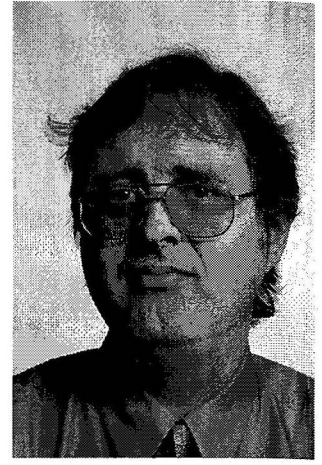# MULTIPLE JOB HOLDING IN NEW ZEALAND - A STATISTICAL PROFILE
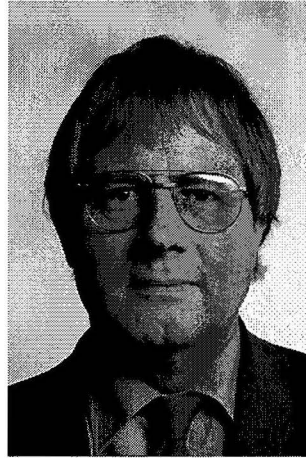
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Abstract

This paper reports on research being conducted under a FRST-funded research programme. The programme has two linked research objectives - (i) creating a quantitative profile of the incidence of multiple job holding in New Zealand; and (ii) investigating the dynamics of becoming a multiple job holder in New Zealand and the social consequences of multiple job holding. Organised around these two objectives, this programme of social research is investigating the role of multiple job holding as a positive change strategy for individuals, families and communities. It focuses particularly on factors that influence the adoption of multiple job holding by individuals, and the effects that a multiple job holding workstyle has on individuals, families and communities. The paper reports the findings of an initial statistical profile of the incidence of multiple job holding in New Zealand based on the 2001 census.

Introduction

Research objectives and outline

The purpose of this research programme[1] is to provide knowledge about the way individuals, families and communities are adapting to social and economic change through multiple job holding. The programme complements and extends previous research into the characteristics of work in natural resource sectors to provide comprehensive information on multiple job holding across a range of sectors.

The research began in 2001 and is broken into two main objectives. The work in these objectives is currently focussed on:

• developing a profile of multiple job holding (MJH) in New Zealand over recent years. Data bases used include the 2001 census data in particular, and also the NZ Household Labour Force Survey.

• Preparing an overview of research interests and issues amongst potential users of the research, and reviewing approaches and definitions to develop the research framework.

The research findings will contribute to the outcomes sought by FRST in the "Family and Community Well-

being" portfolio. It is expected that the findings will be used by agencies and groups who support decisions about employment by individuals, families and communities as they respond to social and economic change. So far these stakeholders have shown considerable interest in the research.

Multiple job holding and flexible work

The phenomenon of workers holding more than one job (multiple job holding) is associated with the casualisation of employment and a trend to more flexible work patterns in Western societies. There is an apparent trend to "non-standard" employment for individuals, employment that is not "full-time" for a basic week. In New Zealand, the growth in flexible work practices is attributed to the processes of globalisation and decentralised bargaining (McLaren, 2001).

Motivations behind the trend to multiple job holding vary for employers and workers. Employers enjoy the economic benefits of more flexible employment arrangements. Employees are motivated by the need to build a sufficient level of individual or household income. In particular, low-skill workers with low incomes hold multiple jobs to pay for household necessities. However, multiple job holding also includes professional workers such as health professionals. In addition to building their income, they are motivated by benefits from flexible employment for their personal and family lives (Chapman, 2000).

Multiple job holding is widely used by farm families to maintain or supplement farm income (Taylor and McCrostie Little, 1995). It is also evident in other parts of the rural economy as with meat processing workers (Shirley, et al., 2001), and specifically-skilled, casual, mobile, workers (e.g. shearers and ski instructors) holding multiple jobs for year-round work across international locations (Hunt, 1996).

A particular issue for profiling multiple job holding from census data and other official statistics is the high proportion of casual employment within the cash economy. Multiple job holders may be reluctant to report cash income from casual employment for reasons related to tax, child support and benefit receipts (Averett, 2001).

