

Analysis of interviews with people holding multiple jobs in the accommodation sector

by

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1 Introduction

This report presents results from interviews with 60 men and women in the accommodation sector who are multiple job holders with at least one of their jobs in a business providing small-scale accommodation. These interviews were part of a programme of research into multiple job holding (MJH) in New Zealand.

The purpose of this research programme¹ 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 about 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 the accommodation sector, the tourism and hospitality industry in general, and 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 focussed 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, and a second cycle of three sectors surveyed in 2005: the creative sector, small accommodation providers and accounting.

This working paper provides results and analysis from the interviews with people in the accommodation sector². The aim of the paper is to provide basic quantitative and qualitative results from the survey. Further commentary and interpretation of these results is provided in papers and publications that draw on this basic material as well as the analysis of census data on multiple job holding by people in relevant occupations.

1.1 Multiple job holding in the accommodation sector

The research programme focussed on accommodation providers as one of the six sectors surveyed because of the role multiple job holding plays for people wanting to build up a business enterprise in the tourism industry. The sector is of interest because of the rapid growth in the number of small accommodation enterprises around New Zealand, and especially in rural areas where tourism provides a key source of economic diversification. Furthermore, people working in the sector benefit from a degree of flexibility in work arrangements, including daily tasks and seasonality.

There are a number of occupational groups that work in the accommodation sector as shown in (Table 1)³. There is no way of distinguishing occupations for small providers specifically, so these

¹ This research is funded by the Foundation for Research, Science and Technology, contract TBAX0204.

² Interviews were conducted by Nicola Robertson and Wayne McClintock.

³ Data in Tables 1-3 are from a workforce data base developed from the 2001 census results by research team members James Newell and James Baines.

numbers are for all types of employment across the sector. The total grouping of workers in New Zealand in these occupations in the 2001 census was 13,443 with a marked gender bias as 64 per cent were female and 36 per cent male. The overall level of multiple job holding was 10.3 per cent for females and 11.6 per cent for males, with females below and males above the national averages of 10.7 per cent and 9.5 per cent respectively for the total workforce.

These figures for employment in the sector should be treated with caution, however, as it is possible the census survey instrument does not describe accurately the labour market characteristics for this sector. If, for instance, there were a large number of people in an occupational group, such as house keeping, for whom their job in this occupation was a second job in census week, and their main job was not in the accommodation sector, then their housekeeping job would not be counted. Nor would their multiple job holding show up in this occupational group.

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

Occupation	Multiple job holders		Total work force		MJH per cent rate	
	Female	Male	Female	Male	Female	Male
023 Hotel or Motel Manager	255	252	2,757	2,754	9.3	9.2
025 Other Lodging Services Manager	360	264	2,229	1,584	16.3	16.8
245 Hotel and/or Motel Receptionist	60	15	771	177	7.8	8.5
252 Housekeeper (Not Private)	219	27	2,886	285	7.6	9.7
Total	894	558	8,643	4,800	10.3	11.6

In Christchurch City, the gender bias also prevails with 66 per cent women and 34 per cent men in the accommodation sector. The multiple job holding rate for the accommodation sector occupations is lower than for New Zealand as a whole, for both women and men, with women particularly low (Table 2). It is noticeable that the rate of multiple job holding is very low for the largest occupation group in Christchurch - housekeepers. Low reporting of this occupation as the main occupation, ie the one where the individual spends most time in the census week, could drive down the reporting of total numbers and the rate of multiple job holding.

Table 2 Multiple job holding in the Christchurch accommodation sector, 2001

Occupation	Multiple job holders		Total work force		MJH rate %	
	Female	Male	Female	Male	Female	Male
023 Hotel or Motel Manager	12	15	180	213	6.8	7.1
025 Other Lodging Services Manager	15	18	159	123	9.6	14.6
245 Hotel and/or Motel Receptionist	6	0	99	21	6.1	0
252 Housekeeper (Not Private)	18	3	312	27	5.8	12.5
Total	51	36	750	384	6.8	9.4

In Ashburton District, selected as most representative of the rural areas surveyed, the numbers in these occupations is low and affected by standard rounding by Statistics NZ. Here, however, the rate of multiple job holding for women is noticeably higher. In rural towns and areas these occupations are more likely to be part-time for women, even when classified as their main job, as discussed further in relation to the survey results.

