

**Analysis of interviews with people holding multiple jobs in the café  
and restaurant sector**

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# **1 Introduction**

## **1.1 Research objectives**

This report covers analysis of results from interviews with 60 men and women who are multiple job holders, with at least one of those jobs in the café and restaurant sector. These interviews were part of a research programme on multiple job holding (MJH) in New Zealand.

The purpose of this research programme<sup>1</sup> 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. It is anticipated that the research findings will be useful to a range of agencies and groups involved in social and economic policy, including for the hospitality sector, and to communities as they respond to a range of social and economic changes.

The research, which began in 2001 and is contracted through to 2007, has two main objectives. The work in these objectives is focused on:

- developing a profile of multiple job holding in New Zealand over recent years, using data from the 2001 Census, the Time Use Survey 1998/9, the NZ Household Labour Force Survey series, and a longitudinal analysis of census data on the workforce 1981-2001
- identifying factors which encourage or inhibit the adoption of multiple job holding as a change strategy, and determining the impacts of multiple job holding on individuals, families and communities, through a survey of three sectors in 2003 - café and restaurant workers, farm men and women and health professionals - with a second round of interviews over three further sectors to follow.

The aim of the working paper is to provide basic quantitative and qualitative results from the survey. Further commentary and interpretation of these results will be provided in papers and publications that draw on this basic survey material, as well as the analysis of census data on multiple job holding by restaurant and café workers.

## **1.2 Multiple job holding in the hospitality sector**

Café and restaurant workers are part of the wider hospitality sector. The research focused on the hospitality sector because multiple job holding amongst café and restaurant workers is relatively high compared with other occupational areas. In 2001 (the most recent census) more than 62,000 people were employed as café or restaurant workers. Almost two thirds (64%) were female. Overall, 8.9 per cent of these workers were multiple job holders. However, multiple job holding was more prevalent amongst female workers (at 9.3%) than male workers (8.3%). See Table 1 below for further detail. For both males and females, multiple job holding was more common amongst the occupational groups of waiters and bartenders.

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<sup>1</sup> The research is funded by the Foundation for Research, Science and Technology, contract TBAX0204.

*Table 1 Multiple job holding in the New Zealand hospitality sector, 2001*

Occupation	Multiple job holders		Total work force		MJH rate %	
	Female	Male	Female	Male	Female	Male
Restaurant or Tavern Manager	189	192	2,124	2,211	8.9	8.7
Chef	234	330	3,387	6,117	7	5.4
Cook	435	183	4,722	2,607	9.3	7.1
Wine Waiter	3	6	39	27	8.3	22.2
Waiter	1,128	249	9,552	2,280	11.9	11.1
Catering Counter Assistant	831	312	10,095	3,591	8.3	8.8
Kitchenhand	498	327	6,333	3,375	7.93	9.8
Bartender	381	294	3,543	2,589	10.8	11.5
Total	3,699	1,893	39,795	22,797	9.3	8.3

The 2001 census data shows the prevalence of multiple job holding differed for Wellington and Christchurch-based hospitality sector workers. As in Tables 2 and 3, multiple job holding was considerably more prevalent in Wellington (10.4% of females and 9.8% of males) compared with Christchurch (8.5% and 7.5% respectively). However, the profiles of workers in the two cities also differ: in Wellington 51 per cent of the workers were female, compared with 61 per cent in Christchurch. In both Wellington and Christchurch, as nationally, multiple job holding was generally most prevalent amongst waiters and bartenders.

*Table 2 Multiple job holding in the Wellington hospitality sector, 2001*

Occupation	Multiple job holders		Total work force		MJH rate %	
	Female	Male	Female	Male	Female	Male
Restaurant or Tavern Manager	3	15	114	150	2.6	10.2
Chef	9	18	195	489	4.6	3.7
Cook	12	18	141	186	8.5	9.7
Wine Waiter	0	0	3	6	0	0
Waiter	93	30	609	222	15.4	13.5
Catering Counter Assistant	51	39	516	324	10.1	12.3
Kitchenhand	24	36	234	309	10.3	11.8
Bartender	12	30	141	219	8.7	13.7
Total - café & restaurant workers	204	186	1,953	1,905	10.4	9.8

Table 3 *Multiple job holding in the Christchurch hospitality sector, 2001*

Occupation	Multiple job holders		Total work force		MJH rate %	
	Female	Male	Female	Male	Female	Male
Restaurant or Tavern Manager	18	12	231	210	7.9	5.9
Chef	18	45	345	747	5.3	6.1
Cook	24	9	366	234	6.7	3.9
Wine Waiter	0	0	3	0	0	0
Waiter	108	24	1,086	285	10.1	8.7
Catering Counter Assistant	90	33	1,026	363	8.9	9.2
Kitchenhand	48	42	642	423	7.6	10.1
Bartender	42	27	396	309	10.6	8.9
Total - café & restaurant workers	348	192	4,095	2,571	8.5	7.5

### 1.3 Method

As part of the second research objective, a sample of 60 café and restaurant workers was interviewed in Wellington and Christchurch cities in 2003. They were identified through a direct approach to workplaces, local contacts and snow-balling (that is, asking respondents to identify potential people to interview that met the MJH criteria). The sex breakdown of respondents was 20 males (33%) and 40 females (67%). Further background information is available in Appendix 1.

The principal definition of multiple job holding used in these interviews was participation in paid or unpaid work for more than one employer or family business in the course of the most recent week. Those who did not qualify by this criteria were screened out of the research at the beginning of the interview and this interview was not included in this analysis. The interviews were based on a comprehensive schedule combining closed and open questions and typically took around one to one and a half hours to complete<sup>2</sup>.

Here are some of the key experiences from carrying out this research:

- there were not as many cafés and restaurants with multiple job holders as expected
- there were not as many multiple job holders that were able to identify other multiple job holders as expected
- some participants were concerned that researchers would pass on information to agencies, thus putting their cash under-the-table jobs at risk
- the research method (for instance snow-balling) may have shaped the profile of the sample recruited versus the census profile
- there were difficulties trying to locate café and restaurant workers through their managers (who may not have passed on information).

Some respondents reported that they enjoyed being able to reflect and evaluate how their current work situation affected the rest of their lives.

<sup>2</sup>

Interviews were conducted by Luke Procter, Margie Scotts and Nicola Robertson and analysed by Luke Procter and Julie Warren. Illustrative vignettes were prepared by Wayne McClintock. The research team is grateful for the cooperation of all who took part in these interviews.

## 2 Current and past work

### 2.1 Current work

In general, respondents were working in their identified occupation as their main job. Table 4 shows the occupations of the café and restaurant workers as well as the nature of their main job, and their second and third jobs. By far the most commonly identified occupation was café worker. Café worker was also identified as the most commonly held job, whether as a main job or as second or third job. The second most commonly identified occupation was barista, and this was also the second most commonly identified main job. Twelve percent of those identified described their occupation as student.