Preliminary profiling

Initial investigations in the research programme indicated a progressive move towards more detailed analyses as the appropriate approach to developing a statistical profile and information on trends in multiple job holding. The first step was to use data from the quarterly Household Labour Force Survey (March 1986 - Sept 2001) and the annual Household Income Survey supplement (June Qtrs). These surveys have sample sizes of the order of 32,000 individuals. This sample size has implications for accuracy and confidence levels, particularly where cross-tabulations are concerned. The second step, guided by the initial analysis, would be based on the 5-yearly census.

Preliminary findings showed that multiple job holding rates increased over the period 1981-96 but this growth appears to have levelled off over 1996-2001. There is a steady increase in the hours worked in "other" jobs over recent years. There are indications that the rate of multiple job holding varies between social groups, depending on factors such as sex, ethnicity, life cycle and parental status. The initial profile identified difficulties with definitions and forming consistent data series from the official statistics used.

Purposes of this baseline profile

The first major effort to develop the statistical profile was analysis of the 2001 Census for data on multiple job holding. Results are summarised in this paper.

The analysis forms a baseline profile of the level and distribution of multiple job holding in New Zealand. It serves several purposes. Firstly, coming as it does early in the research programme, the baseline profile identifies whether or not multiple job holding has become a significant element in the New Zealand work place and, if so, in what areas or types of work.

Secondly, the research team is conducting initial field work to scope experiences and issues amongst groups of people who hold more than one job at a time. The baseline profile therefore provides guidance on where to focus this field work, in terms of the types of work involved, the demographic characteristics of the individuals involved, and the geographic locations likely to be most fruitful for research.

Approach and framework

Questions to focus on

The five-yearly census of population and dwellings includes many attributes of persons and households that are potentially useful for answering the over-arching question "who in New Zealand holds more than one job?" Bearing in mind the dual purposes described above, the systematic approach adopted in this analysis addressed the following three key questions:

•   Which census parameters are the most discriminating variables with respect to the incidence of multiple job holding?

•   Are there particular clusters of parameters which characterise relatively high concentrations of multiple-job-holding activities?

• Where, in terms of geographical or workplace locations, might relatively high concentrations of multiple job holders be found?

Analytical framework

Detailed data from the 2001 Census of Population and Dwellings became available by mid-2002. These data provide the very latest economy-wide snap-shot of

multiple job holding across New Zealand. In the 2001 Census, the question was asked "In the 7 days that ended on, did you have one job or more than one job?"

While the census data have some real strengths, they also have some decided weaknesses. Nevertheless, because the data come from a full census they allow a far more detailed analysis than any other statistical data set. This scope of analysis can be seen from the information presented in Table 1.

Table 1   Comparison of census and survey sample sizes

Census/survey	Timing	Sample size
2001 Census of Population and Dwellings	Five-yearly intervals; most recently in March 2001	1,727,27, aged 15 years and above
Household Labour Force Survey	Quarterly since 1985	30,000 individuals in 16,000 households
Household Economic Survey	Annually 1973-98; thereafter every three years; most recently 2001	3,000 households
Time Use Survey[2]	Once only so far: July 1998 - June 1999	~8,500 individuals
Longitudinal Survey of Income Dynamics	Only field tested so far: July 1999 and March 2000.	n/a

Previous censuses will provide an opportunity to generate other snap-shots of MJH at five-yearly intervals, although changes in industry classification systems make longitudinal analysis less than straightforward. With this issue in mind, all variables used in the analysis so far are based on compatible derivative classifications and aggregations of categories able to be replicated over the entire 1991 to 2001 period. Thus, it will be possible to build up a picture of the evolution of MJH in New Zealand over the past ten and possibly 15-20 years (perhaps, with some fine tuning to the derivative variables and classifications used so far).

The analytical framework involved two steps. Firstly, two-dimensional analysis of the MJH data was carried out for a range of variables. In other words, each variable was disaggregated by sex as well. The list of variables analysed is shown below. The variables analysed either describe the individual worker or the individual's personal circumstances, or describe the wider employment setting for the individual concerned.

