Table 4.7 Appendix 6). On the other hand, slightly more women than men chose DK/NA in considering work/family conflicts, which may suggest greater ambivalence and dilemmas among women in combining work and family.

Although over half of respondents in the sample as a whole had not experienced the work/family conflicts discussed above, when working households with dependent children are

examined a different picture emerges. Table 4.8 below illustrates that much higher proportions of earner households with dependent children experience work/family conflict than in the sample as a whole. Surprisingly, the exception is the group of single mothers. Here the proportion of single mothers who experience work/family conflict is either similar to or less than that of women from all households. One possible explanation might be lack of husband/partner constraints.

The attitude of full-time female workers with a part-time partner (1+0.5) is interesting as 100 per cent agree with the first three statements on family/work conflict. This suggests that they receive little help in the home and really do have the double burden of a full-time paid job and continuation of caring and domestic responsibilities at home. This is much less of a problem for male full-time workers with a female part-time partner (Table 4.8).

The experience of family/work conflict by those from two full-time earner households with dependent children is relatively lower than other

households with children, although they remain much higher than all households. One possible explanation is that caring and domestic tasks are more equally shared between partners, for, as we have seen above (section 4.2), there is a higher proportion of egalitarian families in this group. On the other hand, high proportions of male full-time respondents with a partner who does not work (the male breadwinner model) indicate quite high levels of work/family conflict, in that work makes it difficult for them to do household tasks or fulfil family responsibilities. Presumably, these domestic and caring tasks are carried out by their female partners.

There are fewer women from working households with children who take work from employment home to finish, compared with women from all households. However, many more men from 1+0.5 (41 per cent) and 1+0 (55 per cent) households have this experience. There are no women from 1+0.5 and 1+0 households who prefer to spend more time at work than at home.

Table 4.8. Perceptions of work/family relations by earner types of households with dependent children (per cent of gender in earner types of households)

Had the experience	Work makes it difficult to do household tasks		Work makes it difficult to fulfil family responsibilities		Family responsibilities prevented from working adequately		Take work from employment home to finish		Preferred to spend more time at work than at home	
	M	F	M	F	M	F	M	F	M	F
HH types										
All	38.7	28.7	25.5	20.6	14.9	11.0	16.8	14.8	6.0	5.8
1+1	58.3	55.8	37.5	44.1	25.0	14.7	8.4	14.7	4.2	2.9
1+0.5	59.2	100.0	48.1	100.0	29.6	100.0	40.7	-	11.1	-
*0.5+1	-	46.1	-	38.4	-	13.5	-	9.6	-	7.6
1+0	75.0	50.1	55.0	50.0	25.0	-	55.0	12.5	-	-
Single parent	40.0	24.4	46.7	23.2	26.7	19.6	-	11.0	6.7	4.8

Note: *All part time respondents in 0.5+1 households with dependent children are female.

Source: HWF Survey: UK, 2001

There are also age differences in respondents' experiences of work and family relations (Table 4.9 Appendix 6). The majority of those over 51 had not experienced difficulties between work and

family in the last three months. The larger proportions of those who sometimes or often experienced conflicts are among respondents aged 21 and 50. The large majority (81 per cent) of those

between 18 and 20 did not take work from employment home to finish. However, more respondents in this age group than in other ages preferred to spend more time at work than at home, which is illustrated in Table 4.10 Appendix 6.

With regard to social groups, fewer respondents in the groups 1-3 stated that they had no experience of these problems in the last three months. Unsurprisingly, more in these three groups sometimes, often and always feel conflicts between work and family as compared with other social groups. Those who always take work home to finish are exclusively from these three groups as suggested in Table 4.11 Appendix 6. However among those whose family responsibilities sometimes prevented them from working adequately there is a similar proportion from groups 4, 5, 7, 8 and 9, in which more flexible working patterns are involved (Table 4.12 Appendix 6).

In relation to perceptions of family and work arrangements, about half of respondents state that they always agree with other household members on issues such as household finances, household tasks, time spent together and time spent at work (Table 4.13 Appendix 6). Very few, less than 3.5 per cent said they always disagree about these arrangements. There is a slight gender difference in perceptions, in that more females than male respondents express disagreement. Household tasks seem to generate the most disagreement, with 19 per cent of men and one quarter of women stating that they always or sometimes disagreed. This is followed by time spent together.

However, if perceptions of family and work arrangements are considered by household earner types, there is much less propensity to agree in those households where women are working full-time but their partner does not work or works part-time. This is most marked for inactive male

respondents with a full-time working partner (0+1) (Table 4.14 below). Here around 12-14 per cent state that they always agree on household finances, household tasks and time spent together compared to one half or more of all male respondents. Only 6 per cent of inactive men with a full-time partner say they always agree on time spent at work compared to 46 per cent of all men in households.

Female full-time workers with a partner who does not work (1+0) or who works part-time (1+0.5) also show much less propensity to agree (Table 4.14 below). For example, in relation to household tasks, only one fifth of women full-time workers with a non-working partner (1+0) always agree, compared to just half of all households. Similarly, only one third of full-time women workers with a part-time partner (1+0.5) always agree about household finances, time spent together and time spent at work. This compares with 60 per cent, 53 per cent and 44 per cent respectively for all female respondents. This suggests that family life is more conflictual in households where there is a role reversal, that is, when women are working full-time but their partners are either not working or are working part-time.

Respondents in older age groups seem to have higher degrees of agreement on family/work arrangements within the households (Table 4.15 Appendix 6). The majority of those between 51 and 65 always agree on these arrangements except upon the issue of time spent at work, with only 30 per cent who always agree. On the other hand, younger respondents (18 and 30) are more likely to state that they neither agree nor disagree, and a higher percentage of those aged 18 and 20 always disagree about arrangements for household finance and household tasks.

Table 4.14. Perceptions of family/work arrangements in earner types of households by gender (per cent of gender)

Household types	Household finances		Household tasks		Time spent together		Time spent at work	
	M	F	M	F	M	F	M	F
1+1								
Always disagree	–	–	2.9	3.7	–	1.2	1.4	2.4
Always agree	66.7	65.9	47.8	41.5	47.8	48.8	56.5	52.4
1+0.5								
Always disagree	–	–	–	–	–	–	–	–
Always agree	55.3	33.3	50.0	–	60.5	33.3	47.4	33.3
0.5+1								
Always disagree	–	3.6	50.0	4.8	–	–	–	1.2
Always agree	50.0	57.8	–	38.6	50.0	47.0	50.0	47.0
1+0								
Always disagree	–	–	2.3	5.3	–	–	2.3	–
Always agree	58.1	57.9	39.5	21.1	46.5	31.6	48.8	47.4
0+1								
Always disagree	–	2.0	–	5.9	–	2.0	–	2.0
Always agree	13.7	52.9	11.8	43.1	11.8	51.0	5.9	47.1

Source: HWF Survey: UK, 2001

4.4. Conclusion

Whilst male respondents have been shown to work long hours (Chapter 1), this Chapter has presented evidence to show that even higher proportions of partners and other household members work long hours. It is suggested that the long working hours of partners are related to the higher proportion of women in the sample. Although many female respondents work short hours (44 per cent of working women worked less than 30 hours per week) or do not work at all (one third of the sample), it would appear that this complements, and indeed enables, their partners' long working hours.

A small minority of households exhibited high levels of work activity, in that respondents have more than one economic activity, together with long working hours of other household members. This was more the case for women than men.

With respect to employment patterns and child care, the evidence also suggests that the UK working-time regime spills over into the home for

those working households with dependent children. Women respondents or partners who were working part-time are far more likely to take daily care of children or care for a sick child than their full-time partners. Childcare is also less likely to be shared. Conversely, in two full-time households childcare is more evenly divided between household members. These findings support the discussion in the UK Literature Review that part-time working for women in the UK does little to challenge the gender division of labour within the home and leaves caring responsibilities largely unchanged. However, there does appear to be a greater shift to more egalitarian family lives for those couples who both work full-time and have dependent children. Very few rely on paid childcare or their mothers or grandmothers

Much higher proportions of working households with dependent children experience work/family conflict than in the sample as a whole. The exception is the group of single moth-

ers and here it is suggested that one possible explanation might be lack of husband/partner constraints. On the other hand, female full-time workers with a part-time partner show the highest levels of work family conflict. The experience of family/work conflict of those in two full-time earner households with dependent children is relatively lower than other households with children. One possible explanation is that caring and domestic tasks are more equally shared between

partners, for, as we have seen above, there is a higher proportion of egalitarian families in this group.

With respect to agreements or disagreements on work and family arrangements, family life is more conflictual in households where there is a role reversal, that is, when women are working full-time but their partners are either not working or are working part-time.

5. ADDITIONAL INFORMATION

This Chapter looks at the personal and household income of respondents. It also considers respondents' standard of living in relation to housing

conditions and consumer durables and discusses levels of dissatisfaction and satisfaction with their way of living and economic situation.

5.1. Personal and Household income

Table 5.1 shows the personal income of respondents. While nearly one quarter gave refused/DK as the answer, the Table stills indicates the high proportion of women with a low personal income, 45 per cent compared to one fifth of men. What is striking, however, are the differences in personal

income between full-time and part-time workers. As Table 5.2 shows nearly 60 per cent of female part-time workers receive a low personal income compared to 19 per cent of full-time working women. Part-time male workers also do not fare very well.

Table 5.1. Personal income by gender, per cent

	Male	Female	Total
Low income: less than £780	21.8	45.3	35.7
Mid-low income: £780-£2165	40.9	25.9	32.0
Mid-high income: £2166-4165	12.0	4.3	7.4
High income: more than £4165	1.6	0.7	1.0
Refused/DK	23.8	23.8	23.8

Source: HWF Survey: UK, 2001

Table 5.3 shows household income by gender, and here we can see how combinations of income sources reduce the proportions in receipt of low income considerably. Households with female respondents in receipt of low incomes falls to 17

per cent (compared to 45 per cent of females with low personal incomes). The total proportion of households in the low-income group is reduced to 13 per cent (compared to 36 per cent in receipt of low personal incomes).