*Funding for overseas travel*

C (age 27) is a gym instructor who has a main job as a barista during the day and a third job one evening per week as a barmaid. A qualified chef, she also has a polytechnic qualification in fitness training. Her roster at the gym is scheduled for evenings and Saturdays. In the most recent week C worked 35 hours as a barista, 18 hours as a gym instructor and 6½ hours as a barmaid. She has held these three jobs for six months to earn money to travel overseas, and expected to leave New Zealand shortly after the interview. When C has a more settled lifestyle she intends to become a self-employed personal trainer and work for 30-35 hours per week.

Table 4 Main occupation, main job and other jobs

Type of job	Occupation	%	Main job	%	2nd job	%	3rd Job	%
Café worker	19	32	27	45	28	47	3	5
Barista	10	17	12	20	2	3		
Café owner/manager	7	12	7	12	3	5		
Student	7	12						
Performer/musician/dj	4	7	1	2	4	7	3	5
Fitness/trainer/instructor	3	5	1	2	1	2	1	2
Retail/sales	2	3	5	8	3	5	1	2
Teacher/Tutor					4	7		
Caregiver					3	5	1	2
Cleaner					2	3		
Office worker			1	2			3	5
Other	7	12	6	10	9	15	6	10
Not specified/applicable	1	2			1	2	42	70
Total	60	100	60	100	60	100	60	100

In addition to the occupations listed in Table 4, respondents identified the following:

- media consultant
- mum - most time
- espresso technician
- tiler
- beauty therapist
- IT
- gym receptionist.

In addition to the main jobs identified in Table 4, respondents identified the following:

- postie
- receptionist at gym
- nannying
- distributor (music)
- media consultant
- espresso technician.

*A pattern of multiple job holding*

F (age 21), a gym receptionist, had only one paper to complete for a university degree. As well as spending 21 hours at a gym during the most recent week she had worked 7 hours at a café and 7 hours as a volunteer for a drug test. Over the past year she had held several casual paid positions as a nanny, babysitter, and receptionist's assistant at a dental practice. Before then F had been a multiple job holder on two occasions, and intends to do so over the long-term.

In addition to the second jobs identified in Table 4, respondents identified the following:

- projectionist
- painter
- life drawing modelling
- beauty therapy
- property investment
- coat check (nightclub)
- designers assistant
- rental houses
- merchandising.

*Short-term plans*

E (age 24) has a university degree and is a student of midwifery. She resides with three other people. In her most recent week she had worked 40 hours as a chef, 12 hours as a barista, and 17 hours as a self employed caterer. Earlier in the year E had owned a café, and she anticipates holding more than one job for less than a year.

In addition to the third jobs identified in Table 4, respondents identified the following:

- drug test volunteer
- usher
- health assessments
- farm
- self employed designer
- food styling.

Three quarters of the respondents were working in their main jobs for less than 40 hours a week. As Table 5 shows, ten percent were working fifty hours or more per week in their main jobs with further hours worked in their second and third jobs.

Fifteen percent of respondents were working 20 hours or more in their second job; one respondent was working more than 40 hours per week in their second job with total hours worked exceeding 80 hours. One respondent's reaction to interview questions around lifestyle and the effects of MJH exposed the stress long work hours had created for her. She became very tearful as she counted up the number of hours worked in the previous week.

*A longer term employment strategy*

G (age 35) shares a household with his wife and two daughters. He is a media consultant and café manager who spent 78 hours in these positions during his most recent working week. This is the fourth occasion G has been a multiple job holder since entering the workforce. On three earlier occasions he held two jobs over a period of seven years for financial and social reasons, and expects that he will pursue this strategy for at least three more years. job holder on two occasions, and intends to do so over the long-term.

Most respondents with three jobs were working less than 10 hours per week in their third job.

The total hours worked, as shown in Table 6 show that most respondents were working for more than 40 hours per week. In fact, 61 per cent were working 40 hours or more. Sixteen percent were working 60 hours or more in their most recent working week.

*A short-term strategy for overseas travel*

H (age 30) is a trainer by occupation, and lives alone. She has two positions in the hospitality sector and worked for 74 hours in the most recent week. She travels 20 minutes by train to her main job at a café in the city centre, and 10 minutes by car to her second job as a bar manager in a nearby suburb. H took a second job in a café a few months before the interview so she could save for overseas travel. Over the previous year she had also worked in an unpaid capacity as an exercise instructor at a local gym.

Table 5 *Main job and other jobs - hours worked during most recent working week*

Hours per week	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Less than 10	3	5	27	45	14	23
38643	13	22	23	38	2	3
20-29	13	22	6	10	1	2
30-39	15	25	2	3		
40-49	10	17	1	2		
50-59	3	5				
60-69	2	3				
70+	1	2				
Not applicable			1	2	43	72
Total	60	101	60	100	60	100

Table 6 *All jobs - total hours worked during the most recent working week*

Hours per week	Total hours	
	Number	Per cent
38643	8	13
20-29	7	12
30-39	8	13
40-49	17	28
50-59	10	17
60-69	5	8
70-79	3	5
80 & over	2	3
Total	60	100

## 2.2 Length of employment

The period of time respondents had worked in their main and other jobs (Table 7) reflected their comparatively young age, (the majority were under 25 year of age). Almost 70 per cent had been in their main job for less than a year. Twenty percent had worked in their main job for two years or more.

A similar pattern is apparent for their second and third job tenure. That is, almost 70 per cent of respondents had spent less than a year in their second job, and two thirds had been in their third job for less than a year.

*Table 7 Length of time worked by respondents in their main jobs*

Time	Main job		Second job		Third job (n=17)	
	Number	Per cent	Number	Per cent	Number	Per cent
>1 Month	5	8	3	5	3	18
1-2 Months	6	10	9	15	0	0
3-4 Months	12	20	4	7	3	18
5-7 Months	12	20	15	25	5	28
8-11 Months	6	10	9	15	0	0
12-23 Months	7	12	7	12	3	18
2 years and over	12	20	13	22	3	18
Total	60	100	60	101	17	100

Respondents were also asked about other jobs they may have had in the last month that were not included in their job mix. That nearly a quarter of the respondents (22%) indicated they had worked in another job in the last month may indicate the general instability of their job tenure. These other jobs ranged from café/restaurant work and catering and bar work, through to dance teaching, baby sitting and farming. Respondents had worked in these jobs from anywhere between 4 months and 2 years.

Thirty-five respondents (58%) had held other jobs, so far not listed, in the previous year. The range of jobs they identified in the past year are listed in Table 8. Some respondents had held up to five other jobs (paid or unpaid) in the past year.

