

The Preventative Factors of Employment among British Lone Mothers Receiving IS and

JSA :A Revision of UK Welfare Reform towards Lone Mothers through Labor government's policies

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Abstract

By virtue of some fundamental changes in the infrastructure of the families in UK such as high rate of divorce, cohabitation, remarriage and etc, the number of lone parents specially lone mothers has had an acute growth in the recent years. Consequently, dependency of these kinds of families on governmental allowances as well as means-tested benefits and their low work participation in the market as the active work force rather than potential active work force, has led to make the government to adopt some particular policies in this regard to motivate and encourage their work participation and simultaneously decrease their dependency on governmental allowances. However, the main problem of these kinds of new policies has been attributed to non categorization of these kinds of families and their basic needs, problems which can thwart the implementation of governments' policies in this regard.

Introduction

On account of fundamental changes in the infrastructure of families in UK in the recent years; the number of lone parents has had an acute growth (Millar, 1994).

In this regard, the Labor government has attempted to overhaul the welfare state in Great Britain in order to improve and reinforce the employment options for lone parents with respect to eradicate child poverty. Notwithstanding the Government's attempts to promote the employment prospects for the lone mothers, there are still a lot of considerable factors which not only impede the transition of single parents to employment but also thwart the fulfillment of government's policies in this regard too (Northall and Smith, 2006).

In this consequence, the most considerable issue has devoted to the policies of knowing how to raise the low living standards of one-parent families while reducing their dependency on

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means-tested state benefits through some especial policies in order to simplify their transition to employment and work participation.

This paper outlines the hidden barriers and obstacles to employment and workforce participation for lone parents especially lone mothers, which have not been considered by the UK's welfare programs by categorizing lone mother families and scrutinizing their problems; through the interviews and surveys which have been done in this regard, and scrutinize the efficiency of the government's work activation policies in this regard too.

Welfare Reform in the UK

In each society welfare has its own meaning and goals mainly based on individuals' expectations and the infrastructure of the society, the resources and other noticeable criteria in terms of that special society.

However, "the UK social welfare system is made up of the National Health Service (NHS)², personal social services and the social security program. The NHS started its work in July 1948; making Britain the first country in the world to offer free medical care to the whole population" (Catterall and Hamilton, 2006, p. 269). In fact, Personal social services provide a wide range of services for social vulnerable groups like the elderly, disabled people and also people with mental disabilities or learning difficulties who need special attention and care in their life (Catterall and Hamilton, 2006). "The social security system is designed to secure a basic standard of living for people in financial need by providing income during periods of inability to earn, including periods of unemployment and disablement" (HMSO, 1995 in Catterall and Hamilton, 2006, p. 269).

However, The UK's welfare legislation of the 1940s, committed itself to increase social services for people more seriously in order to provide a minimum standard of living for them (Catterall and Hamilton, 2006).

When Margaret Thatcher became Prime Minister of a Conservative government in 1979, some considerable changes towards welfare state were indicated especially through reductions in

² The NHS is the public health service in Britain that provides medical treatment and is paid for by taxes (Cambridge, 2011).

social security benefits at a time when unemployment also peaked at 3 millions (Gladstone, 1999 in Catterall and Hamilton, 2006).

After conservative, when “Labor government took power in 1997, Prime Minister Tony Blair promised a new Welfare State, referred to as the “Third Way.” This welfare reform was based on a partnership between the citizens and the state and was rooted in the philosophy that work is the best way out of poverty” (Fraser, 2003 in Catterall and Hamilton, 2006, p. 270). In fact, the incoming Labor government in 1997 initiated a series of policy reforms in order to reduce child poverty by increasing employment rates among families with children, especially among lone parents committed itself to a strong and constructive welfare reform towards the British (Gregg et al., 2007).