Table 5.2. Personal income of those employed full-time and part-time by gender, per cent

	Male	Female
Full-time employed		
Low income: less than £780	8.8	19.0
Mid-low income: £780-£2165	51.6	51.7
Mid-high income: £2166-4165	15.3	9.8
High income: More than £4165	0.9	1.2
Refused/DK	42.3	18.4
Part-time employed		
Low income: less than £780	46.7	57.6
Mid-low income: £780-£2165	46.7	20.1
Mid-high income: £2166-4165	–	4.3
High income: More than £4165	–	–
Refused/DK	6.7	18.0

Source: HWF Survey: UK, 2001

Table 5.3. Household income by gender, per cent

	Male	Female	Total
Low income: less than £780	6.9	16.9	13.1
Mid-low income: £780-£2165	25.1	29.9	28.0
Mid-high income: £2166-4165	25.8	17.2	20.5
High income: more than £4165	9.4	7.0	7.7
Refused/DK	33.4	29.0	30.7

Source: HWF Survey: UK, 2001

In examining the relationship between household income and income sources, virtually all the households with a monthly high income claimed salary or self-employed earnings as their main income source. However, the majority of benefit-recipient households have incomes in the low and mid-low ranges, with a few exceptions of households living on pensions and other benefits (Table 5.4 Appendix 7).

As we have seen in Chapter 4, no earner households (0+0) comprise 8 per cent of the sample. Those from 0+0 households were mainly stu-

dents, unemployed, retired, ill or disabled and people looking after family or home, as shown in Table 5.5 Appendix 7. Among these 0+0 households half of them have a monthly household income less than £2165. Only 9.3 per cent have an income over £2166, though the refusal and DK rate is very high, as Table 5.6 suggests. The majority of no earner households (72 per cent) claimed to receive benefits, including pension, unemployment benefit and other benefits, with 27 per cent having other income sources.

Table 5.6. Monthly income and income sources in no earner households, per cent

Income values	Low income Under £780	Mid-low income £780-£2165	Mid-high income £2166-£4165	High income Over £4166	Refused / DK	Total
	28.0	22.7	5.4	3.9	40.0	100.0
Income sources	Pension	Unempl. benefit	Other benefits	Other sources	DK	Total
	45.3	4.0	22.7	26.7	1.3	100.0

Source: HWF Survey: UK, 2001

5.2. Standard of living

Housing conditions and tenure

The majority of respondents, just over two-thirds, own their property (either outright or mortgaged) and just over one quarter of both men and women pay rent (Table 5. 7). Around 80 per cent households in social groups 1, 2, 3, 4 and 7 own or buy their housing properties on mortgage, as Table 5.8 Appendix 7 suggests. Those who rent the accommodation are mainly from groups 3, 5, 6, 8 and 9.

Table 5. 9 shows that of those who rent 53 per cent of men but 67 per cent of women are in social housing (local authority and housing association). Very few rent from an employer. It is interesting that one fifth of men who rent live with relatives

or friends compared with 6 per cent of women. Just over one fifth rent privately.

Table 5.10 Appendix 7 shows that the over majority of households (80 per cent) in the UK sample live in terraced, semi-detached or detached houses. There are quite a few living in flats, especially for one and two-person households, 30 per cent and 20 per cent respectively. Again the over majority of households, over 80 per cent, have three to six rooms, as shown in Table 5.11 Appendix 7. Those who have more than ten rooms in their dwelling are all two to five-person households.

Table 5.7. Housing tenure by gender, per cent

	Male	Female
Own house outright	20.4	24.2
Pay mortgage	48.4	43.5
Rent	27.0	29.0
Rent free	3.4	1.8
Other	0.8	1.6
Total	100	100

Source: HWF Survey: UK, 2001

Standard of living

Table 5.12 Shows household consumer goods by social class. The vast majority of households have a car, mobile phone. Telephone, colour TV, freezer and washing machine. Social groups 1 to 3, and especially group 2, are more likely to have a second dwelling. What is interesting however, is the high proportion of social groups 1 to 3 who have a

Table 5.9. Type of landlord of those who rent by gender, per cent

	Male	Female
Local authority	42.0	52.5
Housing association	10.9	14.4
Relative/friend	20.2	6.1
Employer	0.8	1.7
Private	21.8	23.2
Other	4.2	2.2

Source: HWF Survey: UK, 2001

computer and are connected to the internet, over 59 per cent in each group. Whilst quite a high proportion of other social groups have computers, far fewer are connected to the internet. Overall, though the Table 5.12 indicates quite a high penetration of computer and internet use in the UK.

Respondents were asked how satisfied they were with the way they lived and with the eco-

conomic situation of their household. Table 5.13 shows the proportion of respondents who answered in a negative or pessimistic manner. Quite a high proportion, one quarter of respondents, think that their economic situation has deteriorated in the past five years and around one fifth is not satisfied with their economic situation. Nevertheless, 90 per cent or more of the sample are not dissatisfied with the way they live and are optimistic for the future.

Table 5.13. Shares of respondents who are very or somewhat dissatisfied with their economic situation, per cent

Very or somewhat dissatisfied	Male	Female
The way you live	10.5	10.5
Economic situation of the household	17.8	19.9
Economic situation of the household has deteriorated in past 5 years	25.7	22.9
Economic situation of the household will deteriorate in next year	6.3	7.6

Source: HWF Survey: UK, 2001

Tables 5.14 to 5.17 show answers to these questions by earner types of couple households. As can be seen from Table 5.14 it is men from non-earner households (0+0) (9 per cent) or (0+1)

households (22 per cent) who were the most dissatisfied with their way of living compared to men from other households. Women from (0+1) households were also more likely to be dissatisfied (10 per cent). With respect to the economic situation of the household, it is men from the same households (0+0) and (0+1) who express the most dissatisfaction with their economic standard of living, over one third in each group (compared to 18 per cent of the sample).

As Table 5.16 shows over three quarters of men from (0+1) households and 47 per cent of men from (0+0) households state that the economic situation has clearly or somewhat deteriorated in the past five years (compared to one quarter of the sample). This would suggest the loss of their earning power in that period. Two-thirds of full-time women workers with a part-time partner (1+0.5) also say that their economic situation has deteriorated, indicating too the loss of full-time earning power of their partner. Nine per cent of men in (0+0) households and 11 per cent in (0+1 and 1+0) think that their economic situation will deteriorate in the next year (Table 5.17).

5.14. Degrees of satisfaction with the way of living (per cent of sex within the household earner types)

Household Earner types	Very dissatisfied		Somewhat dissatisfied		Neither satisfied nor dissatisfied		Somewhat satisfied		Very satisfied	
	M	F	M	F	M	F	M	F	M	F
1+1	-	-	4.3	2.4	-	7.3	40.6	43.9	55.1	46.3
1+0.5	-	-	5.3	-	2.6	-	36.8	66.7	55.3	33.3
0.5+1	-	-	-	6.0	-	3.6	100.0	43.4	-	47.0
1+0	-	-	4.7	5.3	2.3	-	39.5	42.1	51.2	52.6
0+1	-	2.4	22.2	9.5	-	4.8	33.3	35.7	44.4	47.6
0+0	3.1	2.3	6.3	4.7	6.3	4.7	37.5	20.9	46.9	67.4
Multiple earner	-	-	5.1	6.1	1.3	4.6	41.8	42.7	51.9	46.6

Source: HWF Survey: UK, 2001

5.15. Degrees of satisfaction with the economic situation of the household (per cent of gender within the household earner types)

Household Earner types	Very dissatisfied		Somewhat dissatisfied		Neither satisfied nor dissatisfied		Somewhat satisfied		Very satisfied	
	M	F	M	F	M	F	M	F	M	F
1+1	1.4	–	8.7	8.5	13.0	6.1	49.3	45.1	27.5	40.2
1+0.5	–	–	13.2	–	15.8	–	47.4	100.0	23.7	–
0.5+1	–	1.2	–	9.6	–	10.8	100.0	42.2	–	36.1
1+0	–	–	11.6	10.5	9.3	5.3	46.5	47.4	32.6	36.8
0+1	–	4.8	33.3	9.5	11.1	9.5	33.3	38.1	22.2	38.1
0+0	6.3	4.7	28.1	9.3	3.1	9.3	37.5	30.2	25.0	46.5
Multiple earner	–	0.8	10.1	7.6	11.4	9.2	53.2	46.6	25.3	35.9

Source: HWF Survey: UK, 2001

5.16. Perceptions of household economic situation as compared with that of five years ago (per cent of gender within the household earner types)

Household Earner types	Clearly deteriorated		Somewhat deteriorated		Stayed the same		Somewhat improved		Clearly improved	
	M	F	M	F	M	F	M	F	M	F
1+1	2.9	–	17.4	8.5	14.5	18.3	30.4	32.9	34.8	39.0
1+0.5	10.5	–	10.5	66.7	21.1	–	28.9	33.3	23.7	–
0.5+1	50.0	–	–	9.6	–	21.7	50.0	25.3	–	37.3
1+0	4.7	5.3	16.3	10.5	16.3	10.5	41.9	31.6	18.6	42.1
0+1	44.4	7.1	33.3	14.3	11.1	35.7	11.1	16.7	–	26.2
0+0	15.6	11.6	31.3	16.3	37.5	51.2	12.5	9.3	3.1	11.6
Multiple earner	5.1	–	15.2	9.9	17.7	19.8	32.9	30.5	27.8	36.6

Source: HWF Survey: UK, 2001

5.17. Perceptions of household economic situation in the next year (per cent of gender within the household earner types)

Household Earner types	Clearly deteriorated		Somewhat deteriorated		Stayed the same		Somewhat improved		Clearly improved	
	M	F	M	F	M	F	M	F	M	F
1+1	–	–	2.9	8.5	42.0	42.7	36.2	37.8	14.5	8.5
1+0.5	–	–	5.3	–	55.3	33.3	31.6	66.7	7.9	–
0.5+1	–	–	–	1.2	100.0	49.4	–	24.1	–	14.5
1+0	–	–	11.6	–	48.8	52.6	25.6	36.8	11.6	10.5
0+1	–	2.4	11.1	2.4	44.4	50.0	33.3	28.6	–	14.3
0+0	3.1	–	6.3	4.7	59.4	67.4	12.5	23.3	3.1	2.3
Multiple earner	–	–	2.5	3.8	51.9	46.6	31.6	29.0	12.7	14.5

Source: HWF Survey: UK, 2001

5.3. Conclusion

A high proportion of women respondents receive a low personal income, 45 per cent compared to one fifth of men. A high proportion of women working part-time, nearly 60 per cent, receive a low personal income compared to 19 of full-time women workers.