Table 3 Multiple job holding in the Ashburton accommodation sector, 2001

Occupation	Multiple job holders		Total work force		MJH rate %	
	Female	Male	Female	Male	Female	Male
023 Hotel or Motel Manager	3	3	30	21	10	12.5
025 Other Lodging Services Manager	6	0	15	6	40	0
245 Hotel and/or Motel Receptionist	0	0	3	0	0	0
252 Housekeeper (Not Private)	3	0	18	3	14.3	0
Total	12	3	66	30	19.6	10

1.2 Method

As part of the second research objective, a sample of 60 small accommodation providers was interviewed during 2005. Our definition of “small” was based on employing five staff or less at each business. A variety of small accommodation providers were sought including respondents running lodges, bed and breakfasts, farmstays, homestays, backpackers, self contained cottages, motels, camping grounds, cabins, and boutique accommodation. Contact details for respondents were sourced from accommodation guides and websites⁴.

The interviews were all located in the Canterbury region: 25 in Mid Canterbury (14 Methven, 11 rural), 19 in Canterbury (11 Christchurch, 8 rural), 9 in South Canterbury (5 small town, 4 rural), and 7 at Banks Peninsula (5 Akaroa, 2 rural). The breakdown of respondents was 30 females (50 per cent) and 30 males (50 per cent). Further information on the respondents is provided in Appendix 1, while Appendix 2 expands on their accommodation operations.

The principal definition of multiple job holding used in these interviews was the same as that used in the census, that is, paid or unpaid work for more than one employer or family business or farm in the course of the most recent working week. Those who did not meet these criteria were screened out of the research process at the beginning of the interview and the interview was not included. The interviews were based on an extensive questionnaire which included both open and closed questions. Interviews ranged from one to two hours in duration, with five respondents taking longer, and two respondents needing just three-quarters of an hour. The snowballing technique of getting referrals at the end of the interview gave the research more credibility when approaching prospective interviewees because they knew we had interviewed their industry colleagues.

⁴ Accommodation Guides: *AA South Island Accommodation Guide 2005*; *Jasons Motels Apartments & Motor Lodges Accommodation Directory New Zealand 2005*; *AA Bed and Breakfast New Zealand Guide 2005*; *Jasons Holiday Parks and Campgrounds Accommodation Directory New Zealand 2005*; *The Bed & Breakfast Book New Zealand 2005*; *Jasons Selections NZ Bed & Breakfast Accommodation Directory 2004-2005*; and the *Charming Bed & Breakfast in New Zealand 2003*. Websites: www.nzhomestay.co.nz, www.lodgesofnz.co.nz, www.ashburontourism.co.nz/accommodation, www.friars.co.nz, www.kiwiaccommodation.com, and www.accommodationinnewzealand.co.nz. The accommodation sections of the *Christchurch 2005 Yellow Pages* (particularly the ‘Backpackers’ and ‘Bed & Breakfast’ sections) were also used.

2 Current and past work

2.1 Occupations

The majority of respondents (40 or 67 per cent) specified that their main occupation was the same as their main job. However, only two of these respondents chose accommodation provider in this scenario. The full range of occupations and jobs that the respondents held are listed in Table 4. Only 16 of the accommodation providers (27 per cent) chose it as their main occupation, while just ten respondents (17 per cent) said accommodation provision was their main job. However a startling 40 respondents (67 per cent) stated that accommodation provider was their second job.

Table 4 Main occupation, main job and other occupations of respondents

Type of job	Main occupation	Main job	Second job	Third job
Accommodation Provider (1)	16	10	40	4
Farmer/Farm Worker (2)	11	12	5	-
Teacher/Tutor/Trainer	7	8	3	1
Trades Person	4	7	-	-
Admin/PA/Secretarial	3	4	1	1
Sales/Retail	3	3	1	-
Real Estate Consultant	3	3	-	-
Agriculture Related	3	2	1	-
Nurse	2	2	-	-
Bookkeeper/Accountant	2	1	-	3
Restaurant Owner/Chef	1	2	-	1
Technical Writer/Translator	1	1	-	1
Professional Engineer	1	1	-	-
Gardener/Garden Designer	1	-	1	1
Graphic Design/ Marketing	-	1	1	2
Other Health Sector	-	1	-	2
Painter/Artist/Musician	-	1	2	-
Director	-	-	3	-
Other (3)	2	1	2	2
Total	60	60	60	18

Note: (1) The total accommodation providers in the above table is 54 because three respondents listed their work as the fourth job over the most recent working week, while a further two respondents operated their accommodation businesses as needed but usually on a seasonal basis, and a sixth had just purchased the business (still in redevelopment/marketing phase).