Nevertheless, the most important feature of Blair’s government was the creation of a socially inclusive society by its much-repeated slogan of the Labor years, “work is the new form of welfare” to eradicate the child poverty and reinforce the welfare policies towards whole citizens of the society by their mutual participation in society too (Millar, 2011). On the other hand, Welfare to work programs were underpinned by reforms to the tax and benefits system to overcome the unemployment and poverty; however there are more to do (Finn, 2002)

In the point of fact, on account of UK’s experience of high poverty and inequality in 1980s and 1990s, the Labor government adopted some specific policies such as The New Deal for Lone Parents (NDLP), which started in 1998 and was one of the first of the employment activation programs (Millar, 2011). “NDLP provided individual information, guidance and support to lone parents who wanted to find jobs. Participation in the NDLP was voluntary for lone parents, and there was no compulsion for them to take up jobs” (Millar, 2011, p. 28). In terms of amendment and reinforcement of welfare state, the government exerted other particular policies in 1998, included “Sure Start (locally based services providing health, child care and early years support, initially in disadvantaged areas) and the National Childcare Strategy (aiming to provide quality and affordable child care for all children aged under 14, including free part-time nursery places for all 3- and 4-year-old children)” (Millar, 2011, p. 28). The New Deal for Lone Parents (NDLP) was one of the UK’s employment activation programs towards lone parents which started in 1998 and aimed to accelerate the transition of lone parents especially lone mothers to work (Millar, 2011).

Nevertheless, since 2003; UK adopted new policies towards lone parents in order to accelerate the procedure of lone parents' employment to the markets and decrease their dependency on Income Support (IS) and lead them more to Jobseeker's Allowance (JSA) (Newis, 2010). In this regard, UK's welfare state replaced The Working Families and Disables Person's Tax Credits with new generation of Tax Credits, Child Tax Credit and Working Tax Credit in 2003 (Millar, 2011).

According to Jane Millar (2011), other particular policies were exerted in regards of reinforcing the welfare state and standard of life for people who are not able to reach the minimum degree of standardization too,

A national minimum wage was introduced in 1999, alongside reductions in the tax thresholds and in national insurance contributions. The new tax credits also dated from 1999, replacing the existing in-work benefit (family credit) with more generous and extensive support. These were in turn replaced from 2003 by the child tax credit (for families with children) and working tax credit (for people in low-paid work). Working tax credit also includes a child care tax credit, covering part of the costs of registered child care. Tax credits are means-tested on an annual assessment of income, with an end-of-year reconciliation to take account of changes in income and circumstances since the initial award (p. 28).

However, in terms of these reforms and new policies towards the lone parents, there are still some hidden preventative factors which impede or make more difficulty for lone parents in regards of their transition into employment which has not been taken in to consideration and scrutiny by the government and also has led to increase the lone parents' dependency on governmental benefits and hence, erode the government's endeavor in this regard.

The most prominent inefficiency among these policies can be referred to the categorization of lone parent families in terms of their problems and limitations which has not been taken in to consideration by the government.

In fact, lone Parents are seeking for the jobs that allow them to be there for their children when they need them. This is the most important and prominent issue which has not been taken in to consideration by the government. The only one parent should take a lot of responsibilities in terms of caring and supporting his/her child(ren), in order to do the school run, care for children when they are sick and support them with their school work, therefore jobs with flexible working patterns are absolutely vital (gingerbread, 2011).

Why Lone Mothers

“Currently there are over one million lone parent families in Britain, about 21% of all families with children. On the other hand, Nine out of ten of these families are headed by a mother” (bmj, 2011).

On the other hand, statistics have revealed that the proportion of single parent families has increased since the 1970s (gingerbread, 2011),

- In 1971, just 8 per cent of families with children were single parent families (14)
- In 1998, 24 per cent of families with children were single parent families (15)
- In 2010, 23 per cent of families with children were single parent families (16)

“Nevertheless, employment of lone mothers is a complex topic as they are inherently different from other social groups in the society; thereby the government and other relevant organizations have to bare this in mind when they want to design employment policies directed at lone mothers” (McCulloch, 2006, p. 1).

“Despite offering personal advisers, policy makers continue to operate with a stereotyped view of lone parents. They fail to recognize the different situation, needs and abilities of the subgroups of lone parents. It is important to start the discussion about the nature of lone parenthood” (Speak, 2000, p. 34).