The most dissatisfied with their way of living and economic situation are those men in couple households who are not working and for women it is those who work full-time and have a part-time partner.

NOTES

1. Unemployment rate = unemployment as a share of the labour force (employed and unemployed).

ANNEX

I. Profile of the sample

The survey in the UK started on 19 February 2001 and was completed on 8 May 2001. 1600 households were sampled resulting in 945 face to face interviews. The interviews were conducted using CAPI (computer assisted personal interview). All regions of the UK were included in the sample.

Table 0.1 shows the regional distribution of respondents together with the Labour Force Survey (LFS) estimates of the regional distribution of working age population in Spring 2000. It should be noted that the definition of working age in the LFS differs from that used in the HWF survey.

Table 0.1. Regional distribution of respondents and LFS working age population *)

Region	% of Respondents	LFS Spring 2000 ¹
England		
North	7.9	4.3
North West	8.7	11.5
Yorkshire & Humberside	9.0	8.5
East Midlands	8.9	7.1
West Midlands	7.2	8.9
East Anglia	3.2	9.1
South East	17.4	13.5
Greater London	13.5	12.7
South West	5.0	8.0
England total	80.7	83.7
Wales	3.8	4.8
Scotland	14.2	8.7
Northern Ireland	1.3	2.8
Total	100.0	100.0

Note: * Men aged 16-64 and women aged 16-59

Source: HWF Survey: UK, 2001 and Office for National Statistics

Gender and Age profile

Among the 945 respondents, 563 (59.6 per cent) are female while 382 (40.4 per cent) are male. The age range is between 18 and 65, and the mean is 41.7. The age distribution is shown in Table 0.2. With the exception of those under 20 years or over 60, around one-fifth to a quarter of respondents are in each age group.

Table 0.2. Age groups of the respondents, per cent

Age group	Male	Female	Total
18 – 20	4.7	4.3	4.4
21 – 30	21.3	17.7	19.0
31 – 40	24.1	27.5	26.0
41 – 50	21.0	21.6	21.3
51 – 60	21.5	18.9	19.9
61 – 65	7.3	10.0	8.9
Refused			0.4
Total	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Ethnicity profile

Sixty-six respondents (7 per cent) are from ethnic minority groups, as shown in Table 0.3. The proportions are in line with the national population, 6.3 per cent of the UK population are from ethnic minorities (ethnic working age population not yet obtained). Over half (56 per cent) of those from ethnic groups live in the Greater London area.

Table 0.3. Ethnicity

Ethnicity	Number	%
Black-Caribbean	14	1.5
Black-African	7	0.7
Indian	17	1.8
Pakistan	10	1.1
Bangladesh	2	0.2
Chinese	2	0.2
Asian Other	2	0.2
Other groups	11	1.2
White	879	93.0
DK	1	0.1
Total	945	100.0

Source: HWF Survey: UK, 2001

Educational profile

A higher proportion of men and women in the sample have postgraduate qualifications than in the LFS estimate, although there are less in the sample with degree level qualification compared to the LFS data. At the other end of the spectrum, however, a higher proportion of respondents have no qualifications than the LFS figure. In line with national trends women are more likely to have no qualifications. However, it is noticeable that one half of women in the sample have qualifications at ISCED level 2 or below, compared with 42 per cent in the LFS. As at the national level too, those holding educational qualifications declines with age.

Table 0.4. Highest qualification of respondents, per cent

Qualification	Males	Females	Total
ISCED 0/1 no qualifications	20.4	24.5	22.9
ISCED 2	19.1	24.0	22.1
ISCED 3	17.8	16.0	16.7
ISCED 4	17.8	11.2	13.9
ISCED 5	14.4	16.2	15.4
ISCED 6	7.1	4.3	5.4
Other	3.4	3.0	3.2
DK		0.7	0.4
Total	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Table 0.5. Highest qualifications held by those of working age in Labour Force Survey, per cent

Highest qualification	Male	Female
ISCED1. No qualifications	14	19
ISCED 2. Other qualifications	17	23
ISCED 3. GCSE grades A to C or equiv.	22	22
ISCED 4. A level or equivalent	23	14
ISCED 5. Degree	20	19
ISCED 6. post grad. degree or equiv.	5	3
Total	100	100

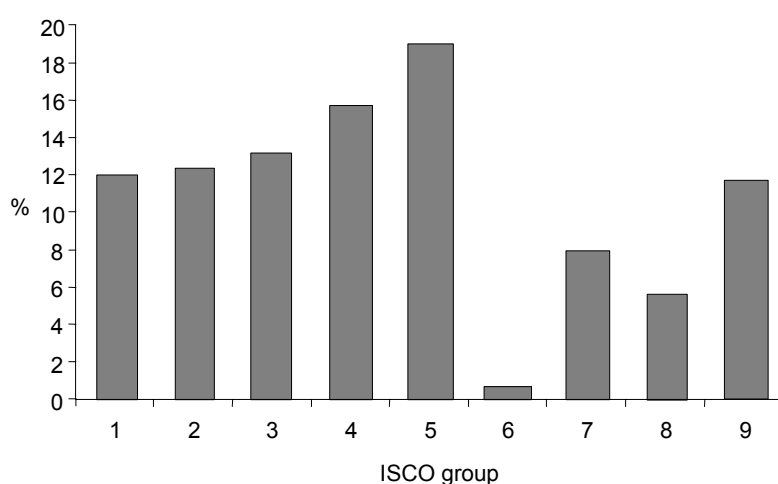
Source: Labour Force Survey 2000.

Profile of ISCO social groups

Figure 0.1 shows the proportion of working respondents in each ISCO group. The highest proportion, nearly one fifth, are in group 5, that is service workers, shop and market sales workers, followed by group 4, clerk and secretarial workers. However, there are very few from group 6, agricultural and fishery workers, only 5. Figure

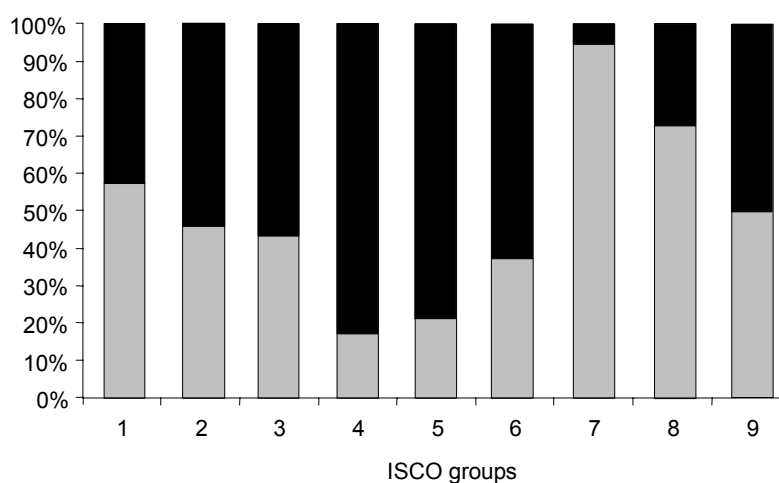
0.2 shows the gender composition of the social groups and the high concentration of men and women in certain social groups. Groups 4 and 5 are predominantly female and group 7 contains over 90 per cent of male workers. These social groups reflect the high gender occupational segregation in the UK.

Figure 0.1. Per cent of working respondents in each ISCO group



Source: HWF Survey: UK, 2001

Figure 0.2. ISCO groups by gender



Source: HWF Survey: UK, 2001

II. Technical report

This report provides an account of the research methods employed in the survey and an analysis of response rates.

Sample design

The main requirement of the sample design was that it should provide an achieved nationally representative sample of 1,000 adults aged 18-65 in the UK, using a random or stratified method.

Sampling frame

The sampling frame used for the survey was the small-user postcode address file (PAF), which has emerged in recent years as the most widely used sampling frame for general population surveys of this kind.

Stratification and selection of primary sampling units

It was decided to use postcode sectors as primary sampling units and to select a total of 84 sectors, with a view to completing 12 interviews in each sector (1,008 interviews in total). Selection of postcode sectors, and addresses within postcode sectors, was carried out by Business Geographics Ltd.

The selection of postcode sectors as primary sampling units was carried out as follows:

- selection was made from all postcode sectors in the UK, excluding those north of the Caledonian Canal;
- sectors with fewer than 600 population were grouped with neighbouring sectors;
- all resulting 'sectors' were sorted by MO-SAIC classification within standard region;
- sector populations (in terms of PAF delivery points) were then cumulated and postcode sectors selected with probability proportionate to size.

Selection of addresses

It was calculated that 30 addresses would need to be selected in each postcode sector, based on the following information:

- an estimate of 12 per cent PAF 'deadwood' (non-residential properties, empty, derelict or demolished properties, properties yet to be built, etc.)
- an estimate that 80 per cent of households in the UK would contain one or more people aged 18-65;
- an estimate of a 60 per cent success rate at eligible addresses.