Variables describing individual characteristics or personal circumstances:

Age

Ethnicity
Personal income
Rent as a % of personal income
Household income
Household composition
Marital status
Living with children
Number of children
Age of children
Educational level
Present involvement in study
Birthplace
Length of time in NZ
Length of time at current residence

Variables describing the wider employment setting:

Occupational group
Workforce status
Involvement in unpaid work
Employment status
Industrial classification
Geographical area

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[2]Carried out in conjunction with the Ministry for Women's Affairs.

The two-dimensional analysis employed z-scores to highlight sub-categories with significantly above-average levels of MJH.

The two-dimensional analysis was followed by a process of isolating clusters where there is a high prevalence of multiple job holding. In the analysis to identify clusters, computerised multi-dimensional matrices (up to six or seven variables simultaneously) were searched systematically for any cells representing combinations of the variables which met certain criteria of cell population (>1000) and MJH % (>20%). In this method, it became evident that an iterative (what is the formal word to describe the process of learning by repeated iterations?) approach will be required. There is a trade-off between highest percentage MJH for small numbers of workers and high percentage MJH for larger clusters of workers. Further iterations will need to be made to refine this framework progressively.

The census data sets make it possible to generate an historical time series at five-yearly intervals. When repeating the analysis on data from earlier censuses, the general framework can help to track changes and trends in the incidence of MJH, such as the sizes and characteristics of MJH clusters identified in this preliminary analysis. It is possible that clusters may come and go over time; that clusters in 2001 of the highest percentage MJH may not correspond to clusters of the highest percentage MJH in 1991, for example. These differences may necessitate further iterations of analysis in order to match results from different censuses.

Links to other statistical data sets

It is an intention ultimately to try to link the analysis of census data with an analysis of data from the quarterly Household Labour Force Survey which has been conducted since 1985, or with an analysis of data from the Household Economic Survey which was conducted annually from 1973 to 1998, and triennially thereafter. However, sample sizes for these surveys are relatively small. Therefore it is best to attempt such links only after the research has built up knowledge as to the most discriminating variables. There may be other factors which complicate comparisons between census and other data sets.

Results

Current levels of MJH in New Zealand

Firstly, the analysis established that almost one-in-ten New Zealanders aged 15 years or over and engaged in the work force held more than one job at March 2001. The overall national figure is 9.7%.

The generalisation that women are more likely to engage in more than one job than men is certainly borne out by

the aggregate statistics - in 2001, 10.4% of working women held more than one job while 9.1% of working men did so. The difference at this level of aggregation is relatively small - women were 14% more likely than men to hold more than one job. It is only when combined with other variables that differences between men and women become more pronounced.

Employment status

Three categories stand out with relatively high incidence of MJH. Those involved in unpaid work, whether full-time or part-time, exhibit the highest levels of MJH, followed by the self-employed. These three categories are the top three categories for both women and men. The most noticeable difference in MJH rates between women and men is in the self-employed category where women (22.1%) were 42% more likely than men (15.6%) to be involved in more than one job.

Wage and salary earners, both full-time and part-time, and both male and female, have the lowest rates of MJH among the categories of employment status.

Industrial[3] classification

At the 2-digit level, several types of land-based farming are distinguished (e.g. beef farming (25%), sheep farming (22%), cropping (22%), dairy farming (16%) as are veterinary services (17%) and domestic services (18%). Differences between women and men are just as evident, although in some cases men have a higher incidence than women; for example, in veterinary services the men (894 men at 21.3%) are 37% more likely than women (2,013 women at 15.5%) to report more than one job.

The largest groupings (>1,000) of MJH workers by industry classification are listed in Table 2. Rural and land-based industries are predominant amongst those industries with the highest MJH rates in 2001. Entertainment, tertiary education and health services also feature in this selection.

The shading in Table 2 indicates at a glance whether women or men are more likely at the present time to hold more than one job in each industry classification. It is notable that the MJH rate is consistently higher for women than for men in the rural sector industries, while the opposite is true for the more urban-dominated industries.