In fact, lone parenthood is one of the major causes of family poverty in UK (Field, 1996 in Hamilton and Catterall, 2006). Among these lone parents, “940,000 lone parents, mostly mothers, receive means-tested income support in the UK” (Walker and Wiseman, 2003 in Hamilton and Catterall, 2006). However lone parents’ especially lone mothers’ dependency on income support and other benefits in UK, has become one of the noteworthy issues; not only in terms of economic aspects for the government as the expendable and time-consuming subject, but also in terms of social aspects and its negative impact on lone mothers’ children which can lead to spread the dependency culture in the society too.

The aim of Welfare policy in the most of developed countries has been concentrated on encouraging and activation of lone mothers to reconcile with employment and decrease their dependency on governmental benefits (Hamilton and Catterall, 2006). Adoption of these policies

is due to the increasing numbers of lone parents especially lone mothers, this idea that women belong in employment, and an ideological shift against welfare dependency (Himmelweit, 2004 in Hamilton and Catterall, 2006).

However, the UK activation welfare policies and programs towards lone mothers; have neglected some deterrent factors for lone mothers to reconcile them with employment.

In fact, the main reason for the increased reliance on state benefits has been a fall in employment rates, especially in full-time employment (Millar, 1994).

On the one hand, these statistics partly indicate the inefficiency of government's welfare policies in this regard.

On the other hand, especial governmental policies in this regard, need more scrutiny on lone mothers' needs and problems to provide their transition into employment and decrease their dependency on governmental benefits by employing policies which consider and categorize these kinds of families which are inherently different from common families, run by couples and hence; divide the financial pressure and other responsibilities among them.

Single Parent Family

There are a lot of definitions concerning lone parent families which can be taken in to consideration principally through the literature of the society and its cultural viewpoints towards the lone parents and single parent families, such as "Lone parent, single mothers, female-headed households and sole parents are all terms used within literature to define a lone mother" (Northall and Smith, 2006, p. 19). Nevertheless, far from the diversity in the definition of lone parents in each society based on cultural or social standpoints, the close definition of a lone or single parent family term can be referred to the "Single parent family is the term used for a mother or father who raises children below 18 years without help from the other parent" (bizymoms, 2008).

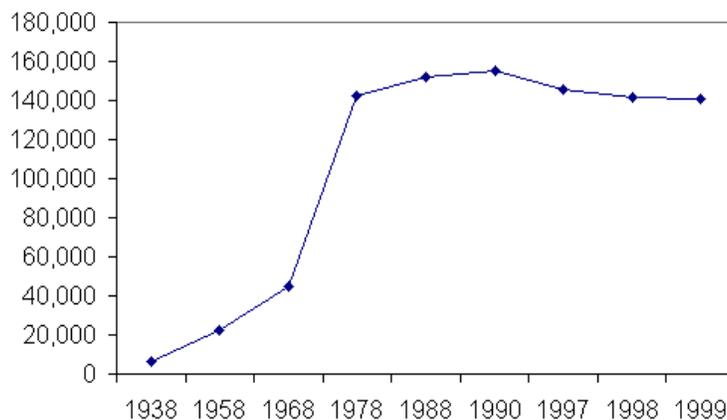
"Statistics reveal that the number of single parent families is on the rise for several reasons as people are falling away from the traditional biological father, mother and children concept" (bizymoms, 2008). In fact, it seems that Marriage has lost its sacred conception in the societies and the law has made it easier for divorce and remarriage among the people.

Another notable issue which has led to increase the number of lone mothers and single parent families is the cultural changes and cohabitation for more single parents (bizymoms, 2008).

However in UK, the number of lone parents and single parent families is on the rise; mainly through some specific reasons like extramarital births, cohabitation, divorce and extent of remarriage and cohabitation after divorce (Millar, 1994).

However, among aforementioned factors, divorce has been evaluated as the main reason of increasing the number of lone parents in UK in recent years. “According to the Office of National Statistics, divorce rates in the UK have risen over the past three years since falling back from the level reached in 1996. The total number of divorces in England and Wales last year was 153,490, working out at 13.9 divorces per 1,000 married people. This rose from 13.4 in 2002” which has led to increase the number of lone parents (divorcerate, 2012). In this regard, the most noteworthy issue in these divorces among the families will be devoted to the children of these kinds of families. In fact, the most of the single mothers prefer to look after their children after divorce, therefore caring for their children especially pre-school children can be considered as one of important deterrent factors for those lone mothers in to work participation (gingerbread, 2011).