*Table 8 Activities undertaken in the past year considered to be a job*

Activity	Responses	Per cent of respondents (n=35)
Café/restaurant/bar work	31	48
Administration/office work	8	13
Voluntary work	5	8
Retail	3	5
Landscaping/gardening	2	3
Camp counsellor	2	3
Parent/caring for family	2	3
Baby sitting/nanny	2	3
Other	9	14
Total responses	64	100

Seasonal work was relatively uncommon. Five respondents (8%) indicated that they had undertaken seasonal work in the past, always in summer. The jobs described were cherry selling, catering work, vineyard work, kiwifruit and apple thinning and dressmaking.

### 2.3 Daily and weekly work arrangements

Respondents' daily and weekly work arrangements varied considerably. For some respondents, their working weeks comprised some full days in one job, and other full days in their second and maybe third jobs. For other respondents, they might work full days in one job, and evenings and part days in their second and maybe third jobs. For a third group their working week comprised short shifts (that is less than 8 hours) in more than one job.

As Table 9 shows, the biggest percentage of respondents (27%) worked in their main job for five days per week. The next biggest group (22%) worked in their main jobs for three days per week. Seventeen percent worked in their main job for six or seven days per week. For 10 per cent of respondents stated that the days per week worked in their main job varied as required. A further 15 per cent of respondents worked only one or two days in their main job per week.

The patterns of weekly work for second jobs were quite different. The largest group (37%) worked in their second job over two days of the week. The second largest group (28%) worked in their second job for only one day per week.

The patterns of work for third jobs were similar to that of second jobs. That is, 50 per cent of respondents worked at their third job on one day per week and 31 per cent of respondents worked in their third job over two days of the week.

It was relatively rare for respondents to work in their second and third jobs on three or more days of the week.

*Table 9 Usual number of days worked in jobs*

Number of Days	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
One day	2	3	17	28	8	50
Two days	7	12	22	37	5	31
Three Days	13	22	4	7	0	0
Four Days	6	10	4	7	0	0
Five Days	16	27	3	5	1	6
Six Days	7	12	2	3	0	0
Seven Days	3	5	0	0	1	6
Varies/as required	6	10	8	13	1	6
Total	60	100	60	100	16	100

The times of day that respondents worked in cafes and restaurants is interesting, for it suggests that cafes and restaurants tend to be open during day time. However it may reflect the time of day the research was carried out - during normal working hours. Research results also show that café and restaurant workers have predictable and stable shifts. Most respondents (43%) indicated that they work in their main jobs during the day. The next largest group (28%) worked in day and evening shifts. Thirteen percent indicated evening shifts for their main job. Only five percent indicated that the times of day they work vary.

Similar patterns were apparent for second jobs, where 48 per cent of respondents worked during the day. However, a larger group compared with main jobs (23% compared with 13%) worked evening shifts in their second jobs.

In their third jobs the largest group (44%) worked evening shifts. See Table 10 for more details.

Table 10 Usual times of the day worked in jobs

Time of day	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Morning	4	7	2	3	2	13
Morning/day	2	3	0	0	1	6
Day	26	43	29	48	3	19
Day/evening	17	28	6	10	0	0
Evening	8	13	14	23	7	44
Varies	3	5	9	15	3	19
Total	60	100	60	100	16	100

## 2.4 Extra curricular activities

The other activities that respondents were involved in can be loosely grouped as domestic/family activities and study. Almost half the respondents identified household work or childcare activities. Thirty-one percent identified study, and a small group (8%) were involved in community/volunteer activities.

*Combining study with work*  
D, a 20 year old student, works as a postman and a dishwasher at a café. He lives at home with his parents and sister who also is a multiple job holder. D usually works one morning and one evening per week, and clocked up a total of 9½ hours in the most recent week. Outside term time he works more hours as a postman, while his actual hours at the

Table 11 Activities respondent spends a lot of time on

Activities	Responses	Per cent of respondents (n=51)
Household work	21	34
Studying	19	31
Childcare	7	11
Community/volunteer	5	8
None of these	10	16
Total responses	62	na

### 3 Getting to work

Respondents were asked a group of questions around where their jobs were located, how they got to work, how long it took and if they experienced any problems getting to work. For café and restaurant workers interviewed for this work, the vast majority worked in a city location. For the main job 73 per cent worked in the city, for their second job 58 per cent worked in the city, and for their third job 43 per cent worked in the city. As Table 12 shows, respondents were increasingly likely to work in suburban areas for their second and third jobs.

Most respondents travelled to work by car or motorcycle. However, while 37 per cent walked to their main job, increasingly smaller percentages walked to their second and their third jobs. Conversely, while 43 per cent travelled by car or motorcycle, 50 per cent travelled like this to their third job. Similar proportions used public transport across all jobs. These patterns of means of travel are consistent with location information. That is, second and third jobs were suburban.

The time it took most respondents to get to work tended to reflect both the mid-city location of their jobs and increasing city living. So, almost half of the respondents spent less than 15 minutes getting to their main jobs, 40 per cent of those with second jobs spent less than 15 minutes getting to those jobs, and 40 per cent of those with third jobs spent less than 15 minutes getting to them. It was rare for people to spend more than thirty minutes getting to their main job; only 7 per cent spent more than thirty minutes. However, the time taken to get to second and third jobs was often longer, reflecting the more common suburban location of these jobs. So, 17 per cent of those with second jobs and 20 per cent of those with third jobs spent more than 30 minutes getting to them.

Table 15 shows that nearly a quarter (23%) of respondents encountered problems getting to and from work.

*Table 12 Location of main, second and third jobs*

Location	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
City	44	73	35	58	7	44
Suburb	13	22	17	28	7	44
Minor Urban	1	2	0	0	0	0
Other	2	3	8	13	2	13
Total	60	100	60	100	16	100

*Table 13 Means of travel to work*

Means of travel	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Walk	22	37	19	32	4	25
Cycle	1	2	2	3	0	0
Car/motorcycle	26	43	26	43	8	50
Public Transport	8	13	8	13	2	13
Other	2	3	4	7	1	6
Combinations	1	2	1	2	1	6
Total	60	100	60	100	16	100

*Table 14 Travel time to jobs*

Travel time	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Less than 5 minutes	3	5	4	7	1	7
5-9 minutes	12	20	8	14	2	13
10-14 minutes	11	18	11	19	3	20
15-19 minutes	14	23	6	10	0	0
20-29 minutes	16	27	13	22	3	20
30-59 minutes	4	7	10	17	3	20
Varies	0	0	7	12	3	20
Total	60	100	59	100	15	100

*Table 15 Problems getting to work*

Problem	Responses	Per cent
Time and cost	4	29
Public transport	5	36
Weather	4	29
Heavy load	1	7
Total responses	14	101

Note: No response = no problem

## 4 WORK HISTORY

Respondents were asked a set of questions about previous multiple job holding. Amongst café and restaurant workers, previous job holding was limited by their age (most were less than 25 years old). Nevertheless, as the following tables show, respondents' age, lifestyles, skills and other factors coupled with labour market factors seemed to together create unstable work experiences. Three quarters of the respondents (45) had previously held more than one job (that is, more than a year previously). The 144 types of previous jobs held by respondents are listed in Table 16 below. As can be seen, half the previous jobs were in the café and restaurant area. The "other" category included florist, beauty therapy, musician, lifeguard, projectionist, factory worker, fisher, illustrations editor and student.