Based on this information, average would be expected to yield 12-13 interviews, as shown in Table 0.5.

Table 0.5. Expected average outcomes for interviewer assignments

TOTAL ADDRESSES SELECTED	30
PAF deadwood (12%)	3-4
No 18-65 year old person (20%)	5-6
ELIGIBLE ADDRESSES	20-22
RESPONSE RATE	60%
INTERVIEWS	12-13

Addresses were selected within each postcode sector, on a fixed interval basis, after selection of a random start point.

Selection of dwelling units

In a small proportion of cases PAF addresses do not correspond to individual dwelling units. In cases where interviewers identified multiple dwelling units at an address, they were instructed to list the dwelling units in a systematic order and select one using a Kish grid procedure. No substitution of the selected dwelling unit was permitted.

Selection of respondents

Having established the dwelling unit, the interviewer had to list all eligible adults (i.e. those resident at the time of the survey who were aged 18-65) and select one for interview, again using a Kish grid technique. No substitution of the selected adult was permitted.

Questionnaire development

The questionnaire was developed and piloted by the research partners responsible for the study across Europe. A draft version was provided to System Three and some modifications made in the light of comments provided by the System Three Research team. The questionnaire was then prepared by System Three for CAPI (Computer Assisted Personal Interviewing).

Fieldwork

Fieldwork was carried out by fully-trained interviewers from NFO's national fieldforce, in accordance with supervision and quality control standards required by the Market Research Quality Standards Association (MRQSA).

All interviewers assigned to the project received detailed written instructions from the System Three research team.

Main stage fieldwork was carried out between 19th February and 8th May 2001.

Towards the end of fieldwork, it was agreed to offer respondents a £5 incentive to attempt to boost response rates.

Response rates

A breakdown of response outcomes for the sample as a whole is shown in Table 0.6 below. In order to calculate the response rate at addresses containing an eligible adult, the assumption has been made that addresses where screening for the presence of an eligible adult was not completed would have the same likelihood of containing an eligible adult as those where screening was completed. The response rate has therefore been estimated as the percentage of the imputed number of eligible addresses where a productive interview was achieved.

On this basis, the overall response rate was 60.3 per cent. The main reason for non-response was refusal by the respondent or a proxy (19 per cent of imputed eligible addresses).

Whilst the response rate was in line with the target of 60 per cent, there was a shortfall on the target sample size of 1,000 achieved interviews. This is explained largely by the fact that the proportion of households identified as eligible for the survey was lower than had been anticipated.

Table 0.6. Response rate analyses

	N	%	%	%	%
ISSUED PAF ADDRESSES	2,520	100.0			
'DEADWOOD' TOTAL	265	10.5			
Empty/derelict/not yet built/business premises/institution	222	8.8			
Not traced	43	1.7			
IN SCOPE OF SCREENING	2,255	89.5	100.0		
Not screened	333		14.8		
No contact with any adult	215		9.5		
Refusal (including refusal to office)	118		5.2		
Screened	1,922		85.2	100.0	
No-one aged 18-65 at address	586			30.5	
Selected eligible respondent	1,336			69.5	
Not screened, address assumed eligible	231				
Estimated eligible addresses	1,567				100.0
Not screened, address assumed eligible	231				14.7
No contact with selected respondent	27				1.7
Personal refusal by selected respondent	249				15.9
Proxy refusal on behalf of selected respondent	48				3.1
Other unproductive (including away, ill, inadequate English)	67				4.3
Productive interviews	945				60.3

Source: HWF Survey: UK, 2001

Data processing

Completed questionnaires were coded by experienced staff from NFO's in-house data preparation department. Occupational questions were coded to SOC 2000. Since the survey was conducted using computer assisted personal interviewing (CAPI), there was no data entry or editing phase.

Survey data were supplied to the University of Hertfordshire in SPSS for Windows format, in line with guidance provided to all participating countries by the study's co-ordinating team.

The dataset included household and individual weights, as follows:

Household weight: A regional weight was included to take into account discrepancies between the regional profile of the survey sample and of the population of households in the UK containing adults aged 18-65.

Individual weight: An individual level weight was calculated to correct firstly for the fact

that, because the sample design was based on households rather than individuals, respondents in larger households had a lower chance of being selected for interview than those in smaller households. The weight applied was equal to the

Individual weight: An individual level weight was calculated to correct firstly for the fact that, because the sample design was based on households rather than individuals, respondents in larger households had a lower chance of being selected for interview than those in smaller households. The weight applied was equal to the number of eligible adults in the household. In addition a weight by age within sex was applied, to correct for discrepancies between the profile of the survey sample and of the survey population.

Regional and demographic weights were based on data supplied by National Statistics from the Labour Force Survey (Autumn 2000).

III. Weighting details

1. Regional weight (household level)

A regional weight was included to take into account discrepancies between the regional profile of the survey sample and of the population of households in the UK containing adults aged 18-65. Regional weights were based on data supplied by National Statistics from the Labour Force Survey (Autumn 2000). The unweighted and weighted regional profiles of the sample are shown in the table below.

Table 0.7. Unweighted and weighted regional profiles of the sample, per cent

Region	Unweighted	Weighted
North	7.9	5.3
Yorkshire & Humberside	9.0	8.6
East Midlands	8.9	7.1
East Anglia	3.2	3.8
Greater London	13.5	12.5
Rest of South East	17.4	18.6
South West	5.0	8.1
West Midlands	7.2	8.8
North West	8.7	10.7
Wales	3.8	4.8
Scotland	14.2	9.1
Northern Ireland	1.3	2.6

Source: HWF Survey: UK, 2001

2. Weighting for analysis based on individual (randomly selected adult) data

Because the use of the Postcode Address File produces a sample of households, for analysis of individual level data, it is also necessary to weight the responses of the 'random adult' by the number of adults resident in the household who were eligible for interview. The reason for this is that individuals living in larger households had a lower probability of selection.

The unweighted and weighted profiles of the sample in terms of the number of eligible adults in the household are shown in the table below.

Table 0.8. Unweighted and weighted profiles of the sample by the number of eligible adults in the household, per cent

Number of eligible adults	Unweighted	Weighted
1	30.7	16.16
2	54.2	57.05
3	10.5	16.55
4	3.9	8.25
5	0.6	1.67
6	0.1	0.33

Source: HWF Survey UK

3. Weighting by sex within age (individual level)

In addition to the above weights, a weight by age within sex was applied, to correct for discrepancies between the profile of the survey sample and of the survey population, based on data supplied by National Statistics from the Labour Force Survey (Autumn 2000). The unweighted and weighted profiles of the sample by age within sex are shown in the table below.

Table 0.9. Unweighted and weighted profiles of the sample by age and sex

Unweighted %	Men	Women
18-34	14.3	18.5
35-54	18.2	28.1
55-65	7.8	12.6
Weighted %	Men	Women
18-34	18.7	17.9
35-54	22.7	22.4
55-65	8.8	9.1
Not stated	0.1	0.3

Source: HWF Survey: UK, 2001

IV. Tables and figures

Table 1.2. Weekly working hours: LFS survey Spring 2000, per cent

Usual weekly hours worked	Male	Female
1-9 hours	1.8	7.1
10-19	3.3	15.9
20-29	3.3	17.9
30-39	22.3	31.7
40-49	42.6	21.0
50+	26.7	6.3
Total	100.0	100.0

Source: LFS Survey, UK, Spring 2000

Table 1.3. Working arrangements by gender, per cent

Working arrangements	Male	Female	Total
Regular working hours Monday morning to Friday afternoon	50.0	52.5	51.4
Shift work	15.9	10.7	13
Flexitime	8.6	9.7	9.2
Other regular schedule	9.6	12.3	11.2
Irregular it varies	15.2	13.7	14.3
DK	0.7	1.1	0.9
Total	100	100	100

Source: HWF Survey: UK, 2001

Table 1.4. Percent of men and women working overtime at least once a week, per cent

Work overtime at least once a week	Male	Female
Afternoon /evenings	36.0	27.0
Nights	13.0	9.0
Weekends	19.0	13.0
Total	68.0	49.0

Source: HWF Survey: UK, 2001

Table 1.5. Preferences for working hours by gender, per cent

Preferences	Male	Female
Prefer same hours	64.5	70.0
Prefer more hours	6.9	8.3
Prefer fewer hours	27.6	20.1
DK/NA	1.0	1.3
Total	100.0	100.0

Source: HWF Survey: UK, 2001

Table 1.6. Reasons for wishing to work the same hours by men and women, per cent

Reasons	Male	Female
Earning enough already	30.1	16.8
Someone in your household earning enough to support	1.6	6.1
More time for earning other money	0.5	1.5
Not like or able to	23.0	17.2
In this way can do some education or training	4.3	5.3
Can meet domestic commitments	24.6	44.3
Other reasons	13.4	7.6
DK	2.1	1.1
Total	100.0	100.0

Source: HWF Survey: UK, 2001

Table 1.7. Reasons for wishing to work fewer hours, per cent

Reasons	Male	Female
Earning enough already	2.5	2.7
Someone in the household earning enough to support	–	1.3
Do not like working long hours	21.3	18.7
To undertake education	2.5	5.3
To spend more time with family	52.5	45.3
Other reasons	21.3	24
DK	–	2.7
Total	100	100

Source: HWF Survey: UK, 2001

Table 1.8. Weekly working hours by age (hours / per cent)

	Age groups						Total
	18-20	21-30	31-40	41-50	51-60	61-65	
1-20	15 10.9%	23 16.7%	36 26.1%	29 21.0%	29 21.0%	6 4.3%	138 100.0%
21-40	9 2.7%	77 23.1%	95 28.5%	82 24.6%	60 18.0%	10 3.0%	333 100.0%
41-60	3 1.9%	41 25.8%	48 30.2%	37 23.3%	26 16.4%	4 2.5%	159 100.0%
61-80		2 20.0%	2 20.0%	5 50%	1 10.0%		10 100.0%
81-99			4 66.7%	2 33.3%			6 100.0%
DK	1 6.3%		4 25.0%	4 25.0%	4 25.0%	3 18.8%	16 100.0%
refused					1 100.0%		1 100.0%
Total	28 4.2%	143 21.6%	189 28.5%	159 24.0%	121 24.0%	23 3.5%	663 100.0%