Figure 1 Number of divorces in UK from 1938 to 1999



Source: www.divorcerate.org (2012)

Despite whole parliamentary argument and debates in regards of specifying the government’s role to disintegration of the ‘traditional’ family between the political right and

those who advocate more socially democratic political beliefs (McCulloch, 2006), single parent families gradually have been identifying as one of the inseparable parts of the UK's society, which should be taken in to attention; firstly by the government through some constructive welfare policies in order to reduce their terms of vulnerability, dependency and make them more independent from any affinity correlated to governmental benefits, secondly by social scholars on account of preventing the collapse of sacred entity of family in the society which can have its fatal corollary for the society in the future.

Changes to financial support for single parents

On account of increasing the standard of living for vulnerable groups like single parent families, who are not able to get their basic needs due to their low income or other preventive issues, the government has adopted some specific policies towards them like Child Tax Credit and Income Supports.

“Child Tax Credit (CTC) is paid to people responsible for at least one child. It is paid by HM Revenue and Customs (HMRC)” (adviceguide, 2012).

“Child Tax Credit and Working Tax Credit help to support families with children and working people on low incomes. Child Tax Credit supports families with children and young persons aged from 16 but less than 20 years old”(hmrc, 2011). Also, other important policies can be considered according to CIVITAS³ (2002),

Family income supplement (FIS) was introduced in 1971 to provide a means-tested benefit for families with an adult working at least 24 hours per week. In 1988, FIS was renamed family credit (FC) with increased levels of benefit. In the mid-1990s, the work requirement was reduced to 16 hours and a childcare disregard was introduced. See Dilnot, A. and McCrae, J. (1999) *Family Credit and the Working Families Tax Credit*, the Institute for Fiscal Studies (p. 3).

In terms of the work activation programs towards the lone parents especially lone mothers, the government has introduced some new policies in order to decrease the dependency of families on governmental benefits and compel them to reconcile with the employment.

³ The Institute for the Study of Civil Society

One of those programs which were executed from 25th October 2010 was concerning the non-working single parents who would seek paid employment when their youngest child turns 7 (Newis, 2010). On the other hand, based on Newis (2010),

Under this change to the welfare system, up to 111,000 single parents of 7 to 9 year olds⁴ currently receiving income support (IS) will be affected. Conditions attached to Jobseeker's Allowance (JSA) mean that a single parent will be required to actively search for work and take up a job if one is offered, or face a cut in the amount of benefit they receive. In short, single parents whose youngest child is aged 7 can no longer claim IS on the basis that they have sole responsibility for their child(ren) (p. 2).

“The Implementation of the rule began in November 2008 and first affected parents whose youngest child was aged twelve and over; in October 2009 parents with children aged ten and eleven were also transferred to JSA” (Newis, 2010, pp. 2,3). In fact, the main goal of these reforms is to move more and more single parents from IS to JSA.

Child Tax Credit and Income Support: Pros and Cons

In the recent years, the implementation of new policies towards lone mothers in order to reinforce their social situation and also improve their children's position not only in terms of economic aspects but also in terms of social aspects like providing their basic needs through some special policies in regards of eradication of child poverty has created more controversial debates and issues.

Although the importance of these financial aid especially for women who have pre-school children is not ignorable, but these financial aid can be taken in to consideration more seriously by their side-effects on lone mothers' social life.

Two key themes in this regard are discussed, namely, stigma and illicit income. The first one indicates the negative attitudes and reactions of other members of society towards the lone mothers while the second one concerns how the dependency culture can affect and discourage

⁴ “According to information provided by the Department for Work and Pensions (DWP) it is anticipated that 60 per cent (67,000) will be moved onto JSA, 25 per cent to Employment and Support Allowance (ESA) or remain on IS and 15 per cent will move into employment or another destination” (Newis, 2010, p. 2).

welfare dependent consumers from finding employment but encourages turning to illicit income (Catterall and Hamilton, 2006).