Table 16 *Types of jobs previously held*

<b>Jobs</b>	<b>Responses</b>
Café/restaurant/bar	72
Retail/customer service	9
Cleaner	5
Trainer/instructor/teacher	3
Childcare/caregiver/youth-worker	10
Administration/office worker	10
Professional/self employed	5
Labouring/gardening	5
Delivery job	5
Other	20
Total	144

As Table 17 shows, by far the most common reason why these respondents had held more than one job in the café and restaurant area previously was financially based. "Other" reasons for having more than one job include perks, fitness, helping family business, commitment to boss and "*it just happened that way*".

In general, the people interviewed had previous work histories that involved multiple job holding. One person's experience was typical: this person reported having one period of holding a single job, but could not earn enough on one wage to live on. Another had been multiple job holding since leaving home three years ago and studying, while another had been working since 16 and had no option but to support herself.

Table 17 *Reasons for having more than one job*

<b>Reasons</b>	<b>Responses</b>	<b>Per cent of respondents (n=45)</b>
Financial	28	62
To make up full-time hours	5	11
Hobby/passion/like job	9	20
Social contact/variety/stimulation	8	18
Hours of work	4	9
Support self while studying	6	13
Other	6	13
Total	66	na

## 5 FACTORS BEHIND MULTIPLE JOB HOLDING

### 5.1 Reasons for having more than one job

This section focuses on why respondents had more than one job and their experiences of finding work.

Respondents were asked to consider whether they were multiple job holders because they wanted to, or because they had to. As the table below shows, respondents reported the influence of both wanting and having to be a multiple job holder.

Table 19 provides a little more explanation. Of the 26 respondents who provided further explanation, 10 related the reason to needing extra money (for instance to pay bills), six were in multiple job holding because they enjoyed the variety, and four were saving to go overseas. “Other” reasons include:

*“Started doing one then eased into the other”*

*“It helps my partner keep his business cost down”*

*“No plan, I just like to follow my nose”*

*“Balance and more responsibility”.*

Interestingly, whether respondents were in more than one job because they had to or because they wanted to seemed to have little to do with the total number of hours they worked. For instance, those working for less than 40 hours per week were far more likely to say they held more than one job because they had to, than those working for 40 hours or more. Conversely, those working 40 hours and more were more likely to say they held more than one job because they wanted to. In fact, more than half of those who in more than one job because they wanted to were working 50 hours or more per week.

Most of those working in more than one job because they had to were working part-time. It may be that a large proportion of these were students and had to work in several part time-jobs, still with low collective hours, to support themselves (see Table 1 in Appendix 2).

Table 18 *Incentives for multiple job holding*

Incentives	Responses	Per cent
Because I have to	12	20
Because I want to	22	37
Both	25	42
Neither	1	2
Don't know	0	0
Total	60	100

Table 19 Further reasons for having more than one job

Reasons	Responses	Per cent of respondents (n=19)
Extra money/bills	10	53
Enjoy - work/variety/flexibility	6	32
Saving for overseas	4	21
Better standard of living/lifestyle	3	16
Planned career move/investment	3	16
Other	6	32
Total	32	na

## 5.2 Issues around finding work

It was interesting to note how rarely respondents identified difficulties finding work in their identified occupation or in other work as an explanation for multiple job holding. As Tables 20 to 23 show, one in three respondents indicated that finding work in their main occupation was very easy, and a further third indicated that finding work was easy. Only 12 per cent indicated that finding work was difficult or very difficult. Table 21 provides a little more explanation. The most commonly identified reason related to the availability of jobs in hospitality generally or in hospitality in Wellington. “Other” explanations include:

*“Student Job Search makes it easier”*

*“Just took it over and never had experience in hospitality prior”*

*“New Zealanders seem unreliable and irresponsible”.*

Responses were similar in relation to finding work in other jobs. In general, respondents found it easy rather than difficult to find work in other jobs. Table 23 lists further explanations for the ease or difficulty in finding work.

Table 20 Degree of difficulty finding work in main occupation

Degree of difficulty	Number	Per cent
Very easy	20	33
Easy	21	35
Moderate	9	15
Difficult	6	10
Very difficult	1	2
Not applicable	3	5
Total	60	100

*Table 21 Explanation for ease or difficulty finding work in main occupation*

<b>Explanation</b>	<b>Responses</b>	<b>Per cent of respondents (n=58)</b>
Availability of jobs in hospitality	24	41
Experience/skills/personality	16	28
Need qualifications/skills/experience	9	16
Through friends/family/network	7	12
Lots competition/hard to break into	6	10
High turnover	5	9
Hard to say	3	5
Other	5	9
Total	75	na

*Table 22 Degree of difficulty finding work in other jobs*

<b>Degree of difficulty</b>	<b>Responses</b>	<b>Per cent of respondents (n=52)</b>
Very easy	18	35
Easy	13	25
Moderate	9	17
Difficult	11	21
Very difficult	1	2
Total	52	na

*Table 23 Explanation of how easy or difficult it is to find work*

<b>Explanation</b>	<b>Responses</b>	<b>Per cent of respondents (n=49)</b>
Through friend/family/network/agency	10	20
Need qualifications/skills/experience	9	18
Availability of jobs in hospitality/specific occupation/Wellington	8	16
Have experience/skills/personality	7	14
Lots of competition/hard to break into	7	14
"It's easy"	6	12
Low skilled	4	8
Other	4	8
High turnover	3	6
Total	58	na

### **5.3 Effects of changes in the hospitality sector on finding jobs**

Respondents were asked a set of questions around the characteristics of, and changes in, the hospitality sector that might explain the availability of work. Respondents' experiences need to be interpreted carefully as most of their work lives were still relatively short (the majority were aged less than 25 years). Nevertheless, given that some had been working from a comparatively young age, respondents were still able to make some observations about change in the sector and the impact of this on employment.

Most respondents indicated that it is easier to find a job now than it was 10 years ago. While most of these respondents could not identify particular changes in the hospitality sector that had contributed to this change, one in three could identify changes.