Source: HWF Survey: UK, 2001

Table 1.9. Relationship between working arrangements and social groups (per cent of arrangements)

Working arrangements	1	2	3	4	5	6	7	8	9
Mon morning – Fri afternoons	11	14	14	18	14	.3	11	6	13
Shift work	11	1	16	9	35	–	5	9	13
Flexitime	10	2	16	28	7	–	3	5	10
Other regular schedule	14	11	4	15	28	1	3	5	16
Irregular	18	14	14	7		3	10	3	6

Source: HWF Survey: UK, 2001

Table 1.10. Weekly working hours by gender according to household types (per cent gender)

Household types	One-person		Single parent		Coupled without children		Coupled with children	
	M	F	M	F	M	F	M	F
1-9	1.8	3.5	–	11.9	1.3	4.3	–	10.7
10-19	5.4	7.0	18.2	23.8	1.3	15.2	2.4	21.4
20-29	3.6	10.5	18.2	26.2	5.1	16.3	3.7	25.9
30-39	23.2	35.1	9.1	19.0	20.5	32.6	17.1	30.4
40-49	35.7	31.8	27.3	4.8	35.9	19.6	41.5	10.7
50-59	16.1	3.5	9.1	4.8	21.8	3.3	17.1	0.9
60-99	12.5	1.8	9.1	7.1	10.3	2.2	18.3	–

Source: HWF Survey: UK, 2001

Table 1.15. Main reasons of working at home by gender

		Male	Female	Total
To spend more time with family	Count	1	10	11
	% within SEX	4.8%	29.4%	20.0%
Have domestic commitments	Count	2	4	6
	% within SEX	9.5%	11.8%	10.9%
Other reasons	Count	17	17	34
	% within SEX	81.0%	50.0%	61.8%
DKNA	Count	1	3	4
	% within SEX	4.8%	8.8%	7.3%
Total	Count	21	34	55
	% within SEX	100.0%	100.0%	100.0%

Source: HWF Survey: UK, 2001

Table 1.16. Varying work places by gender, per cent

Work in varying places?	Male	Female
No – never	58.6	74.5
Yes, from day to day	23.8	10.7
Yes, from week to week	8.6	5.4
Yes, from month to month	2.4	3.2
Yes, according to seasons	1.4	2.1
Yes, vary in some other way	4.8	3.5
DK	0.3	0.5
Total	100.0	100.0

Source: HWF Survey: UK, 2001

Table 1.17. Place flexibility according to age

	Age						Total
	18-20	21-30	31-40	41-50	51-60	61-65	
At home			9 4.8%	6 3.8%	9 7.4%	3 13.0%	27 4.1%
Combined at home and elsewhere		2 1.4%	6 3.2%	13 8.2%	4 3.3%	3 13.0%	28 4.2%
Within the area where you live	20 71.4%	76 53.1%	76 40.2%	72 45.3%	50 41.3%	6 26.1%	300 45.2%
Within a different area to which you commute	5 17.9%	52 36.4%	81 42.9%	56 35.2%	44 36.4%	10 43.5%	248 37.4%
Abroad			1 0.5%	1 0.6%	1 0.8%		3 0.5%
Always changing	2 7.1%	13 9.1%	13 6.9%	10 6.3%	9 7.4%		47 7.1%
Other situation	1 3.6%		2 1.1%	1 0.6%		1 4.3%	5 0.8%
DK/NA			1 0.5%		4 3.3%		5 0.8%
Total	28 100.0%	143 100.0%	189 100.0%	159 100.0%	121 100.0%	23 100.0%	663 100.0%

Source: HWF Survey: UK, 2001

Table 1.18. Place flexibility according to social groups

	ISCO social groups 1-9											Total
	1	2	3	4	5	6	7	8	9	98.00	99.00	
At home	3 3.8%	9 11.0%	4 4.6%	4 3.8%	3 2.4%		1 1.9%			2 20.0%	1 50.0%	27 4.1%
Combined at home and elsewhere	7 8.8%	7 8.5%	5 5.7%	4 3.8%	2 1.6%		2 3.8%		1 1.3%			28 4.2%
Within the area where you live	31 38.8%	29 35.4%	29 33.3%	49 47.1%	74 59.7%	4 80.0%	14 26.4%	19 50.0%	49 62.8%	2 20.0%		300 45.2%
Within a different area to which you commute	33 41.3%	34 41.5%	39 44.8%	41 39.4%	40 32.3%		23 43.4%	16 42.1%	19 24.4%	2 20.0%	1 50.0%	248 37.4%
Abroad	1 1.3%		1 1.1%				1 1.9%					3 .5%
Always changing	3 3.8%	3 3.7%	8 9.2%	5 4.8%	5 4.0%		12 22.6%	3 7.9%	8 10.3%			47 7.1%
Other situation	1 1.3%		1 1.1%	1 1.0%		1 20.0%			1 1.3%			5 0.8%
DK/NA	1 1.3%									4 40.0%		5 0.8%
Total	80 100.0%	82 100.0%	87 100.0%	104 100.0%	124 100.0%	5 100.0%	53 100.0%	38 100.0%	78 100.0%	10 100.0%	2 100.0%	663 100%

Source: HWF Survey: UK, 2001

Table 1.21. Self-employed by age

Age	Not	Self employed	Total
18-20	41 4.7%	1 1.4%	42 4.5
21-30	175 20.2%	5 6.8%	180 19.1%
31-40	225 26.0%	21 28.4%	246 26.1%
41-50	176 20.3%	25 33.8%	201 21.4%
51-60	169 19.5%	19 25.7%	188 20.0%
61-65	81 9.3%	3 4.1%	84 8.9%
Total	867 100.0%	74 100.0%	941 100.0%

Source: HWF Survey: UK, 2001

Table 1.22. Self-employed by ISCO social groups (groups 1 to 9)

ISCO groups	Not	Self employed	Total
1	68 11.4%	12 16.9%	80 12.0%
2	68 11.4%	15 21.1%	83 12.4%
3	77 12.9%	11 15.5%	88 13.2%
4	101 16.9%	4 5.6%	105 15.7%
5	121 20.3%	5 7.0%	126 18.9%
6	2 0.3%	3 4.2%	5 0.7%
7	39 6.5%	14 19.7%	53 7.9%
8	35 5.9%	3 4.2%	38 5.7%
9	74 12.4%	4 5.6%	78 11.7%
Refused	10 1.7%		10 1.5%
DK	2 0.3%		2 0.3%
Total	597 100.0%	71 100.0%	668 100.0%

Source: HWF Survey: UK, 2001

Table 1.23. Flexibility of conditions by age

	Age						Total
	18-20	21-30	31-40	41-50	51-60	61-65	
No contract	10 35.7%	21 14.7%	24 12.7%	16 10.1%	21 17.4%	5 21.7%	97 14.6%
self-employed	1 3.6%	4 2.8%	14 7.4%	19 11.9%	16 13.2%	1 4.3%	55 8.3%
permanent contract	10 35.7%	97 67.8%	137 72.5%	109 68.6%	75 62.0%	14 60.9%	442 66.7%
fixed term contract	3 10.7%	11 7.7%	9 4.8%	7 4.4%	6 5.0%		36 5.4%
on call subject to requirements of	2 7.1%	2 1.4%	1 0.5%	3 1.9%			8 1.2%
with a temporary work agency		3 2.1%		1 0.6%			4 0.6%
on a fee only basis	1 3.6%	2 1.4%		1 0.6%	1 0.8%	2 8.7%	7 1.1%
subject to performance		2 1.4%					2 0.3%
other type of contract	1 3.6		1 0.5%	2 1.3%			4 0.6%
DK/NA		1 0.7%	3 1.6%	1 0.6%	2 1.7%	1 4.3%	8 1.2%
Total	28 100.0%	143 100.0%	189 100.0%	159 100.0%	121 100.0%	23 100.0%	663 100.0%

Source: HWF Survey: UK, 2001

Table 1.24. Worker autonomy by gender (per cent)

Who decide	Hours of work		Working schedule		Overtime work		Place of work	
	M	F	M	F	M	F	M	F
I	35	28	33	29	42	38	21	21
Employer	42	43	48	50	28	29	61	62
Employer and I	16	26	15	19	17	19	8	7
Outside our control	7	4	3	2	6	5	9	9
DK	13	1	1	1	7	10	1	1
Total	100	100	100	100	100	100	100	100

Source: HWF Survey: UK, 2001

Table 1.25. Worker autonomy by age (per cent)

Age	I decided				My employer decided			
	schedule	hours	place	over time	schedule	hours	place	over time
18-20	11	18	11	32	62	47	68	43
21-30	16	22	11	32	57	50	70	33
31-40	34	32	22	43	48	42	61	27
41-50	40	33	24	44	41	38	57	24
51-60	32	35	27	40	51	42	60	30
61-65	49	49	35	44	35	25	49	22

Source: HWF Survey: UK, 2001

Table 1.26. Worker autonomy by selected social groups (per cent)

Who decide	I	Employer	Employer and I	Outside our control	Total
Hours of work					
ISCO 1	54	20	20	6	100
ISCO 7	30	43	15	11	100
ISCO 8	26	58	8	8	100
ISCO 9	23	54	19	4	100
Working schedule					
ISCO 1	58	23	19	1	100
ISCO 7	32	55	9	4	100
ISCO 8	13	71	11	5	100
ISCO 9	19	67	12	3	100
Overtime work					
ISCO 1	59	10	19	10	100*
ISCO 7	51	25	19	6	100*
ISCO 8	32	42	16	3	100*
ISCO 9	30	41	18	4	100*
Place of work					
ISCO 1	35	45	16	4	100
ISCO 7	23	60	4	13	100
ISCO 8	3	90		8	100
ISCO 9	10	77	5	8	100

Note: * There are some respondents who chose DK.