The stigma refers to the negative attitudes and reactions of others in the society towards lone mothers mainly through their dependency on welfare and their disability to overcome their poverty on account of their restricted budget in terms of provision their basic needs for themselves and also their children which can raise a kind of notoriety for them principally among the others in the society (Catterall and Hamilton, 2006). In fact, these kinds of negative attitudes can be originated and attributed mainly to the cultural and social view points of the society.

Another negative noteworthy issue in regards of these kinds of social benefits is the expansion of dependency culture among the recipients. “In practice, many of those people who are dependent on governmental financial assistance feel that there is little incentive to seek employment” (Catterall and Hamilton, 2006).

On the other hand, Finding employment equals to loss benefit entitlement which can deteriorate the economic situation of lone mothers and put them more under the line of poverty (Catterall and Hamilton, 2006). As a result, it can be perceived that these current policies despite their necessity for lone mothers especially who have pre-school children are not as stimulating as they were assumed, and furthermore, can be considered as policies to spread out the dependency culture among the lone mothers.

“This has resulted in some welfare dependent families turning towards illicit income (Hill and Stephens, 1997 in Catterall and Hamilton, 2006). Turning to crime in order to feed desires of obtaining what the consumer society has to offer is a strategy used by low income consumers” (Catterall and Hamilton, 2006).

However, despite aforementioned negative aspects and side effects of governmental financial aid to lone mothers, the necessity of these financial supports is not negligible mainly through the financial support provided by tax credits which can enable the women to enter and stay in work as it is not possible for them to live on their wages alone. In fact, a kind of financial stable security is very important for lone mothers and women especially in terms of budgeting and quality of life (Millar, 2011).

As above mentioned, although the governmental financial aid can have its side effects for the lone mothers especially in terms of spreading out the dependency culture among the lone mothers and putting government in a king economic crisis on account of budget deficit due to the

increasing number of lone mothers, but the importance and significance of these financial supports are not negligible mainly for lone mothers with pre-school children who are in their most vulnerable social position and also for mother with disabled children who need long life care.

However, the main question will be raised here on account of the paradoxical inherency of the issue and welfare policies in this regard. The most significant solution can be introduced through the activation policies of work, but these kinds of policies should be more scrutinized by the government to fulfill its final goals through obtaining a complete recognition of single parent families and their needs.

Lone mothers' view point towards the employment is so important on account of their approach towards the work and consequently, their endurance towards the potential problems related to their work and their family in order to find a kind of flexibility between them to fulfill their duties in terms of breadwinner of the family and also with respect to their maternal role in their family too.

According to Jane Millar (2011), employment and to be at work is one of the important features for lone mothers in regards of promoting their financial and social situation; as,

Being in work was better than being on income support. This was in part because they were financially better off—although for some the gains were marginal—but it was also because in general they valued working. Working was important for self-esteem, for social contacts, as a role model for children, as an opportunity to use skills and experience, and because they thought it provided them with a quality of life that is impossible to achieve on benefits (p. 29).

In fact, this survey reveals that the most of the women have potential motivation and positive attitude towards work and employment (Millar, 2011); however the preventative factors in this regard should be reconsidered in order to fulfill government's policies in terms of enabling single mothers to stand on their feet rather than be dependent on governmental benefits.

In this regard, the significant role of government can be defined through activation policies to accelerate the transition of lone mothers to work by perceiving their main preventative and obstacles on their road in order to increase the standard of their lives. Therefore, the recognition of these obstacles and their classification is so significant.

Barriers to Employment for Lone Mothers

Notwithstanding the new policies and benefits for lone mothers to reduce their dependency on governmental benefits, the numbers and statistics of unemployed lone mothers have had a growth which shows partially the inefficiency of government's new policies towards the transition of lone mothers to work.