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[3] The industrial classification used here is based on a customized composite classification that partially reconciles the NZSIC (New Zealand Standard Industrial Classification 1987) and ANZSIC (Australia New Zealand Standard Industrial Classification 1993). The details of the classifications used can be obtained from the MERA web site – www.mera.co.nz

Table 2   2-digit industry groups with above-average MJH

Category	# of workers			% MJH		
	All	Women	Men	All	Women	Men
Beef cattle farming	7500	2628	4869	25.3	29.8	22.8
Deer farming	1902	645	1257	24.9	29.9	22.5
Mixed and other livestock farming	7941	2853	5088	22.9	27.9	20.1
Sheep farming	26124	8199	17925	22.2	29.3	19
Cropping and other farming	3657	1101	2556	21.9	26.6	19.9
Central Govt Fire Service Administration	2007	195	1812	19.8	9.4	21
Live entertainment	1707	843	861	19.5	18.3	20.7
Horse farming and breeding	1131	558	570	18.7	22.2	15.3
Doctors, Group Practice Admin/Partnerships	9729	7584	2142	18.6	17.3	22.9
Authors, Music Composers, indep. Artists	2442	1116	1329	18.3	18.7	17.9
Physiotherapy Services	1626	1251	375	17.8	17.4	18.5
Veterinary Services	2907	2016	894	17.3	15.3	21.3
Fruit Growing nec	2754	1128	1626	17.3	19	16.1
Tertiary Education	24873	14145	10728	16.8	15.1	19
Residential property operators nec	2394	1158	1236	16.6	14.1	18.9
Dairy farming	35037	12108	22929	16.1	21	13.6

Table 3   Correspondence between Industrial Classification and Occupational Group

Industrial classifications		Occupational Groups	
Classification	%MJH	Group	%MJH
Beef cattle farming	25.3	Cattle farmer	24.5
Mixed and Other Livestock farming	22.9	Other Livestock farmer	24.2
Veterinary Services	17.3	Veterinarian	22
Doctors, Group Practice/Partnerships	18.6	Physicians General Practitioners Psychologists	28.3 25.3 23.5
Live Entertainment Authors, music composers, independent artists	19.5 18.3	Instrumentalist Singing and music teacher Author and critic	30.1 28.6 19.7
Tertiary Education	16.8	University/Higher Education lecturer/tutor	20.1
Central Govt Fire Service Administration	19.8	Firefighter	20.3

Occupational[4] group

To some extent, analysis by occupational group reinforces the results of the analysis by industrial classification. In other cases, analysis by occupational group provides a more detailed focus. Several examples in Table 3 are indicative.

Despite the fact that women generally are more likely to have more than one job, there are some occupations in which men are more likely so. For example, amongst singing and music teachers, men (34.0%) are 27% more likely to hold more than one job than their women counterparts (26.8%). Similarly, amongst physicians, psychologists and firefighters, men are more likely than

women by a considerable margin to hold more than one job. On the other hand, in many aspects of farming (cattle, sheep, other livestock, cropping and mixed farming) women are much more likely to hold more than one job than men, supporting findings of previous research (Taylor and McCrostie Little, 1995).

The 2001 census recorded very high MJH rates (40% to 67%) for some very small groupings of women workers (<100 individuals), across a diverse group of occupations, including stock and station agents, electricians, underwater workers, goat farmers and anaesthetists.

The corresponding data for males (generally higher numbers of individuals involved) is shown in the following table, with a dominance of medical professionals having a high rate of multiple job holding.

