

Notes

Notes

1. Sources for these figures include: Joseph, 1983; OPCS *Labour Force Survey 1981, General Household Survey, 1985*.
2. There are approximately 900,000 women with children living in households without male partners, of whom 39 per cent were in paid work in 1983-85 (17 per cent on a part-time basis). Lone mothers are less likely than mothers with partners to be in work, but once employed, more likely to be in full-time work. Lone fathers are more likely to work than lone mothers and their working hours are similar to fathers in two parent families (Family Policy Studies Centre, December 1986).
3. The principal legislation providing employment protection to employees is the *Employment Protection (Consolidation) Act 1978, amended by the Employment Act 1980 and the Employment Act 1982*. Rights guaranteed by this legislation include, inter alia, the right to a written statement of employment terms, redundancy payments, guarantee payments, maternity rights, an itemised pay statement, the right to claim for unfair dismissal, and the right to time off for trade union or public duties. In order for employees to benefit fully under employment protection legislation they must either work a minimum of 16 hours weekly for a continuous period (usually two years) or work between 8 and 16 hours weekly and be continuously employed with the same employer for a period of five years. National Insurance contributions, which entitle workers to unemployment benefit, sickness and invalidity benefit, retirement pension and maternity benefit, are based upon average weekly earnings. Part-timers often fail to earn sufficient to gain these benefits.

4. Very few official data sources provide enough information about part-time workers to enable accurate calculations of the numbers exempt from employment protection legislation and employment related social security benefits. Such information is not available from the *Employment Gazette*, the *Census of Employment*, the *General Household Survey* or the *New Earnings Survey*. However, such information can be drawn from the *OPCS Labour Force Survey* or by extrapolating from major research undertakings such as the *Women and Employment Survey*.
5. This is figure calculated from the General Household Survey 1981 estimate of between three and four per cent of all employed men holding two jobs.
6. The principal legislation providing employment protection to employees is the Employment Protection (Consolidation) Act 1978, amended by the Employment Act 1980 and the Employment Act 1982. Employees must fulfil certain condition of service requirements before benefiting from these acts. Protection under legislation governing sex and race discrimination and health and safety provisions is available to all employees whatever their hours of work or length of service.
7. Equal Opportunities Report No 18, March/April 1988:19.
8. Fact Sheets on Sweden, *Child Care in Sweden*, The Swedish Institute, April 1987.
9. *Sharing the Responsibility*, Federal Responses to the Report of the Special Committee on Child Care, Government of Canada, December 1987.