*Table 24 Finding work in hospitality sector given changes over last 10 years*

<b>Finding work</b>	<b>Responses</b>	<b>Per cent</b>
Harder to find a job	9	16
Easier to find a job	32	53
Neither	3	5
Don't know	14	24
Total	58	100

*Table 25 Effects of change in hospitality sector on finding work*

<b>Effects of change</b>	<b>Responses</b>	<b>Per cent</b>
Yes	18	33
No	36	67
Total	54	100

It seemed that respondents' reasons for multiple job holding were a reflection of the way café and restaurant work is arranged and pay scales. There were both positive and negative aspects of work arrangements identified by respondents. On the one hand, respondents talked about the need for multiple job holding because they couldn't get enough hours in one job, because the pay was low, or they needed more money to pay bills. But on the other hand, they liked the flexibility of hours and the social contact and stimulation provided through the way café and restaurant work was organised.

*Table 26 Suggested reasons for multiple job holding in cafes and restaurants*

<b>Reasons</b>	<b>Responses</b>	<b>Per cent of respondents</b>
Can't get enough hours in one job	30	50
Lifestyle/flexibility of hours	18	30
Low pay	17	28
Social contact/stimulation/variety	17	28
Extra money/save/bills	15	25
Job security	4	7
To get experience	3	5
Other	1	1
Total	105	na

Respondents were more likely to attribute the ease or difficulty in finding work to changes in particular work places. Thus, 46 per cent said that changes had had an effect on their job. The most common reasons, as shown in Table 27, were reduced hours or staffing levels and the need for different skills or promotion opportunities.

Table 27 Changes in workplaces that have affected jobs

Changes	Responses	Per cent of respondents (n=28)
Reduced hours/staffing levels	12	43
More or different skills/promotion	11	39
Patronage/location	7	25
Management skill/staff turnover/change in ownership	6	21
Reduced perks	2	7
Other	3	11
Total	41	na

#### 5.4 Personal reasons for multiple job holding

The personal reasons for multiple job holding identified by respondents, as with other sets of questions, were influenced by their young age. Thus, the largest group of respondents, (43%) identified tertiary study as the reason for holding more than one job. The next most common reasons were changes in where respondents lived (38%) and leaving school (22%). Other reasons are shown in the table below. Reasons included in the “Other” category include:

- “Having a student loan”
- “Needing a break, time-off”
- “Birth of little brother”
- “Overseas travel”
- “Saving to go overseas”
- “Desire to work in IHC”
- “Planning to study”
- “Travel”
- “Wanting to start my own business”
- “Saving to go overseas”
- “It was a planned process”
- “To get money”
- “Change in relationship”
- “Looking for a change”
- “To help my parents out”
- “Saving for overseas”.

*Motives and the flexible approach of the hospitality sector*  
 K (age 25) has two jobs as a barista and projectionist, and lives in a household with three other adults. A multiple job holder for 3½ years, he originally obtained a second job to work longer hours and earn more money. He began by clocking up 60 to 70 hours every week, but since then has found it easier to manage two jobs because of the flexible approach to scheduling hours of work and the better access to part-time employment in the hospitality sector. K worked 35 hours during the most recent week, and enjoys the flexibility of his two current jobs that make it relatively easy for him to arrange holidays and take time off. He believes “it would get too boring” if he was to be employed full-time in either of his present jobs.

Table 28 *Effect of changes in personal or family circumstances on respondents' decision to hold current jobs*

<b>Circumstances</b>	<b>Responses</b>	<b>Per cent of respondents</b>
Tertiary study	26	43
Change in place where I live	23	38
Leaving school	13	22
Starting long term relationship	4	7
Home ownership/mortgage	2	3
Ending long term relationship	2	3
Planning for retirement	1	2
Starting a family	1	2
Redundancy	1	2
Children's education	1	2
Other family finances	1	2
Children leaving home	0	0
Retirement from long-term job	0	0
Other	16	27
None of these	13	22
Total	104	na

A further 11 interviewees (19%) provided further comment about their decision to hold more than one job. These comments included:

*“Relocation”*

*“Life cycle stage”*

*“Saving for travel”*

*“Study”.*

## 6 Qualifications, skills, experience and pathways to work

This section of the report focuses on the match between respondents' skills and experience and the jobs they held. It also focuses on how respondents got their work.

### 6.1 Qualifications, skills and work experience

Compared with the working population of New Zealand as a whole, respondents were well qualified. This reflects both their young age and the relatively high proportion of tertiary education students amongst the sample. Thus, 57 per cent had tertiary qualifications and only 5 per cent had no qualifications (Table 29). As Table 30 shows, 61 per cent could identify other specific training, qualifications or skills that helped them get their current jobs. A smaller proportion (37%) identified experience as a factor in getting their current work.

Table 29 *Highest qualifications of respondent*

Qualifications	Number	Per cent
None	3	5
NZ School Cert.	2	3
UE or 6th Form Cert.	8	14
NZ Bursary	5	8
Other Secondary School	0	0
Overseas school qual.	3	5
Polytech	8	14
University	18	31
Other tertiary qualification	7	12
Other/combinations	5	8
Total	59	100

Table 30 *Other skills and work experience that help respondent get work*

Skills	Responses	Per cent of respondents (n=53)
Practical industry experience	20	38
Complementary/transferable training/qualifications	13	25
Industry specific qualification	20	38
Language skills/communication/personal attributes	28	53
Hospitality/customer service	17	32
Other	2	4
Total	100	na

Sixty-seven percent of respondents considered that there was a match between their qualifications, skills and experience and their current jobs. As Table 31 shows, almost a third of that group felt that their industry experience and hospitality and customer service skills were reflected in their current work. Another 30 per cent considered that their life experience and personal attributes and communication skills were reflected in their current work. Others identified specific skills that matched their current work experience.

*Table 31 Nature of match between skills experience and current jobs*

<b>Match</b>	<b>Responses</b>	<b>Per cent of respondents (n=41)</b>
Industry experience/hospitality/customer service	19	32
Life experience/personal attitudes/communication skills	18	30
Industry specific training/barista/cooking/bar	7	12
Transferable skills match	11	18
No match with qualifications	4	7
Other	1	2
<b>Total</b>	<b>60</b>	<b>101</b>

Another group of respondents (21 in all) considered that there was not a match between their skills and experience and their current jobs. Most of this group indicated that they had either no qualifications or no experience (Table 32).

*Table 32 Reasons for lack of match between skills experience and current jobs*

<b>Reasons</b>	<b>Responses</b>	<b>Per cent of respondents (n=21)</b>
No qualifications/irrelevant qualification	12	57
No experience/wrong or irrelevant experience	2	10
Over qualified	3	14
Financial necessity/convenient	4	19
Other	2	10
<b>Total</b>	<b>23</b>	<b>na</b>

## **6.2 Pathways into work**

As with the broader paid workforce in New Zealand, respondents were highly dependent on personal and other networks for getting work. Table 33 shows, in order of frequency, the following network related sources of assistance were identified: friends (55% of respondents), contacts with others (43% of respondents), and family (28% of respondents). However, respondents were also quite proactive in contacting workplaces to get work. Thus, 40 per cent directly approached workplaces and another 17 per cent responded to advertising. “Other” sources identified included:

- voluntary
- word of mouth
- self promotion.

