

## NEW FINDINGS

### Trends in the incidence of multiple job holding in the New Zealand labour market between 1981 and 2001

These findings are based on a specially-created data library with data sourced from five census carried out by Statistics New Zealand, with the corresponding data sets reconciled and linked by Monitoring and Evaluation Research Associates as part of this research contract<sup>1</sup>. All the data and results presented here are aggregated for the whole New Zealand labour market. However, the data library allows disaggregation by several variables including ethnicity, age band, and geographic regions such as regional council and territorial local authority areas.

#### Labour market overview

The two decades between 1981 and 2001 saw a period of substantial growth and fundamental transformation in the New Zealand labour market. The period encompasses several notable eras in recent economic history: the end of the turbulent, high-inflation era triggered by the oil shocks of the 1970s, the era of major economic restructuring initiated by the Labour Government elected in 1984 and continued by the National Government elected in 1990, and the era of rapid economic growth during the 1990s.

Between 1981 and 2001, the country's resident working-age population increased steadily in each consecutive inter-censal period, and by a total of 26% over the two decades. Between 1981 and 2001, the total number of people in jobs of any kind increased by an almost identical figure - 25%. However, inter-censal periods very different. There was a substantial decline in the number of jobs between 1986 and 1991 during the initial period of economic restructuring (99,000 fewer jobs or a decrease of just under 7%). Net job creation during the next five years compensated for this decline and re-established the previous growth pattern in simple numerical terms (230,400 more jobs or an increase of almost 17%). However, the character of the labour market and the nature of employment changed markedly over this period, and the numbers of registered unemployed grew substantially and persisted.

	1981	1986	1991	1996	2001
Total resident working-age pop.	2,296,704	2,468,301	2,590,287	2,786,220	2,889,534
Women	1,166,364	1,257,912	1,328,199	1,436,256	1,501,218
Men	1,130,340	1,210,389	1,262,088	1,349,964	1,388,319
Total employed	1,387,227	1,499,418	1,400,400	1,630,821	1,727,268
Women	525,090	609,078	605,337	740,805	804,312
Men	862,137	890,331	795,069	890,019	922,962
Total registered unemployed	60,255	109,191	163,770	136,506	139,908
Women	25,776	60,915	73,062	67,308	70,170
Men	34,479	48,279	90,708	69,198	69,738
Total labour force	1,447,482	1,608,609	1,564,170	1,767,327	1,867,176
Women	550,866	669,993	678,399	808,113	874,482
Men	896,616	938,610	885,777	959,217	992,700

## Trends in non-standard work

The number of people in non-standard work has increased markedly since 1981. This section highlights the extent to which some aspects of the labour market have transformed over the period. For the purposes of this analysis non-standard work is a combination of those in part-time work, self employment and multiple job holding. These people now comprise 39% of all people employed<sup>1</sup> in New Zealand. Women were consistently more involved in non-standard work patterns than men. This difference was maintained and even accentuated over the two decades, although men have also become much more involved in non-standard work.

	1981	1986	1991	1996	2001
Total Non Standard Work (N-SW)	327,711	405,429	449,586	627,891	674,274
Women in N-SW	189,786	221,715	247,692	350,745	381,219
Men in N-SW	137,910	183,720	201,414	277,155	293,073
Total N-SW as % of Total Employed	23.6%	27.0%	32.1%	38.5%	39.0%
Women in N-SW as % of women employed	36.1%	36.4%	40.9%	47.3%	47.4%
Men in N-SW as % of men employed	16.0%	20.6%	25.3%	31.1%	31.8%

Separate data for self employment and part-time employment are shown in the table below, while data for multiple job holding is shown in the next section. While there have always been many more women in part-time work than men, the numbers of men in part-time work increased by almost a factor of four over the past two decades. In contrast, men have traditionally had greater representation in the ranks of the self-employed than women, although the numbers of self-employed women increased more than four-fold over the past two decades.

	1981	1986	1991	1996	2001
Total part-time workers	194,787	221,214	249,204	378,048	399,150
Women in part-time work	163,116	172,218	188,418	266,355	287,934
Men in part-time work	31,668	48,999	60,789	111,699	111,225
% total part-time workers	14.0%	14.8%	17.8%	23.2%	23.1%
% women workers in part-time work	31.1%	28.3%	31.1%	36.0%	35.8%
% men workers in part-time work	3.7%	5.5%	7.6%	12.6%	12.1%
Total self-employed workers	93,129	147,687	159,870	185,364	213,144
Self-employed women	17,286	38,001	43,125	57,777	70,383
Self-employed men	75,840	109,680	116,268	127,587	142,734
% total self-employed workers	6.7%	9.8%	11.4%	11.4%	12.3%
% women workers self-employed	3.3%	6.2%	7.1%	7.8%	8.8%
% men workers self-employed	8.8%	12.3%	14.6%	14.3%	15.5%

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<sup>1</sup> Note that the sum of the sub-totals does not always equal the total; these data values each involve summing several cells in the base statistical data, with each such cell itself subject to random rounding to base 3 as per Statistics NZ protocols.

When interpreting the data in these tables we note there is some overlap between the three categories of non-standard work; for example, an individual might be in part-time, self employment. This overlap has been removed when estimating the total in non-standard work, which is why the percentages of each of the non-standard categories shown does not sum to the total percentage. By most definitions, non-standard work includes casual work and temporary work (as well as the three categories shown) but the census does not have any data on casual and temporary work.