Table 4   Occupational groups for males with the highest MJH rates

Category	# of workers	% MJH	z-score
Surgeon	516	39.2	3.12
Gynaecologist and Obstetrician	57	38.9	3.09
Anaesthetist	255	38.8	3.08
Radiologist, radiotherapist	159	35.8	2.77
Singing and music teacher	615	34	2.58
Local Government legislator	372	33.6	2.54

Table 5   MJH rates by highest educational qualification achieved

Highest Educational Qualification	# of workers	% MJH	z-score
Higher degree	75414	16	0.76
Advanced vocational qualification	156651	13.7	0.48
Bachelor degree	160137	13	0.39
Higher school qualification	99021	12.2	0.3
Sixth form qualification	199173	10.5	0.09
Basic vocational qualification	76212	10	0.03
Intermediate vocational qualification	43038	10	0.03
Skilled vocational qualification	111324	9.3	-0.05
Fifth form qualification	262437	9.1	-0.08
Overseas NZ secondary qualification	80751	6.7	-0.36
No qualification	335718	6.6	-0.38

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[4] The 1990 New Zealand Standard Classification of Occupations has been used for maximum comparability with earlier data

Rural versus urban areas and Territorial Local Authorities (TLAs)

These analyses reflect strongly the numerical predominance of rural industry cases of multiple job holding. The highest incidence of MJH (across all sectors) occurs in rural areas rather than in metropolitan areas, and in TLAs which are predominantly rural. Strong differentiation is also achieved in an analysis by local labour market area[5]

Workforce status

Over the whole working population, whether someone works part time or full time makes little difference to the corresponding MJH rates; part-time workers (9.9%) are very marginally more likely than full-time workers (9.7%) to have more than one job. For people who are part-time workers in their first job there is no difference between MJH rates for women and men. However, for full-time workers, women are 19% more likely than men to have more than one job.

Educational level

The 2001 census results show an overall trend for higher MJH rates associated with higher educational achievement. However, with the exception of the highest level of vocational qualification, there appears to be an inverse relationship between MJH rate and level of vocational training.

Only in the two categories of university degree do men exceed women in MJH rates.

Ethnicity and birthplace

There is only one ethnic group which displays above-average MJH rates and that is NZ Europeans. Being numerically so dominant, there is little difference between the MJH rate for this group (10.8%) and the rate for the whole population (9.7%). However, disaggregation by ethnicity reveals some distinct differences in terms of those ethnic groupings which display below-average rates of MJH.

Taken as a whole group, Pacific Island peoples exhibit the lowest rates of MJH, with most Island ethnicities involved at rates below 4%; Fijians being the only exception with a rate slightly above 5%. Average rates of MJH for NZ Maori are considerably above these levels at 6.8%.

People of Indian, Chinese or African ethnicity exhibit MJH rates that are intermediate between those of Pacific Island peoples and Europeans.

Almost all ethnicities follow the pattern of higher MJH rates among women than men. There are three exceptions - Indian, Fijian and Tokelauan.

Data for birthplace reinforces the comparisons between major ethnic groupings summarised above. Birthplace data does reveal some greater differences amongst people originating from 'European' countries. People from 'Canada and the USA' (13.7%) have the highest rates of MJH, with those from 'Other Europe' (10.8%) averaging slightly above NZ Europeans of NZ origin (10.2%). In all groupings, MJH rates are higher for women than for men. The differentials between women and men are considerably greater for Europeans born outside New Zealand than for those born here. For example, North American women living in NZ are 24% more likely than North American men to have more than one job, compared with a 14% difference for NZ-born Europeans. For Australians, the difference is even greater, at 32%.

Personal income

Data for personal income were analysed in the form of decile groupings (where decile 10 is the highest income bracket and decile 1 the lowest). The data show that people at both extremes of the personal income range are represented in above-average levels of MJH activity. The highest rates of MJH are associated with people in the highest income bracket, whether they be women or men. The only other income groupings to exhibit above-average MJH activity in 2001 are all in the lowest five deciles. Indeed, there appears to be a significant difference in MJH rates between the lowest five decile groups (1-5) and the next four decile groups (6-9), as shown in the table below.

Most decile groupings follow the overall pattern with women's MJH rates being higher than men's, but there are two exceptions - for people in the lowest two deciles (1-2). The differences between men's and women's MJH rates are most marked in the middle to upper-middle deciles (6-8). In these deciles, women are 25%-32% more likely to be involved in MJH activity than men, whereas in all other decile groups the differences are generally 10% or less.