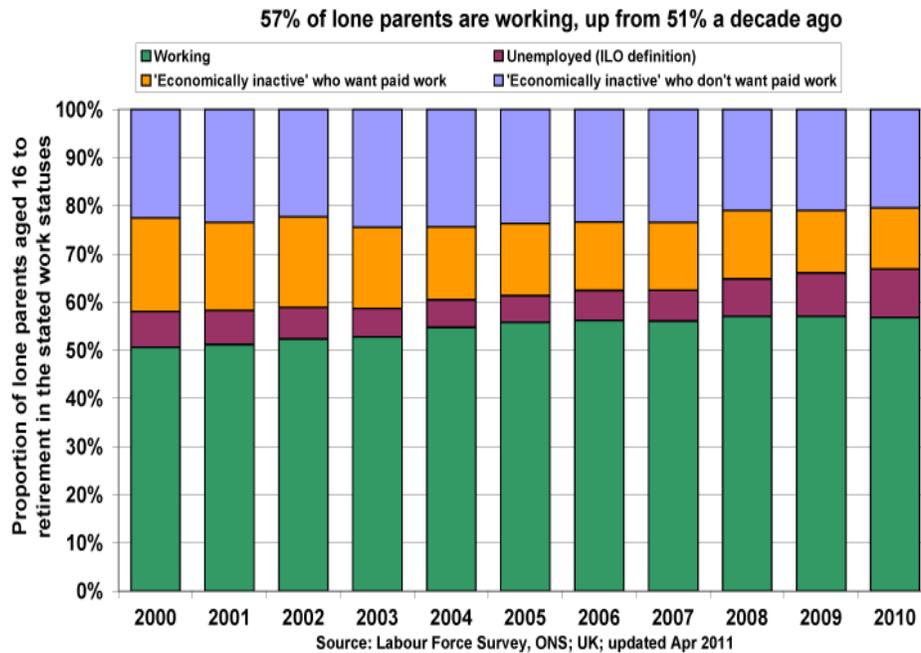
It can be attributed to the insufficient information and knowledge of lone mothers' nature and their vulnerability (Speak, 2000).

On the other hand, there are too many noteworthy issues as lone mothers' barriers to employment which mainly can be highlighted as "No high school diploma, Transportation problem, Major depressive episode, Generalized Anxiety Disorder, Child with health problem, recent severe domestic violence, Drug abuse, Alcohol abuse" (Danziger, 2001, p. 1).

These are important preventative factors of lone mothers' transition into employment which government should take them in to consideration more seriously on account of its complete implementation of new policies towards lone mothers. These factors are analyzed more seriously in this paper to show their effect on lone mothers' workforce participation.

In fact, the transition from welfare to work for a lone parent is a process. It begins with a desire to work and ends, not simply in a job, but the most important issue in this process is seeking for the barriers which prevent and impede lone mothers from participating in this process or even lead to fail those in finding a suitable job based on their needs (Speak, 2000).

Figure 2 Work Status among Lone Parents, over time

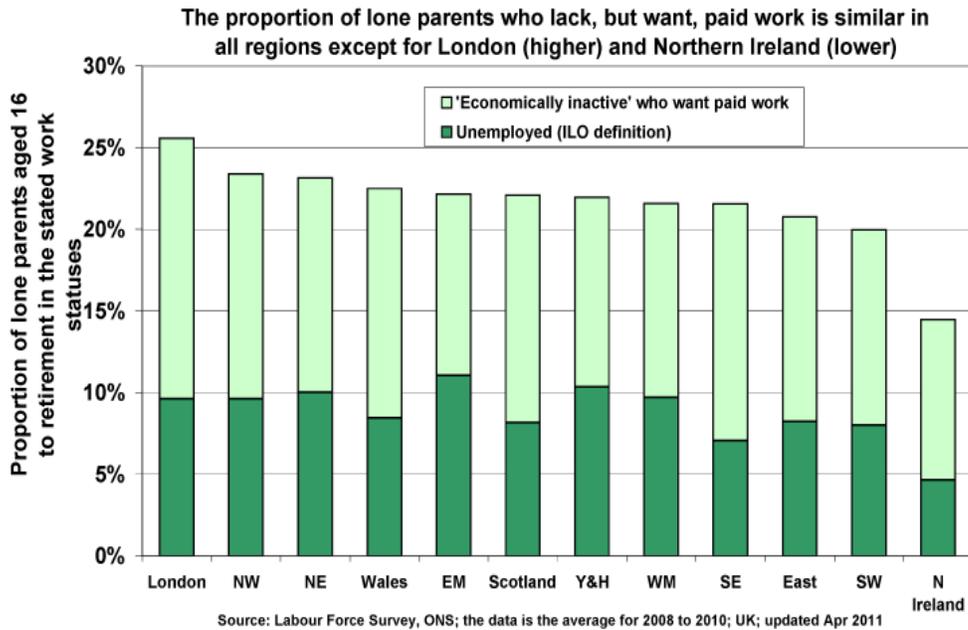


Source: www.poverty.org.uk (2012)