(2) One farmer said his main occupation was a retired farmer, however, his main job was farm work, while a second respondent answered semi-retired farmer for main occupation and main job, these have both been coded as farmer/farm worker in Table 4.

(3) Other includes: Ski Instructor (main occupation and job 2); one each of Household Executive (main occupation); Park Ranger (job 1); Rural Mail Delivery (job 2); Councilor and Window Cleaning (job 3).

2.2 Hours of work

Accommodation provider as second job

D (aged 47) held eight jobs in the last week, working a total of 83 hours. Her main job as a teacher/HOD was five days per week from 9 am to 3 pm, while working 7 days per week in her second job as a Lodge Manager mainly in the evenings talking to guests and cooking. D's third job is translating 1 to 4 nights per week depending on the size of the job, last week she worked 12 hours. Her fourth job as a garden designer is also her main occupation. This self-employed work is currently expanding, with customer visits during weekends and drawings and phone calls at night (last week 5 hours). D's fifth job is usually half a day per week during evenings and weekends (last week 6 hours) working on her own brand of gourmet preserves. Job six as a magazine editor took 4 hours in the last week (usually half a day per week) and job seven as a food consultant was 2 hours last week (usually half a day per month). D also stated that being a mother of three children was important work as well as her 83 hours of paid and self employed work.

E (aged 51) held two jobs in the last week, working a total of 50 hours. His main job as an accountant is flexible around when guests stay. E usually works 2 days per week at anytime that suits him; there is no discipline in winter. During the busy summer season as a B&B Host he works 7 days per week all day. Both jobs complement each other with their seasonal nature. As an accountant there are tax returns to be filed in winter and in the summer E is able to spend more time hosting B&B guests at their popular location.

Almost three quarters of the respondents (73 per cent) worked between 20 and 49 hours in their main job during the most recent working week. Almost half the respondents (47 per cent) worked less than 10 hours in their second job, while of the vast majority of respondents (72 per cent) who had a third job worked less than 10 hours in the third job in the most recent working week (Table 5). The average number of hours respondents worked per week was 34 hours in their main job, 15 hours in their second job and 8 hours in their third job.

Table 5 Main job and other jobs - hours worked by respondents 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	1	2	28	47	13	72
10 - 19	8	13	9	15	3	17
20 - 29	20	33	11	18	-	-
30 - 39	12	20	7	12	2	11
40 - 49	12	20	4	7	-	-
50 - 59	5	8	1	2	-	-
60 - 69	1	2	-	-	-	-
70 and above	1	2	-	-	-	-
Total	60	100	60	100	18	100

The average total time that respondents worked in the most recent working week was 49 hours. Eighty-two per cent of respondents worked more than the full-time equivalent of 30 hours in the most recent working week. Thirty per cent of respondents worked 60 hours per week or more, which is considered double or more than double the full-time equivalent. Three respondents (five per cent) worked more than triple the 30 hour full-time equivalent in one week with their totals being 92 hours, 93.5 hours and 101 hours respectively (Table 6).

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

Hours per week	All jobs	
	Number	Per cent
10 - 19	2	3
20 - 29	9	15
30 - 39	7	12
40 - 49	14	23
50 - 59	10	17
60 - 69	8	13
70 - 79	3	5
80 - 89	4	7
90 and above	3	5
Total	60	100

Note: The range of total hours per week worked for all jobs was 19 to 101. Five respondents held a fourth job and one of these respondents also held a fifth, sixth and seventh job during the most recent working week.

The total hours worked by respondents were analysed further by their sex and age (Table 7). Older men and women generally worked less hours per week than their younger counterparts. Men on average worked a total of 54 hours during the last working week while women worked an average total of 47 hours.