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[5] For further detail on this new classification refer to the web site http://www.mera.co.nz

Table 6   MJH rates by Personal Income decile

PI decile	# of workers			% MJH		
	All	**Women**	**Men**	**All**	**Women**	**Men**
10	246426	63138	183288	12.8	13.8	12.4
1	69513	47871	21639	11.9	11.9	12
4	96327	64326	32004	11.6	11.7	11.4
3	103968	66924	37044	11.5	11.8	11
2	85209	46779	38433	11.5	11.2	11.9
5	149586	88467	61122	10.8	11.3	10.2
9	239775	88416	151359	9	9.5	8.7
6	198345	102816	95529	8.5	9.4	7.5
8	245088	104829	140259	8.2	9.5	7.2
7	214605	95109	119496	7.9	8.9	7.1

Age

The data on age were analysed in two-year bands up to the age of 24 and in five-year bands from 25 years upwards. Over the whole working population, the highest MJH rates are in the higher age bands (45+ years) and the very lowest working age band (15-17 years). In the older age bands, the highest MJH rates are in the ages 65 years and over, although the numbers of people working in these age bands is relatively small. The next fifteen-year cohort (45-59 years) has the next highest MJH rates and also much larger numbers of workers in absolute terms. Disaggregation by sex shows some marked differences at different ages.

Table 7 MJH rate by Age - sorted according to age sequence

Age band	# of workers			% MJH		
	All	**Women**	**Men**	**All**	**Women**	**Men**
15-17 yrs	62439	30261	32181	11	10.5	11.5
18-19 yrs	55314	25776	29538	9.1	9.8	8.5
20-22 yrs	90777	43062	47718	8.3	8.9	7.7
23-24 yrs	62505	29511	32994	6.7	6.9	6.5
25-29 yrs	175050	82923	92124	6.7	7.2	6.3
30-34 yrs	199953	92562	107391	7.8	8.8	7
35-39 yrs	221625	103542	118083	9.6	11.1	8.2
40-44 yrs	223680	107781	115899	11	12.3	9.8
45-49 yrs	200970	97506	103467	11.4	12.4	10.5
50-54 yrs	183036	86820	96216	11.3	11.8	10.9
55-59 yrs	125478	56541	68934	11.1	10.9	11.2
60-64 yrs	76506	31038	45468	10.3	9.9	10.6
65-69 yrs	27441	9528	17910	11.9	10.7	12.6
70-74 yrs	13281	4206	9075	12.1	10.2	12.9
75-79 yrs	5571	1740	3831	12.1	10.8	12.7
80-84 yrs	2376	924	1446	10.4	8.8	11.6
85+ yrs	1272	588	684	6.9	6.6	7.2

Household composition, the number of children and the age of children

The only categories of household which exhibit above-average MJH rates are 'couples with children' and 'couples without children'. Census data indicate that increasing numbers of families living in one household tends to reduce the rate of MJH activity markedly.

There is a general trend towards higher rates of MJH as the number of children in the household increases, with the exception that people living in households with more than four children have the lowest rates overall. People who live in households with two, three or four children exhibit above-average MJH rates while those living in households with no children or just one child exhibit below-average MJH rates.

Census data on the age of children in the household indicates that the highest MJH rates occur for people in households with pre-teenage and teenage children present, while the lowest rates occur for people in households with either very young children and infants or children aged over 20 years.

Cluster identification

The objective of cluster identification is to isolate and describe various combinations of individual or employment attributes which are associated with particularly high MJH rates. The selection of dimensions has to be defined prior to compiling and retrieving the raw data from Statistics NZ. Several illustrative examples are provided below. In each case, the search criteria specified minimum cell populations of 1000 individuals and minimum MJH % of 20%.

Further cluster identification and characterisation will be carried out as the research proceeds and specialised research questions developed.