*Table 33 Sources of assistance for getting current work*

<b>Source</b>	<b>Responses</b>	<b>Per cent of respondents</b>
Friends	33	55
Contacts with others	26	43
Direct approach workplace	24	40
Family	17	28
Advertising	17	28
Student Job Search	5	8
Professional association	1	2
Voluntary work	1	2
WINZ	1	2
Careers advisor	1	2
Training organisation	1	2
Community group/trust	0	0
Union or workers group	0	0
Other	5	8
None of these	0	0
Total responses	132	na

## 7 The effects of multiple job holding

In this section we report respondents' views about the benefits of multiple job holding; the effects of multiple job holding on personal and family lives; factors that would make multiple job holding better or worse; the ideal job mix and strategies to reach that ideal; and anticipated multiple job holding for the future.

### 7.1 Benefits of more than one job

The identified benefits of multiple job holding are reminiscent of factors behind multiple job holding identified by respondents. That is, the benefits include financial and lifestyle related factors. As Table 34 shows, the level and security of income is very important. However, of equal or more importance are factors such as variation and stimulation and social contact and hours of work. Respondents also identified capacity building reasons such as helping to build work experience and keeping their "hand in". "Other" reasons identified include access to cheap books, good friends, free shows, and helping to pay student loans.

*Benefits and costs of returning to the hospitality sector*  
L (age 32), a qualified chef, works early mornings and late evenings as a fitness consultant and as a cook at a café during the day. He has only held two jobs for a few months and worked 45 hours during the week before the interview. Most weeks, L works seven days and his wife is also a multiple job holder. The previous Christmas he took a position as a catering assistant. His return to the hospitality sector was part of a planned process to reestablish himself as a chef to complement his work as a fitness consultant. While L appreciates the social contacts he makes through his jobs and the ability to use his skills in two very different environments, he can only meet his friends on rare occasions. His two jobs also hinder his other personal and family relationships, leisure activities and participation in organised sport and community activities.

Fourteen respondents provided further comment about the benefits of having more than one job. Generally, comments centred around the flexibility and variety of the work, the opportunity to broaden experience, and financial and fringe benefits.

Interestingly, people working for long hours per week were more likely to identify social contact/making friends and variation and stimulation as a benefit than those working shorter hours per week. The group most likely to identify level of income as a benefit of having more than one job was the group working between 60 and 69 hours per week. See Table 2 in Appendix 2 for more details.

Table 34 *Benefits to respondent of multiple job holding*

Benefits	Responses	Per cent of respondents
Level of income	47	78
Variation and stimulation	47	78
Social contact	47	78
Helps build work experience	33	53
Hours of work	31	52
Security of income	30	50
Keeps my "hand in"	16	27
Other	4	7
Suits my family	6	10
None	0	0
Total	261	na

## 7.2 Effects of more than one job

Respondents were asked to indicate whether multiple job holding helped or hindered a range of out-of-work activities that centred around family life, community life, leisure and recreation and work life balance.

The most likely effects identified as being hindered by multiple job holding were personal relationships, health and fitness, and entertainment and leisure. Around half the respondents indicated that multiple job holding hindered these aspects of their lives.

Respondents were way less likely to identify aspects of their personal, community and leisure activities that were helped by multiple job holding. A number of respondents indicated that multiple job holding had no effect on aspects of their lives. For instance 60 per cent indicated it had no effect on their family relationships and 50 per cent said it had no effect on the amount of house work they do. See Table 35 for more details.

Some of the “Other” effects are interesting. For instance, one respondent said going on a holiday is problematic because of the need to get permission from more than one employer.

Twenty respondents made further comment on the effects of multiple job holding these included:

- organisation problems/conflicting obligations
- negative health effects
- limits to social life
- affected relationships
- positive financial effects.

### *Adverse effects of a stressful lifestyle*

M (age 20) has held more than one job for over four years. She resides with her parents and sister who is also a multiple job holder. M is employed as a barista in two cafes and worked for 55 hours during the previous week. For the second job she is 'on call' for any hours outside the 6.30 am to 3 pm, Monday to Friday, schedule of her main job. In the past month she left a job as a dance teacher (7-8 hours per week) as she found it was too stressful. M originally took a second job to earn additional income, and continues to so now that both jobs she holds are in the hospitality sector because her main job is not a full-time position. She is paid fortnightly in her main job, and weekly in her second job, which helps her to pay off her credit card and other bills. M acknowledges that this lifestyle, which sometimes means working as much as 70 hours in a week, “stresses you out really”. Moreover, she considers it has adverse effects on the balance between work and her personal and family life especially in regard to her family relationships; household tasks; health/fitness; and entertainment and leisure.

### *Adverse effects of establishing a café business*

N (age 37) is the owner/operator of a café in a seaside suburb and a tutor at a polytechnic in the city. A multiple job holder for eight years she worked for 80 hours the previous week - 70 hours at the café and 10 hours at the polytechnic. As a sole parent these hours prevent her from spending as much time with her young son as she would like. N regards her café as an investment for the future and would find it difficult to allow another person to manage it. Establishing the café has been demanding as she was tested to the limits, particularly as she made the transition between the development and operational phases. She believes that “it's a whole lifestyle, a place like this”. While N admits that her café business hinders personal and family relationships, the care of her son and other family members, house work, friendships and leisure activities, she also thinks that these adverse effects will only be short-term in nature.

Table 35 *Effect of multiple job holding on personal and family life*

Effects	No effect	%	Helps	%	Hinders	%	N/A	%	Other	%
Personal relationships	19	32	10	17	29	48	0	0	2	3
Family relationships	36	60	5	8	17	28	0	0	2	3
Caring/supporting children	2	3	1	2	4	7	47	78	6	10
Caring/supporting other family	21	35	6	10	5	8	23	38	5	8
Amount of housework you do	30	50	4	7	23	38	2	3	1	2
Friendships	21	35	17	28	20	33	0	0	2	3
Health/Fitness	16	27	13	22	29	48	2	3	0	0
Involvement in sport	15	25	3	8	17	28	24	40	1	2
Entertainment/leisure	15	25	15	25	29	48	0	0	1	2
Inv. Community	19	32	5	8	13	22	21	35	2	3
Inv. Ongoing education	15	25	5	8	19	32	20	33	1	2
Balance work/personal	21	35	7	12	30	50	0	0	2	3
Other			1		3		3			

### 7.3 Work expectations

The factors identified by respondents as making multiple job holding better or worse are consistent with the reasons they identified for having more than one job (section 5). For instance, given the importance of financial factors in seeking more than one job, almost half the respondents said that better pay, hours, conditions and/or perks would make having more than one job better. They also said that more shift flexibility and other factors around the arrangement of hours of work would improve multiple job holding. Conversely, factors that would make having more than job worse include less free time and flexibility, worse pay, conditions, shifts, hours. Tables 36 and 37 provide more detail.