Source: HWF Survey: UK, 2001

Table 1.27. Changes occurred in occupational life since 1989 by gender

Changes in occupational life since 1989	Male	Female	Total
Entered employment for the first time	16%	15%	15%
Retired from employment	11%	12%	12%
Changed employment only once	16%	17%	16%
Changed employment more than once	29%	27%	28%
Changed profession only once	11%	7%	9%
Changed profession more than once	9%	7%	8%
Started private business	10%	4%	7%
Promoted to a higher position	25%	19%	21%
Demoted to a lower position	2%	2%	2%
Started to work in a second job	7%	8%	8%
Lost employment only once	12%	9%	10%
Lost employment more than once	7%	3%	5%
None of these	23%	28%	26%

Source: HWF Survey: UK, 2001

Table 1.29. Present situation after employment changed since 1989 by gender

Present situation	Male	Female	Total
Same place but the firm reorganised or privatised	14%	7%	10%
Different company existed prior to 1990	27%	29%	28%
Different company established in or after 1990	10%	8%	9%
Started own business	9%	5%	7%
Unemployed (looking for a job)	7%	4%	5%
Do casual work	3%	3%	3%
Stay at home	2%	9%	6%
Retired	12%	12%	12%
Other situation	13%	22%	19%
DK/NA	4%	2%	3%
Total	100%	100%	100%

Source: HWF Survey: UK, 2001

Table 1.30. Main reason for last change in employment by gender

Main reason	Male	Female	Total
The company closed or reorganised	12%	8%	10%
Production cut down/economies introduced/made redundant	12%	5%	8%
Dissatisfied with the employment	19%	10%	14%
Offered a more interesting position	13%	13%	13%
Wanted to become self-employed	5%	2%	4%
Other reason	35%	57%	48%
DK/NA	4%	5%	4%
Total	100%	100%	100%

Source: HWF Survey: UK, 2001

Table 1.31. Changes occurred in occupational life since 1989 by age (per cent of age)

Changes	18-20	21-30	31-40	41-50	51-60	61-65	Total
Changed employment only once	7	14	22	20	14	6	16
Changed employment more than once	31	46	33	30	9	8	28
Changed profession only once	5	9	12	10	5	2	9
Changed profession more than once	2	16	10	5	6	2	8
Started private business		2	8	9	10	2	7
Promoted to a higher position	7	29	30	23	10	7	21
Started to work in a second job	21	14	8	5	3	2	8
Lost employment only once	2	12	10	11	11	6	10
Lost employment more than once	5	8	6	4	2	2	5
None of these	31	11	21	29	37	33	26

Source: HWF Survey: UK, 2001

Table 1.32. Present situation after employment changed since 1989 by social groups (per cent of ISCO groups)

Present situation	1	2	3	4	5	6	7	8	9
Same work place reorganised	16	6	15	11	11		14	17	14
Different company existed prior to 1990	37	36	31	40	34	33	35	37	35
Different company set up in or after 1990	11	9	10	13	6	33	16	17	13
Started own business	15	11	9	2	7	33	14		6
Unemployed (looking for a job)	1	3	3	2	7			3	6
Do casual work		2	3		9		3		2
Stay at home			2	4	3				2
Retired	3	5	2	6	1			3	2
Other situation	12	28	21	22	17		19	20	16
DK/NA	6		6		4			3	5
Total	100	100	100	100	100	100	100	100	100

Source: HWF Survey: UK, 2001

Table 1.34. Potential for flexibility by age (per cent of age)

Imagine you had no job and could get a new one only under certain conditions, would you be willing to	18-20		21-30		31-40		41-50		51-60		61-65	
	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N
work more than 40 hours	71	21	65	21	53	35	50	37	40	48	30	47
move to another area	50	21	44	26	40	38	34	40	31	49	24	65
accept less attractive work conditions	29	38	25	47	30	52	30	43	26	50	6	85
Imagine you were offered a new job with twice the salary you have now, would you be willing to												
work more than 40 hours	71	21	82	12	63	27	58	31	46	43	35	41
move to another area	58	21	63	18	52	30	47	34	34	51	24	59
accept less attractive work conditions	38	29	53	23	37	37	37	38	31	50	6	88

Source: HWF Survey: UK, 2001

Table 1.35. Potential for flexibility by selected social groups (per cent of social group)

Imagine you had no job and could get a new one only under certain conditions, would you be willing to	ISCO 1 Yes	ISCO 2 Yes	ISCO 4 Yes	ISCO 8 Yes	ISCO 9 Yes
work more than 40 hours	74	53	33	56	58
move to another area	53	51	25	35	36
accept less attractive work conditions	37	30	20	35	26
Imagine you were offered a new job with twice the salary you have now, would you be willing to					
work more than 40 hours	80	65	47	82	68
move to another area	68	57	39	50	51
accept less attractive work conditions	43	45	30	47	32

Source: HWF Survey: UK, 2001

Table 1.38. Potential for flexibility by gender according to household types (per cent of household types)

Imagine you had no job and could get a new one only under certain conditions, would you be willing to		Coupled no children		Coupled with children		One-person		Single parent	
		M	F	M	F	M	F	M	F
work more than 40 hours	Yes	80	31	84	15	70	24	77	54
	No	12	54	6	73	20	54	14	34
move to another area	Yes	53	26	50	16	50	32	44	40
	No	23	46	21	56	20	49	39	44
accept less attractive work conditions	Yes	36	18	36	17	60	20	31	24
	No	36	65	40	60	30	49	33	46
Imagine you were offered a new job with twice the salary you have now, would you be willing to									
work more than 40 hours	Yes	76	51	85	32	70	39	79	60
	No	15	36	8	52	10	46	17	24
move to another area	Yes	59	36	68	25	70	39	62	52
	No	25	43	14	52	20	44	21	34
accept less attractive work conditions	Yes	51	29	50	20	80	32	50	36
	No	32	51	26	52	10	34	21	46

Source: HWF Survey: UK, 2001

Table 1.40. Selected degrees of job satisfaction by social group (per cent of social group)

ISCO groups	Very/somewhat dissatisfied	Very/somewhat satisfied
1	6.3	86.3
2	9.7	86.8
3	14.9	82.8
4	12.5	83.6
5	7.3	84.7
6		100.0
7	7.6	83.0
8	16.3	60.5
9	7.7	80.7

Source: HWF Survey: UK, 2001

Table 1.41. Job satisfaction by employment status and gender, per cent

	Very/somewhat dissatisfied		Very/somewhat satisfied	
	Male	Female	Male	Female
Work in general				
Full-time employed	10.6	13.9	79.3	83.0
Part-time employed	20.0	4.4	73.3	90.4
Fixed term contract	33.3	11.1	66.7	88.8
Self-employed	6.3	0	87.5	100.0
Total	10.7	10.5	79.3	83.9
Stability of work				
Full-time employed	13.5	7.3	80.8	85.5
Part-time employed	20.0	8.1	73.3	88.2
Fixed term contract	16.6	22.2	83.3	77.7
Self-employed	16.6	8.7	68.8	87.0
Total	14.5	11.0	77.2	83.4
Duration of contract				
Full-time employed	2.9	3.6	75.5	81.2
Part-time employed	22.2	2.2	60.0	71.3
Fixed term contract	16.7	22.2	83.3	77.7
Self-employed	6.3	0	22.9	21.7
Total	4.8	4.0	64.5	68.9
Hours of work				
Full-time employed	16.3	16.4	72.1	78.2
Part-time employed	20.0	9.6	80.0	88.2
Fixed term contract	16.7	0	83.3	100.0
Self-employed	10.4	0	75.0	91.3
Total	15.5	12.6	72.7	82.0
Location				
Full-time employed	13.9	6.7	77.9	90.3
Part-time employed	20.0	5.9	80.0	89.7
Fixed term contract	33.3	0	50.0	100.0
Self-employed	4.2	4.3	89.6	73.9
Total	11.7	6.4	80.0	87.9
Earnings				
Full-time employed	27.4	27.3	57.7	61.8
Part-time employed	40.0	27.2	53.3	65.4
Fixed term contract	33.3	55.5	50.0	44.4
Self-employed	25.0	13.0	68.8	65.2
Total	26.9	27.9	59.0	61.7

Source: HWF Survey: UK, 2001

Table 1.42. Ranking of Job Dissatisfaction and Job Satisfaction by employment status and gender, per cent

Rank	Very/somewhat dissatisfied		Very/somewhat satisfied	
	Male	Female	Male	Female
Work in general				
1	Fixed-term	Full-time	Self-employed	Self-employed
2	Part-time	Fixed-term	Full-time	Part-time
3	Full-time	Part-time	Part-time	Fixed-term
4	Self-employed	-	Fixed-term	Full-time
Stability of work				
1	Part-time	Fixed-term	Fixed-term	Part-time
2	Fixed-term	Self-employed	Full-time	Self-employed
3	Self-employed	Part-time	Part-time	Full-time
4	Full-time	Full-time	Self-employed	Fixed-term
Duration of contract				
1	Part-time	Fixed-term	Fixed-term	Full-time
2	Fixed-term	Full-time	Full-time	Fixed-term
3	Self-employed	Part-time	Part-time	Part-time
4	Full-time	-	Self-employed	Self-employed
Hours of work				
1	Part-time	Full-time	Fixed-term	Fixed-term
2	Fixed-term	Part-time	Part-time	Self-employed
3	Full-time	-	Self-employed	Part-time
4	Self-employed	-	Full-time	Full-time
Location				
1	Fixed-term	Full-time	Self-employed	Fixed-term
2	Part-time	Part-time	Part-time	Full-time
3	Full-time	Self-employed	Full-time	Part-time
4	Self-employed	-	Fixed-term	Self-employed
Earnings				
1	Part-time	Fixed-term	Self-employed	Part-time
2	Fixed-term	Full-time	Full-time	Self-employed
3	Full-time	Part-time	Part-time	Full-time
4	Self-employed	Self-employed	Fixed-term	Fixed-term