Table 8   High-MJH Clusters - Sex, Employment Status, Occupation, Household Composition

Sex	Employment Status	Occupation	H'hold comp.	# of workers	% MJH
Women	FT unpaid family wk	Crop/livestock farmer	All h'holds	1257	43.1
Women	FT wage/salary	Teacher aide	All h'holds	1827	35
All	All	Instrumentalist	All h'holds	1014	30.4
All	FT wage/salary	Survey interviewer	All h'holds	2454	29.8
Women	All	Sheep farmer	Couple without	1233	28.5
Men	All	General practitioner	All h'holds	2400	25.3
Men	All	Cattle farmer	Couple without	1308	23.8
All	FT self employed	Nursery grower	All h'holds	1434	23.7
Men	All	University/HE lecturer	Couple with	2043	23.7

Table 9   High-MJH Clusters - Ethnicity, Age, Sex, Work Status, Occupation

Ethnicity	Age	Sex	Work.St	Occupation	# of workers	% MJH
NZEurop.	15-17	All	PT	Animal producers	2388	29.9
NZEurop.	45-49	Women	FT	Animal producers	1953	28.1
All	15-17	Men	PT	Animal producers	1869	27.9
NZEurop.	50-54	Women	FT	Animal producers	1995	27.8
NZEurop.	40-44	All	FT or PT	Health profs (not nurses)	2127	27.4
NZEurop.	All	Men	FT	Tertiary teaching professionals	5100	24

Discussion

The baseline profile of multiple job holding has confirmed that this phenomenon has already become well established within New Zealand patterns of work; one-in-ten of all working people were engaged in multiple job holding in March 2001. The baseline profile has also confirmed that the evolution of multiple job holding in New Zealand has been anything but uniform across all sectors of the workforce. The highest rates of multiple job holding for women's occupational groups (where numbers exceed 1,000 workers nationally) are in excess of 40%, while the corresponding figure for men is almost 30%.

Work on the baseline profile using census data has raised several issues and questions. The most obvious issue concerns a major limitation of the existing census data set. While the census data allow analysis by primary job, they contain no data at all on the nature of a person's second job. For example, there is no information on whether the second job is in the same occupational or industry grouping or in a different grouping.

Another issue concerns the possibility that people in different situations respond to the census questions differently. For example, very high rates of multiple job holding are reported by women in rural industries who give their employment as 'unpaid family worker'. This situation has existed for a considerable period of time already (Taylor and McCrostie Little, 1995) for women in the farming sector. Does the experience of farm women mean they are more likely to respond to a question on multiple job holding when their first job is an unpaid job than other women? It certainly begs the question of whether or not some unpaid workers even bother to respond to this census question. There may be other reasons which deter responses from some individuals; reasons related to a desire to protect beneficiary status or to different cultural norms. Do people of different ethnic backgrounds have different notions of unpaid 'work'?

The baseline profiling work has also pointed to questions such as:

• Are multiple job holders clustered in households?

• What proportion of multiple job holders have self employment as their first job situation?

• How have the different clusters with high MJH rates changed in size and characteristics over time?

The baseline profiling work is not yet complete. Further analysis has been suggested in the following areas, for example:

• More detail on top-decile and bottom-decile personal income by occupation

• Rural sector high multiple job holders by education and income

• Inner city area units, by occupation

• More detail on tourism sector occupational groups by district or urban area

• More analysis by hours of work.

The baseline profiling has raised questions which are important to consider in planning the next stages of fieldwork in the research. Should future sampling and interviewing (future data gathering) be organised by:

• Location? (e.g. rural, provincial, metropolitan)

• Work place? (e.g. polytech/school/ university, hospital/medical school)

• Organisational membership? (e.g. unions and professional associations)

These factors may converge to some extent if local labour market catchments are used as a frame for sampling.

As noted in the discussion above, it also begs the logistical question of how to contact people who do not see themselves as multiple job holders. This issue may require the use of a two-stage interview sequence; an initial call-in or phone-up with screening questions to create a first-level data set which forms the basis for setting up subsequent in-depth interviews.

One aspect which demands attention in the forthcoming research is to complement the census data with information on the nature of the second and subsequent jobs

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