“The first graph shows the proportion of lone parents aged 16 to retirement in each work status, namely working, unemployed, economically inactive but wanting paid work, and economically inactive and not wanting paid work”(poverty, 2011). According to the Figure 2⁵, the number of unemployed lone mothers has increased mainly through recent years (2008, 2009, 2010), which indicate government’s policies inefficiency in this regard.

⁵ “The data source for both graphs is the Labor Force Survey (LFS) and relates to the United Kingdom. The data for each year is the average for the 2nd and 4th quarters, analysis by household type not being available for the 1st and 3rd quarters” (poverty, 2011).

Figure 3 Work Status among Lone Parents, over region



Source: www.poverty.org.uk (2012)

“The second graph show how the proportion of lone parents aged 16 to retirement who lack, but want, paid work varies by region. To improve its statistical reliability, the data is the average for the latest three years” (poverty, 2011).

Based on Figure 3⁶, London has the most number of unemployed lone mothers, among the other parts of UK.

However, in comparison with some countries like Australia and USA; including to some extent the same welfare state, there are some common barriers for lone mothers in their transition to work participation like “The structure of the benefits system, the need for appropriate childcare provisions and the lack of skills and work experience” (Eli Dutton et al., 2006, p. 85) which shows the government has not perceived them yet. On the other hand, The UK work participation rate of lone parents, who are not a homogenous group, in paid employment is low

⁶ “A further 23% are not working but want to. This proportion is similar in all the regions of the United Kingdom except for London (higher, at 26%) and Northern Ireland (lower, at 14%)” (poverty.org.uk, 2011).

compared to the other countries such as France, Sweden, Germany and the USA (Eli Dutton et al., 2006).

One of the main reasons for the slow transition of lone mothers into work can be introduced and considered through their lack of skills and knowledge (Butterworth, 2003). In fact, the most of the lone mothers do not have enough knowledge and skills in order to participate in the market, some of them do not have high school diploma which makes the condition more deteriorating for them; This 'employability gap' includes a skills mismatch, lack of work experience and limited awareness of job opportunities. (Eli Dutton et al., 2006).

Also, the dependency of their children is another noteworthy deterrent factor which often does not let them participate in the colleges or other vocational programs to learn a new skill. According to Eli Dutton et al. (2006),

The age of dependent children has a significant impact on the pattern of lone parent employment. Employment rates are lower for all mothers with children under five years of age and lower for single rather than married/ partnered women. Almost 60 per cent of women with dependent children work less than 30 hours per week; the majority work 16_30 hours (p. 86).

In fact, most significant preventative factor is the condition of lone mothers' children. Lone mothers with pre-school children and lone mothers with disabled children are completely different from lone mothers who their children are at high school and usually with an independent work salary. In fact, these mothers have more obstacles and difficulties rather than those with children at 15 up to 19 year old children.

The lone mothers who their child(ren) have some mental problems or are disabled and need more attention and medical care, are not able to devote a fixed time to work and hence, it is very difficult for them to enter the workforce participation. Another noteworthy issue in this regard, is the expenditure which they have to devote for their child(ren)'s medical care that sometimes they can not afford it and can lead them to illicit income or even addiction. The government should scrutinize these kinds of categories among lone mothers and their children in order to specify their genuine needs and problems to eliminate the child poverty and unemployment among these vulnerable groups of the society.

Another noteworthy barrier for lone mothers' employment is the type of jobs. Sometimes there are some job opportunities for the lone mothers but, on account of some criteria such as the difficulty of job or having no flexibility, mainly in terms of time, for lone mothers to provide a kind of balance for their work and family they are forced to quit it (Millar, 2011).