Table 36 *Factors that would make having more than one job better*

Factors	Responses	Per cent of respondents (n=58)
Better pay/hours/conditions/perks	32	55
More shift flexibility/variety/opportunity/recognition	18	31
Tax break/Remove secondary tax	12	21
Getting more experience/better management	3	5
Nothing can't think of anything	3	5
Other	3	5
Total	71	na

Table 37 Factors that would make having more than one job worse

Factors	Responses	Per cent of respondents (n=56)
Less free time/more hours worked/less flexibility	18	32
Worse pay/conditions/shifts/reduced hours	15	27
Poor staff relationships/poor owners or managers	11	20
Less sleep/negative health impacts	10	18
More tax/increased travel costs and stress	6	11
Changes in market/regulations/patronage	5	9
Other	6	11
Total	71	na

Respondents' reflection upon the ideal job or mix of jobs indicated that they do not see hospitality work as their life work. Instead, their comments suggest that their current work is an interim measure before moving on to their preferred career choices. For instance, 41 per cent of respondents said that their ideal job would be in their own profession (not hospitality) or a different profession. In keeping with this, 36 per cent of respondents indicated that they would need more skills and training to make the move to the ideal situation. See Tables 38 and 39.

*Financial support for a preferred occupation*  
 B is a 25 year old disc jockey for various cafes during the midnight hours, and a retail assistant in a record store between 9am and 5pm. He worked for 43 hours in the most recent working week - 8 hours in his main occupation as a DJ and 35 hours in his job at the record store. B has held these two jobs together for three years, and expects to remain a multiple job holder for between one and three years. In his experience there are many people wanting to be disc jockeys, but few positions available for them in the city where he lives.

And, as Table 40 shows, the great majority (75%) expected to be holding more than one job for less than three years. Indeed, more than half of these expect to be holding multiple jobs for a year or less. Only 10 per cent indicated an expectation to be holding multiple jobs for the long term.

Table 38 Ideal job/mix of jobs

Ideal	Responses	Per cent of respondents (n=57)
Job in (not hospitality)/different profession	29	51
Work arrangement (flexibly hours, variety, life balance)	17	30
Other hospitality industry jobs	9	16
In current ideal situation	7	12
Self employed/managing business	4	7
Other	4	7
Total	70	na

Table 39 Steps needed to reach ideal situation

Steps	Responses	Per cent of respondents (n=34)
More skills/training	16	47
More time/experience	11	32
Change industry or profession	8	24
Build customer base/grow business	3	9
In current ideal	2	6
Other	4	12
Total	44	na

Table 40 Expected length of time in multiple job holding

Length of time	Number	Per cent
Short term (0-2 months)	4	7
Less than a year (3-12 months)	20	34
1-3 years	20	34
More than 3 years	4	7
Long term (until I retire)	6	10
Don't know	5	8
Total	59	100

Despite the effect on family and community life and recreation and entertainment, respondents overall view of multiple job holding was generally positive. As the table below, shows 63 per cent viewed multiple job holding as positive, while only 10 per cent viewed it as negative. Twenty-seven percent identified both positive and negative aspects to multiple job holding.

*An interim strategy before pursuing another occupation*

A (age 21) is a waitress and shop assistant. She views the latter position as her main job as the number of hours she works every week as a waitress is very inconsistent. During her most recent week she worked 26 hours as a waitress and 18 hours as a shop assistant. In the previous month A had also been employed as a caterer for three nights, and before then had held several short-term jobs in New Zealand and the United States during the rest of the year. She expected to continue holding more than one job for less than a year, and would ideally like to become a photographer or actress and support herself solely from this new occupation.

Those respondents who considered working in more than one job as generally positive were more likely to be working between 40 and 59 hours per week. Only a small percentage of those who considered multiple job holding as positive were working more than 60 hours per week. On the other hand, half of those who considered multiple job holding as generally negative were working 60 hours or more per week. See Table 56, Appendix 2.

Table 41 Overall personal view of MJH

View	Number	Per cent
Positive	38	63
Negative	6	10
Both	16	27
Total	60	100

## 8 Income and standard of living

Questions posed to respondents around income focused on sources of income, level of income, importance of that income to their household and standard of living, and their standard of living compared to that of friends and family. As might be expected of a relatively young group of people, the majority of respondents relied only on their paid work for their income. Thirty per cent had other income sources, including, in order of frequency; student allowance, interest/dividends, student loan, and financial support from outside of their household.

Table 42 shows the distribution of respondents' income levels for the previous calendar year. Most respondents earned somewhere between \$10,000 and \$30,000. Very few were earning above \$30,000.

*Table 42 Total pre-tax income from all sources 2002-3*

<b>Income</b>	<b>Number</b>	<b>Per cent</b>
Loss	0	0
Zero	0	0
\$1 - \$5,000	6	11
\$5,001 - \$10,000	9	16
\$10,001 - \$20,000	14	25
\$20,001 - \$30,000	16	29
\$30,001 - \$50,000	9	16
\$50,001 - \$100,000	0	0
\$100,001 or more	1	2
Total	55	99

Most of the people interviewed as café and restaurant workers were young and living in flatting situations. For these people, their income was not important to their household, although, obviously it was essential to their own survival. For some respondents, for instance those living at home, their incomes provided discretionary spending. For a small number, their incomes made an essential contribution to the households, for instance because they had dependents, they were rent payers or they paid board (see Table 43).

*Table 43 Importance of income to household*

<b>Importance</b>	<b>Number</b>	<b>Per cent</b>
Very important	12	20
Important	4	7
Moderately	7	12
Not very important	2	3
Not important at all	28	47
Blank/other	7	12
Total	60	101

Fifty one respondents made additional comments on the importance of their income to their households (Table 44).

*Table 44 Comments on importance of income to households*

<b>Comments</b>	<b>Responses</b>	<b>Per cent of respondents (n=51)</b>
No dependants/flatting/sharing household expenses	31	55
Discretionary income/live at home	11	22
Have dependants	5	10
Debt repayment	4	8
For basic living costs/sole rent payer/pay board	2	4
Other	2	4
<b>Total</b>	<b>55</b>	<b>100</b>

For most respondents (51%), multiple job holding was important or very important to their standard of living. These included respondents who were working longer hours. However, 37 per cent of respondents said that multiple job holding was not very important or not at all important to their standard of living (Table 45).

*Table 45 Importance of multiple job holding to standard of living*

<b>Importance</b>	<b>Number</b>	<b>Per cent</b>
Very important	17	28
Important	14	23
Moderately	6	10
Not very important	10	17
Not important at all	13	22
Blank/other	0	0
<b>Total</b>	<b>60</b>	<b>100</b>

Forty-nine respondents made further comments about the importance of multiple job holding to their standard of living. As Table 46 shows, the most common reasons for this importance are that multiple job holding allows money for extras, non-essentials or other interests, is essential to cover basic living costs or support study, or is a lifestyle choice.

