

## Preface

The intention of this report is to outline developments in the workplace and the family leading to greater harmonisation between these two spheres of men's and women's lives. The emphasis is therefore upon *intact* families, and in particular, upon families in which both partners are in paid employment. Thus, lone parent families, although important in their own right as a focus for the study of work-family linkages, are generally omitted from discussion. Similarly, developments in the workplace designed to overcome or mitigate the effects of high and persistent rates of unemployment, such as job-splitting or the Job Release Scheme, are not taken into consideration, despite the fact that families in unemployment are thereby also omitted from discussion. Omission of these two groups should not be taken as suggesting that they would not benefit from increased flexibility in the workplace, nor that they do not have important needs that could be addressed in a report such as the present one. Their needs are, however, different from those experienced by intact families with both partners in employment; and as such require a different approach from that taken here.