Mental health problems are another important and preventative reason for lone mothers and their work participation. In fact, Mental disorders on account of reducing workforce participation and hence, the hours of work and productivity are so notable (Kessler and Frank, 1997 in Butterworth, 2003).

In fact, the lone mothers, because of their high responsibility as childcare and main breadwinner of their families, tend to have more mental problems in comparison with married mothers who are significantly protected by their husbands (Butterworth, 2003).

These mental problems which can lead to a deep depression usually have negative impact on the lone mothers to encourage them in addiction of alcohol and drug which can prevent them not only from participating in workforce participation but also thwart them from looking after their children too (Danziger, 2001).

Another notable barrier for lone mothers in regards of their workforce participation is transportation and also the fare of transportation which are not considered so seriously by the governmental programs. In fact, the most of the lone mothers on account of high expenditure of rent and other problems live in suburbs which can lead to increase their expenditure due to fares of transportation in to their workplace. This problem is so important because of its impact on decreasing their salary and makes their endeavors nonsense for them with respect to the time which they should spend in this regard and deprive them from more attention to their children. Consequently, they try to find jobs in local shops, bars, offices or cleaning companies which can not satisfy them as these are jobs with low salaries (Speak, 2000). As a result, it leads to discourage them for finding jobs.

“Working patterns also act as a barrier to employment. Studies have shown that lone parents find the co-ordination of working hours a significant challenge as they have little scope to re-arrange childcare around the changing requirements of employers. Lone parents also find employers to be generally inflexible to their needs, for example when childcare breaks down or children are ill” (Speak, 2000 in Eli Dutton et al., 2006, p. 90) .

However, despite whole of above mentioned problems and obstacles for lone mothers in their transition to workforce participation and employment, they try to get a job and keep it even as a part time job on account of the value of job and their attitudes towards it. In fact, based on Millar (2011), women recognize the job as a valuable source of income because,

Being in work was better than being on income support. This was in part because they were financially better off—although for some the gains were marginal—but it was also because in general they valued working. Working was important for self-esteem, for social contacts, as a role model for children, as an opportunity to use skills and experience, and because they thought it provided them with a quality of life that is impossible to achieve on benefits. The children also generally agreed; they thought that it was better for their mothers to be in work, family income improved and they were able to do more things. The older children in particular valued the independence they had, even if it meant they spent more time looking after themselves and their siblings and doing housework (p. 29).

Consequently, the government in terms of reducing child poverty and lone mothers' dependency on governmental benefits and adopting stimulating policies in regards of encouraging lone mothers to workforce participation should scrutinize their basic and inherent problems by some classifications which can increase not only their standard of life but also help to fulfill government's goals in this regard.

Conclusion

The number of lone parents, especially lone mothers has had an acute increase due to fundamental changes in family structure and other issues such as cohabitation, divorce, and remarriage.

In this regard the government has adopted some especial policies in order to decrease unemployment rate among lone mothers and encourage them to participate in workforce, such as NDLP. However, the statistics of unemployed lone mothers have revealed that the government's policies in this regard have not been effective and efficient due to inadequate recognition of lone parents' inherence and their problems.

In fact, the government should categorize lone parent families, especially families headed by lone mothers on account of their main role and responsibility for caring children which often acts as a deterrent factor for their work participation.

This research has found that in regards of families headed by lone mothers there are important and notable preventative factors which government has not taken them in to consideration so seriously such as the condition of lone mother families' children (some of them have pre-school children and some of them have disabled children with especial medical care) which impede them from participating in work force participation. In fact, the condition of these lone mothers often prevent them from participating any vocational program or academic study and hence, impede them from having any suitable qualification for work participation too.

Also, lone mothers' mental condition in regards of their work force participation is so significant too. Lone mothers due to their high responsibility tend to have more depression in comparison with common families run by couples, which lead to discourage their motivation for work and also decrease their work's efficiency too.

This paper has also outlined the high motivation of work participation among lone mothers because of the value of work in their attitude through the surveys, which can act as a key element to fulfill government's policies in regards of its work activation programs.

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