*Table 46 Comments on importance of multiple job holding to standard of living*

<b>Importance</b>	<b>Responses</b>	<b>Per cent of respondents (n=49)</b>
Allows money for extras/non-essentials/other interests	15	31
Essential to cover basic living costs/support study	13	27
Lifestyle choice	11	22
No financial importance/not important	9	18
Allows me to save	7	14
Other	2	4
<b>Total</b>	<b>57</b>	<b>100</b>

Overall, respondents indicated that their standard of living was much the same as that of friends and family. Small percentages (12% in each case) considered their standard of living to be higher or lower. A number of respondents said they could not generalise about their standard of living as better or worse than family or friends. Rather, it was better than some, worse than others (see Table 47).

*Table 47 Comparison of respondents' standard of living with that of friends and family*

<b>Comparison</b>	<b>Number</b>	<b>Per cent</b>
Much better	1	2
Better	6	10
Similar	37	62
Somewhat worse	6	10
Much worse	1	2
Blank/other	9	15
Total	60	101

There seemed to be little relationship between the importance of multiple job holding to maintaining standard of living and the hours respondents worked. So, those working on a part-time basis were as likely, or more likely, to indicated that their jobs were very important as those working 40 hours or more. On the other hand, those indicating that their jobs were not important to their current standard of living were as likely to be working longer hours.

It seems then, that the people working long hours were doing so for reasons other than money. For instance, it may be that they are running their own business or managing a business, or enjoyed the stimulation and social contact of their various jobs. See Table 55 in Appendix 2.

## APPENDIX 1: Further information on respondents

As the three tables below show, the majority of respondents were female and Pakeha/New Zealand European, and sixty nine per cent were aged below 25 years old. Only four respondents had children.

Table 48 *Sex of respondents*

Sex	Number	Per cent
Male	20	33
Female	40	67
Total	60	100

Table 49 *Ethnicity of respondents*

Ethnicity	Responses	Per cent
Pakeha/NZ European	42	71
Maori	3	5
Pakeha/Maori	2	3
North American	3	5
English	2	3
New Zealander	2	3
Other	5	8
Total	59	98

"Other" ethnicities represented by respondents were Japanese, Iranian, Indonesian, Australian, and Pakeha/Indian.

Table 50 *Café/Restaurant respondent's by age*

Age	Males	%	Females	%	Total	%
15 - 19	3	5	10	17	13	22
20 - 24	7	12	21	35	28	47
25 - 29	4	7	4	7	8	13
30 - 34	3	5	3	5	6	10
35 - 39	2	3	2	3	4	7
40 - 44	0	0	0	0	0	0
45 - 49	0	0	0	0	0	0
50 - 54	0	0	0	0	0	0
55 - 59	1	2	0	0	1	2
60 - 64	0	0	0	0	0	0
65 - 69	0	0	0	0	0	0
70 +	0	0	0	0	0	0
Total	20	34	40	67	60	101

More than two thirds of respondents lived in households where there were three or more other members. Often these were flatting situations. Twenty-seven percent of respondents have one or more multiple job holders in their households.

*Table 51 Number of other members in respondent's household*

<b>Others in household</b>	<b>Number</b>	<b>Per cent</b>
None	3	5
One	7	12
Two	10	17
Three	20	33
Four	13	22
Five	4	7
Six	1	2
Seven	2	3
Total	60	101

*Table 52 Households with other multiple job holders*

<b>Households</b>	<b>Number</b>	<b>Per cent</b>
With MJHs	16	27
Without MJHs	44	73
Total	60	100

**APPENDIX 2: Total hours worked by reasons for and benefits of, multiple job holding; importance to standard of living; and overall impact**

*Table 53 Total hours worked per week by reasons for having more than one job (n=59)*

<b>Total hours per week</b>	<b>10 - 19</b>	<b>20 - 29</b>	<b>30 - 39</b>	<b>40 - 49</b>	<b>50 - 59</b>	<b>60 - 69</b>	<b>70 - 79</b>	<b>80+</b>	<b>Total</b>
Because I have to	17%	25%	25%	8%	8%	8%	8%	0%	100%
Because I want to	14%	0%	14%	18%	36%	5%	9%	5%	100%
Both	8%	21%	8%	42%	4%	13%	4%	0%	100%
Neither	0%	0%	0%	100%	0%	0%	0%	0%	100%

*Table 54 Total hours per week by benefits of having more than one job*

<b>Total hours per week</b>	<b>10 - 19</b>	<b>20 - 29</b>	<b>30 - 39</b>	<b>40 - 49</b>	<b>50 - 59</b>	<b>60 - 69</b>	<b>70 - 79</b>	<b>80+</b>
Level of income obtained	19%	18%	18%	16%	19%	26%	18%	0%
Security of income	11%	13%	12%	10%	14%	16%	12%	0%
Variation and stimulation	19%	18%	21%	19%	14%	16%	18%	20%
Social contact/making friends	11%	15%	18%	21%	19%	26%	24%	0%
Hours of work	16%	15%	18%	10%	8%	5%	6%	20%
Suits my family better	0%	5%	0%	1%	3%	0%	6%	20%
Keeps my "hand in" my main occupation	8%	3%	6%	8%	6%	0%	6%	20%
Helps build my work experience	16%	13%	6%	12%	17%	11%	12%	20%
Other	0%	3%	0%	3%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

*Table 55 Total hours worked per week by importance of multiple job holding to current standard of living*

<b>Total hours per week</b>	<b>10 - 19</b>	<b>20 - 29</b>	<b>30 - 39</b>	<b>40 - 49</b>	<b>50 - 59</b>	<b>60 - 69</b>	<b>70 - 79</b>	<b>80+</b>
Very important	14%	50%	38%	25%	20%	60%	0%	0%
Important	43%	25%	38%	19%	10%	20%	0%	0%
Moderate	14%	0%	13%	0%	20%	20%	25%	0%
Not very important	14%	0%	0%	25%	20%	0%	50%	100%
Not important at all	14%	25%	13%	31%	30%	0%	25%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

*Table 56 Total hours worked per week by overall impact of multiple job holding*

<b>Total hours per week</b>	<b>10 - 19</b>	<b>20 - 29</b>	<b>30 - 39</b>	<b>40 - 49</b>	<b>50 - 59</b>	<b>60 - 69</b>	<b>70 - 79</b>	<b>80+</b>	<b>Total</b>
Positive	14%	11%	14%	27%	22%	8%	5%	0%	100%
Negative	17%	17%	0%	17%	0%	17%	33%	0%	100%
Both	6%	19%	19%	31%	13%	6%	0%	6%	100%