### Overall trends in multiple job holding

The adoption of multiple job holding (MJH) practices by men and women has followed somewhat different trajectories over the past two decades. In 1981, there were almost twice as many men as women holding more than one job at a time. By 1991, women had overtaken men in terms of absolute numbers and proportions of workers with more than one job at a time. However, numbers of women holding more than one job appear to have peaked since then, while the numbers of men holding more than one job was still increasing at the last census in 2001.

	1981	1986	1991	1996	2001
Total MJH workers	58,854	76,695	100,962	163,548	174,435
Women MJH workers	20,829	34,776	51,066	85,050	86,355
Men MJH workers	38,010	41,928	49,887	78,507	88,083
% total MJH workers	4.2%	5.1%	7.2%	10.0%	10.1%
% women workers with more than one job	4.0%	5.7%	8.4%	11.5%	10.7%
% men workers with more than one job	4.4%	4.7%	6.3%	8.8%	9.5%

### Trends in multiple job holding by socio-economic index group

Numerous factors may discriminate between individuals in determining their likelihood to adopt multiple job holding. In addition to data disaggregated by sex, data could be disaggregated by ethnicity, age band, income, occupation, geographic location, or some other demographic variable and these analyses will be provided in a later paper. This research programme is also in the process of investigating the drivers (motivations) for individuals to adopt multiple job holding work patterns. It seems likely that the drivers incorporate a blend of need and opportunity, and are related to particular sets of skills that each individual might be able to apply in a range of circumstances.

The socio-economic index of occupational status (NZSEI) provides a framework for analysing broad-scale comparative trends. The NZSEI was used to aggregate occupational groups into eight indexed groupings, reflecting educational, income and occupational skill factors, with index number correlated to socio-economic status<sup>2</sup>. Trend data for multiple job holding rate by occupational grouping<sup>3</sup> are tabulated below.

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<sup>2</sup> i.e. the higher the SEI, the higher the socio-economic status.

<sup>3</sup> The number of workers in NZSEI group 1 (i.e. in the range of NZSEI values 10 to 19) is small (only 700 persons) so they have been grouped with group 2 (NZSEI 20 to 29).

MJH rate - <b>All workers</b>	<b>1981</b>	<b>1986</b>	<b>1991</b>	<b>1996</b>	<b>2001</b>
NZSEI0	3.6%	4.8%	7.5%	12.8%	9.2%
NZSEI2	4.1%	6.1%	9.1%	11.9%	14.2%
NZSEI3	3.3%	3.8%	5.7%	8.2%	7.4%
NZSEI4	4.1%	4.8%	6.5%	9.2%	8.6%
NZSEI5	4.7%	5.2%	7.0%	9.9%	10.4%
NZSEI6	4.9%	5.4%	7.5%	10.3%	10.8%
NZSEI7	8.3%	7.9%	9.3%	12.4%	13.3%
NZSEI8	7.8%	7.9%	9.6%	15.6%	16.8%

The pattern of change exhibited in the table above points to a number of characteristic drivers. It appears that in the 1980s, adoption of multiple job holding may have represented an economic adaptation by lower socio-economic status groups to increasingly stringent labour market circumstances (combining recession and the removal of protections in low-skill industries). In the 1990's, the largest increases in MJH came at the top and bottom of SEI scale: amongst higher income professionals - perhaps sharing specialist skills between different organisations, or maximising individual skills across a range of work opportunities; and amongst extreme of low income occupations - maximising income through longer hours and splicing part-time jobs into a full time income. The latest inter-censal period has seen a plateau in MJH rates in mid-SEI groups, indeed a substantial decline in several mid-SEI groups, perhaps reflecting a partial return to more conventional employment patterns during a period of sustained economic growth.

These data are disaggregated for women and men in the following two tables.

MJH rate - <b>Women workers</b>	<b>1981</b>	<b>1986</b>	<b>1991</b>	<b>1996</b>	<b>2001</b>
NZSEI0	3.5%	5.6%	9.0%	14.7%	10.2%
NZSEI2	3.7%	6.3%	10.3%	13.1%	14.5%
NZSEI3	3.1%	4.4%	6.9%	9.9%	8.4%
NZSEI4	4.3%	5.7%	7.9%	11.1%	9.8%
NZSEI5	3.7%	5.6%	7.9%	10.9%	10.5%
NZSEI6	4.7%	5.9%	8.8%	11.6%	11.3%
NZSEI7	8.0%	8.9%	10.6%	13.7%	13.2%
NZSEI8	7.8%	8.1%	9.3%	15.6%	15.3%

MJH rate - Men workers	1981	1986	1991	1996	2001
NZSEI0	3.7%	4.1%	5.4%	10.4%	8.0%
NZSEI2	4.4%	5.9%	8.2%	11.0%	13.9%
NZSEI3	3.3%	3.4%	5.0%	7.0%	6.7%
NZSEI4	3.9%	4.1%	5.3%	7.6%	7.5%
NZSEI5	5.2%	4.9%	6.4%	9.1%	10.2%
NZSEI6	5.0%	5.1%	6.3%	9.0%	10.2%
NZSEI7	8.3%	7.5%	8.7%	11.8%	13.3%
NZSEI8	7.9%	7.8%	9.7%	15.5%	17.6%

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June, 2005**

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1. Research contracted to Taylor Baines & Associates, by the Foundation for Research Science and Technology, contract TBAX0204

James Baines and James Newell (2005). Trends in the incidence of multiple job holding in the New Zealand labour market between 1981 and 2001. New Findings, Multiple Job Holding in New Zealand, Taylor Baines and Associates, Christchurch.