Source: HWF Survey: UK, 2001

Table 2.1. Current economic situation by gender

Current situation	Male %	Female %	Total %
Employed full time	56.3	30.9	41.2
Employed part time	3.9	24.7	16.3
Employed on a fixed contract	1.6	1.8	1.7
Self employed	13.1	4.3	7.8
Casual worker	1.3	1.6	1.5
Employed but temporarily laid off	0.3	0.2	0.2
Farmer			
Student	5.2	6.2	5.8
On a training scheme	0.8	0.4	0.5
Unpaid worker in family business	0.5	0.2	0.3
Unemployed	5.5	4.1	4.7
Retired	9.9	11.5	10.9
Looking after family/home	1.0	15.5	9.6
Unable to work due to illness or disability	8.1	6.4	7.1
Other	0.3	1.4	1.0
DK/NA		0.2	0.1

Source: HWF Survey: UK, 2001

Table 2.3. Inactivity by age (per cent of current situation)

Current situation	Retired	Looking after home	Unable to work due to illness/disability
18-20	-	4.4	1.5
21-30	-	15.6	9.0
31-40	3.0	40.0	19.4
41-50	1.0	16.7	29.9
51-60	35.0	17.8	35.8
61-65	61.0	5.6	4.5
Total	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Table 2.5. Employment status by educational level and gender (per cent of educational level)

Employment status	Degree or above		Secondary or post secondary		No or low qualifications	
	Male	Female	Male	Female	Male	Female
Full-time	48.3	22.6	59.6	36.6	65.9	45.6
Part-time	4.0	26.3	2.9	22.9	6.1	22.6
Fixed-term contract	0.7	1.8	2.9	0.7	-	3.5
Casual	0.7	1.1	2.2	0.7	1.2	4.3
Self-employed	11.3	3.3	12.5	4.6	17.1	7.0
Unemployed	9.3	3.6	3.7	5.2	1.2	2.6
Retired	9.9	15.0	8.8	7.8	9.8	7.8
Looking after home	2.0	18.2	0.7	13.7	-	12.2
Illness/disability	14.6	9.9	4.4	3.3	3.7	1.7

Source: HWF Survey: UK, 2001

Table 2.8. All different sources of income of respondents in the past month by gender, per cent

Sources of income	Male	Female	Total
Wage or salary	37.7	42.3	40.4
Self employed earnings	14.1	4.8	8.6
Additional jobs	1.3	2.1	1.8
Pension	11.3	14.2	13.0
Unemployment benefit	5.2	3.4	4.1
Grant or scholarship	2.4	2.7	2.5
Other benefit	14.4	32.9	25.4
Investments, savings or rents	10.5	7.8	8.9
Profit from a business	1.3	-	0.5
Private transfers	1.0	2.1	1.7
Other sources	3.1	4.3	3.8
DK/NA	2.4	3.6	3.1

Source: HWF Survey: UK, 2001

Table 2.9. Child benefit receivers by gender (per cent of gender)

	Child benefit receivers		Total of the sample	
Male	106	27.7%	382	40.4%
Female	220	39.1%	563	59.6%
Total	326	34.5%	945	100.0%

Source: HWF Survey: UK, 2001

Table 2.10. Income earning activities by social groups (per cent of activities)

Number of activities	1	2	3	4	5	6	7	8	9
1	13	12	13	16	18	1	8	6	12
2	7	12	16	15	31	1	8	-	11
3	7	21	29	21	7	-	-	7	7
4	-	50	-	-	-	-	-	-	50
5 or more	14	14	-	29	14	-	14	14	-

Source: HWF Survey: UK, 2001

Table 3.3. Domestic division in the households with dependent children by gender (per cent of gender)

Domestic tasks	Respondent		Partner		Share equally	
	M	F	M	F	M	F
Daily care of children	10.1	75.7	54.1	1.8	25.7	19.0
Care of sick child	7.3	78.8	61.5	1.3	22.9	14.2
Care of other sick people	8.3	41.6	22.9	0.9	22.9	8.4
Shopping	20.2	77.4	53.2	4.0	20.2	15.0
Washing	11.0	87.6	74.3	0.9	7.3	8.0
Cleaning house	10.1	76.5	66.1	2.2	16.5	14.6
Routine maintenance	69.7	38.9	11.9	36.3	10.1	10.2
Cooking	22.0	81.0	51.4	7.5	19.3	8.0
Gardening	43.1	38.1	18.3	23.9	21.1	14.6

Source: HWF Survey: UK, 2001

Table 3.4. Gendered household division by household members, per cent (1)

Who did?	Daily shopping		Washing		Cleaning house	
	M	F	M	F	M	F
Respondent	35.6	73.0	29.1	82.6	29.6	72.8
Partner	29.3	5.3	46.1	2.7	36.6	2.7
Share equally	23.3	17.4	11.8	9.9	19.9	16.3
Mother/grandmother	8.9	2.8	10.2	3.4	8.4	3.0
Other relative	1.0	1.1	1.1	0.9	1.8	0.5
Paid	0.5		1.1		2.1	4.1
Other	1.3	0.2	0.8	0.4	1.3	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Table 3.5. Gendered household division by household members, per cent (2)

Who did?	Routine maintenance		Cooking		Gardening	
	M	F	M	F	M	F
Respondent	69.4	35.9	37.7	76.9	42.4	36.1
Partner	5.8	32.1	33.8	6.2	9.7	19.5
Share equally	9.7	9.9	17.8	12.3	18.3	15.3
Mother/grandmother	2.1	1.4	7.9	3.4	2.4	2.0
Other relative	0.5	2.0		0.2	1.0	1.6
Paid	3.9	6.9	0.5		1.8	3.2
Other	8.6	11.8	2.3	1.0	24.4	22.9
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Table 3.6. Decision making in the household (per cent of household members)

Household members	Who to marry (first time)	When to have first child	What school to attend	What occupation to choose	Where to live	Where to work	Where and how to spend holiday	On major expenditures
Respondent	83.7	75.6	75.1	94.3	88.9	86.7	89.6	91.9
male	83.3	69.0	67.2	96.2	87.8	90.9	88.5	92.0
female	84.0	79.8	80.0	93.2	89.7	84.0	90.3	91.9
Spouse/partner	43.3	62.4	59.2	12.3	65.9	16.2	67.8	69.0
male	49.1	67.6	62.7	13.6	68.6	19.2	74.9	71.8
female	39.6	59.2	56.9	11.4	64.2	14.3	63.3	67.3
Children	0.4	-	7.0	0.3	1.8	0.4	8.4	1.2
male	-	-	7.0	0.3	1.4	0.3	7.0	0.7
female	0.7	-	7.0	0.2	2.0	0.4	9.2	1.5
Parents/in laws	3.8	0.3	-	1.3	4.0	0.3	1.1	4.6
male	3.8	-	-	1.4	7.7	0.3	1.4	6.3
female	3.7	0.4	-	1.3	1.8	0.2	0.9	3.5
Other relatives	0.4	0.3	0.4	0.3	0.8	0.1	0.1	0.7
male		0.3	0.3	0.3	0.3	-	-	0.7
female	0.7	0.2	0.4	0.2	1.1	0.2	0.2	0.7
Friends	0.1	-	-	-	0.1	-	0.4	0.3
male	0.3		-	-	0.3		0.3	0.3
female	-	-	-	-	-	-	0.4	0.2
Others	0.1	0.4	0.7	0.3	1.3	1.1	0.1	0.5
male	-	0.7	0.7	-	1.4	2.4	-	0.7
female	0.2	0.2	0.7	0.4	1.3	0.2	0.2	0.4

Source: HWF Survey: UK, 2001

Table 4.7. How often have you experienced the following in the last three months? (per cent of having the experience)

How often	Always		Often		Sometimes		Rarely		Never		DK/NA	
	M	F	M	F	M	F	M	F	M	F	M	F
Work makes it difficult to do household tasks	4.2	3.9	12.0	10.8	22.5	14.0	7.1	7.8	49.2	56.3	5.0	7.1
Work makes it difficult to fulfil family responsibilities	2.4	2.0	7.9	7.1	15.2	11.5	11.5	8.7	57.1	63.4	6.0	7.3
Family responsibilities prevented you from working adequately	0.8	1.6	3.1	2.1	11.0	7.3	10.5	7.1	68.1	73.7	6.5	8.2
Take work from employment home to finish	3.4	2.7	5.5	4.6	7.9	7.5	6.5	5.0	69.4	70.9	7.3	9.4
Preferred to spend more time at work than at home	0.5	0.7	1.0	2.3	4.5	2.8	10.2	5.2	76.4	78.7	7.3	10.3

Source: HWF Survey: UK, 2001

Table 4.9. How often have you taken work from employment home to finish in the last three months? (per cent of age)

	Age						Total
	18-20	21-30	31-40	41-50	51-60	61-65	
Not experienced in last 3 months	81.0%	70.6%	69.5%	66.7%	71.8%	73.8%	70.5%
Rarely	4.8%	6.7%	4.5%	4.5%	8.5%	2.4%	5.5%
Sometimes		11.1%	7.7%	10.0%	6.4%	1.2%	7.7%
Often		5.0%	6.9%	8.0%	2.1%	1.2%	5.0%
Always		1.1%	4.9%	4.0%	3.2%		3.0%
DK/NA	14.3%	5.6%	6.5%	7.0%	8.0%	21.4%	8.4%
Total	100%	100%	100%	100%	100%	100%	100%

Source: HWF Survey: UK, 2001

Table 4.10. How often have you preferred to spend more time at work than at home? (per cent of age)

	Age						Total
	18-20	21-30	31-40	41-50	51-60	61-65	
Not experienced in last 3 months	66.7%	75.0%	81.7%	76.1%	83.5%	71.4%	78.0%
Rarely	7.1%	13.3%	6.5%	7.5%	2.7%	4.8%	7.1%
Sometimes	4.8%	3.9%	3.3%	5.0%	2.7%	1.2%	3.5%
Often	7.1%	.6%	1.6%	2.5%	1.1%	2.4%	1.8%
Always			.4%	1.0%	1.6%		0.6%
DK/NA	14.3%	7.2%	6.5%	8.0%	8.5%	20.2%	8.9%
Total	100%	100%	100%	100%	100%	100%	100%

Source: HWF Survey: UK, 2001

Table 4.11. How often do you have to take work from your employment home to finish? (According to social groups ISCO)

How often	1	2	3	4	5	6	7	8	9
Never	6.7	7.6	11.9	16.1	22.6	1.1	10.2	7.6	14.5
Rarely	22.7	18.2	4.5	15.9	13.6	-	11.4	2.3	9.1
Sometimes	29.0	15.9	27.5	21.7	4.3	-	-	-	1.4
Often	27.3	31.8	13.6	9.1	6.8	-	2.3	-	9.1
Always	26.9	50.0	15.4	-	3.8	-	-	-	-
DK/NA	-	8.3	8.3	20.8	37.5	-	-	8.3	8.3
Total	12.0	12.4	13.2	15.7	18.9	0.7	7.9	5.7	11.7

Source: HWF Survey: UK, 2001

Table 4.12. How often have you preferred to spend more time at work than at home? (According to social groups ISCO)

How often	1	2	3	4	5	6	7	8	9
Never	12.2	11.5	12.2	16.9	18.6	0.8	8.3	5.5	12.2
Rarely	16.9	16.9	15.3	11.9	13.6	1.7	8.5	6.8	8.5
Sometimes	9.7	16.1	16.1	12.9	19.4	-	6.5	9.7	6.5
Often	-	18.8	25.0	6.3	31.1	-	-	-	18.8
Always	-	-	60.0	-	40.0	-	-	-	-
DK/NA	7.7	15.4	7.7	11.5	23.1	-	7.7	7.7	11.5
Total	12.0	12.4	13.2	15.7	18.9	0.7	7.9	5.7	11.7

Source: HWF Survey: UK, 2001

Table 4.13. Perceptions of family/work arrangements by gender (per cent of gender)

Degrees	Household finances		Household tasks		Time spent together		Time spent at work	
	M	F	M	F	M	F	M	F
Always disagree	1.4	2.6	3.1	3.5	1.0	1.1	1.7	2.4
Sometimes disagree	12.2	11.0	16.0	22.0	14.3	15.2	13.2	14.1
Neither agree nor disagree	8.4	7.5	7.3	7.7	15.3	15.4	21.6	22.6
Sometimes agree	17.1	14.7	21.3	17.1	17.4	11.9	11.1	9.2
Always agree	59.9	60.0	51.9	46.8	49.5	53.2	46.0	43.7
DK/NA	1.0	4.2	0.3	2.9	2.4	3.3	6.3	7.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Table 4.15. Perceptions of family/work arrangements according to age (per cent of age)

Age groups	Work arrangements	Always disagree	Sometimes disagree	Neither agree nor disagree	Some times agree	Always agree	DK/NA	Total
18-20	Household finance	7.7	5.1	25.6	20.5	38.5	2.6	100.0
	Household tasks	7.7	23.1	10.3	23.1	33.3	2.6	100.0
	Time spent together		17.9	25.6	17.9	30.8	7.7	100.0
	Time spent at work	2.6	7.7	35.9	7.7	33.3	12.8	100.0
21-30	Household finance	3.5	15.6	9.2	19.1	45.4	7.1	100.0
	Household tasks	4.3	13.5	7.1	22.7	47.5	5.0	100.0
	Time spent together	1.4	9.2	23.4	17.7	39.7	8.5	100.0
	Time spent at work	2.1	7.1	26.2	14.9	39.0	10.6	100.0
31-40	Household finance	3.0	9.4	4.9	13.3	67.1	2.5	100.0
	Household tasks	4.4	24.6	5.9	18.2	45.3	1.5	100.0
	Time spent together	1.5	18.7	11.3	14.3	52.2	2.0	100.0
	Time spent at work	3.9	17.7	14.8	7.9	48.8	6.9	100.0
41-50	Household finance	1.2	12.6	7.2	21.0	56.3	1.8	100.0
	Household tasks	3.0	26.9	8.4	20.4	40.7	0.6	100.0
	Time spent together	1.2	18.0	15.6	14.4	50.9		100.0
	Time spent at work	0.6	22.2	18.6	13.2	44.9	0.6	100.0
51-60	Household finance		13.2	7.4	11.0	66.9	1.5	100.0
	Household tasks	1.5	14.0	8.1	15.4	60.3	0.7	100.0
	Time spent together	0.7	14.0	12.5	11.0	59.6	2.2	100.0
	Time spent at work	1.5	10.3	19.9	8.1	52.9	7.4	100.0
61-65	Household finance		5.4	5.4	7.1	80.4	1.8	100.0
	Household tasks		7.1	8.9	10.7	71.4	1.8	100.0
	Time spent together		5.4	8.9	7.1	78.6		100.0
	Time spent at work	1.8	3.6	46.4	1.8	30.4	16.1	100.0

Source: HWF Survey: UK, 2001

Table 5.5. Current status in no earner households

		Frequency	Percent	Valid percent	Cumulative Percent
Valid	student + student	1	0.1	1.3	1.3
	training + student	1	0.1	1.3	2.7
	unemployed + student	2	0.2	2.7	5.3
	retired + student	5	0.5	6.7	12.0
	home + student	2	0.2	2.7	14.7
	ill or disabled + student	2	0.2	2.7	17.3
	unemployed + retired	3	0.3	4.0	21.3
	retired + retired	22	3.5	44.0	65.3
	home + retired	7	0.7	9.3	74.7
	home + home	6	0.6	8.0	82.7
	ill or disabled + home	10	1.1	13.3	96.0
	ill or disabled + ill or disabled	3	0.3	4.0	100.0
	Total	75	7.9	100.0	
Missing	System	870	92.1		
Total		945	100.0		

Source: HWF Survey: UK, 2001

Table 5.8. Housing tenure by social group (per cent of ISCO)

ISCO	1	2	3	4	5	6	7	8	9
Own it outright	16.3	22.9	14.8	22.9	17.5	20.0	17.0	15.8	20.5
Buying on mortgage or loan	66.3	59.0	63.6	59.0	50.8	20.0	60.4	50.0	35.9
Pay rent & mortgage	-	2.4	-	-	-	-	1.9	5.3	-
Rent it	15.0	14.5	20.5	17.1	27.8	60.0	15.1	21.1	38.5
Rent free	2.5	1.2	1.1	1.0	4.0	-	5.7	7.9	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Table 5.10. The dwelling by household size (per cent)

Household size	1	2	3	4	5	6	7	8	Total
Terraced or semi-detached	54.8	52.6	73.5	66.5	75.0	50.0	100.0	100.0	61.3
Detached	10.6	22.4	12.0	28.3	21.1	22.2			18.9
Low rise flat or maisonette	26.1	14.9	10.2	4.0	3.9	16.7			13.5
High rise flat	4.0	4.9	1.2	0.6					2.8
Tenement	1.5	2.3	1.2						1.3
Institution	0.5								0.1
Other type	2.5	2.9	1.8	0.6					2.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Table 5.11. Number of rooms by household size (excluding the bathroom, kitchen, hallway, cellar) (per cent)

Household size/ Rooms	1	2	3	4	5	6	7	8	Total
1	3.5	.6							1.0
2	24.1	5.5	0.6	0.6					7.1
3	22.6	22.7	19.3	5.2	5.3				16.9
4	24.1	23.4	36.1	31.8	26.3	33.3	25.0		27.7
5	18.1	24.0	27.7	26.6	32.9	16.7	50.0	100.0	24.7
6	6.5	10.1	10.2	20.8	14.5	33.3			12.1
7	0.5	9.1	0.6	5.8	7.9	5.6			5.0
8		1.9	3.0	4.6	3.9	11.1	25.0		2.6
9	0.5	0.6	1.2	3.5	3.9				1.5
10		1.0		1.2	5.3				1.0
12		0.3	1.2						0.3
15		0.3							0.1
17		0.3							0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: HWF Survey: UK, 2001

Table 5.12. Household consumer durables, cars and properties by social group (per cent of ISCO)

ISCO	1	2	3	4	5	6	7	8	9
Car	92.5	90.4	93.2	86.7	78.6	60.0	90.6	92.1	75.6
Mobile phone	91.3	84.3	86.4	87.6	90.5	100.0	90.6	76.3	79.5
Phone	98.8	98.8	97.7	95.2	95.2	60.0	88.7	97.4	93.6
Satellite dish/cable TV	47.5	38.6	48.9	48.6	55.6	20.0	45.3	52.6	61.5
Second dwelling	7.5	13.3	8.0	2.9	2.4	-	11.3	2.6	3.8
Colour TV	97.5	95.2	100.0	96.2	99.2	100.0	96.2	97.4	100.0
BW TV	11.3	6.0	9.1	6.7	7.1	20.0	15.1	7.9	7.7
Freezer	95.0	91.6	90.9	93.3	92.9	100.0	100.0	92.1	93.6
Automatic wash- ing machine	97.5	95.2	94.3	94.3	97.6	100.0	92.5	97.4	96.2
Internet	61.3	73.5	59.1	47.6	40.5	20.0	39.6	31.6	26.9
Computer	73.8	81.9	70.5	63.8	57.1	20.0	58.5	50.0	41.0

Source: HWF Survey: UK, 2001

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