Table 7 All jobs – total hours worked by respondents during the most recent working week

Hours per week	Male			Female		
	Number	Age range	Average age	Number	Age range	Average age
10 – 19	-	-	-	2	53-62	58
20 – 29	2	59	59	7	38-66	55
30 – 39 (1)	3	53-64	57	4	45-65	56
40 – 49	10	41-69	57	4	36-69	51
50 – 59	6	49-64	56	4	47-62	53
60 – 69	3	52-62	56	5	35-59	49
70 – 79	1	61	-	2	43-56	50
80 - 89	2	50-56	53	2	40-47	44
90 & above	3	52-59	55	-	-	-
Total (60)	30	41-69	57	30	35-69	52

Note: (1) Female average age was calculated out of 3 of the 4 respondents as one woman did not give her age.

2.3 Length of employment

Sixty per cent of respondents had been at their main job for less than 10 years, two-thirds of the respondents (67 per cent) were in their second job less than ten years, while 72 per cent of the 18 respondents with three jobs had worked at their third job for less than ten years also (Table 8). The average length of years that respondents worked in their main job was 11 years, 9 years in their second job and 8 years in their third job.

Table 8 *Years worked by respondents in their main and other jobs*

Years	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Less than 1	5	8	9	15	3	17
1 - 4	22	37	21	35	6	33
5 - 9	9	15	10	17	4	22
10 - 19	11	19	13	22	2	17
20 - 29	7	12	3	5	1	6
30 - 39	2	3	2	3	1	6
40 and above	4	7	2	3	-	-
Total	60	100	60	100	18	100

Note: Five respondents held a fourth job, 3 for 1- 4 years, 1 for 5 years, and 1 for 17 years.

Further analysis of the number of years worked at each job was made with the sex and age of respondents (Tables 9-11). Equal numbers of men and women (60 per cent each) held their main jobs for less than 10 years. Twenty per cent of male respondents held their main jobs for 30 years or more compared to no woman over the same time span (Table 9).

Table 9 *Years worked in main job by sex and age of respondents*

Years	Male			Female		
	Number	Age range	Average age	Number	Age range	Average age
Less than 1	4	41-59	52	1	35	-
1 - 4 (1)	10	50-69	58	12	36-65	51
5 - 9	4	50-64	57	5	39-62	45
10 - 19	4	52-62	55	7	40-69	59
20 - 29	2	54-64	59	5	47-65	55
30 - 39	2	49-59	54	-	-	-
40 & above	4	52-63	60	-	-	-
Total (60)	30	41-69	57	30	35-69	52

Note: (1) Female average age was calculated out of 11 of the 12 respondents as one woman did not give her age.

Slightly more men (70 per cent) than women (63 per cent) held their second job for less than ten years. In contrast to the main job, holding a second job for longer periods of 20 years and above was more common for women (17 per cent) than men (seven per cent) as shown in Table 10.

Table 10 *Years worked in second job by sex and age of respondents*

Years	Male			Female		
	Number	Age range	Average age	Number	Age range	Average age
Less than 1	5	53-61	56	4	36-55	50
1 - 4 (1)	10	49-69	57	11	38-66	51
5 - 9	6	41-64	54	4	35-62	58
10 - 19	7	52-64	57	6	45-59	54
20 - 29	-	-	-	3	47-62	55
30 - 39	2	59	59	-	-	-
40 & above	-	-	-	2	65-69	67
Total (60)	30	41-69	57	30	35-69	52

Note: (1) Female average age was calculated out of 10 of the 11 respondents as one woman did not give her age.

Of the 18 respondents who held a third job in the last working week two-thirds were women to one-third men. Three quarters of the women had held their third job for under ten years while half the men held theirs for less than one year. The women were on average almost a decade younger than their male counterparts (Table 11).

Table 11 Years worked in third job by sex and age of respondents

Years	Male			Female		
	Number	Age range	Average age	Number	Age range	Average age
Less than 1	3	53-59	56	-	-	-
1 – 4	-	-	-	6	36-57	50
5 – 9	1	59	-	3	39-47	43
10 – 19	1	59	-	2	48-53	51
20 – 29	-	-	-	1	47	-
30 – 39	1	54	-	-	-	-
Total (60)	6	53-59	57	12	36-57	48

2.4 Other jobs over the last month and year

To obtain a broader picture than the previous week, respondents were asked if they had any other jobs in the past month that were not so far been recorded and what these jobs were. Nine of the 60 respondents (15 per cent) had another job or jobs in that month. Two of these people held two extra jobs over the last month; one respondent did full-time tutoring in two to three day blocks, three times per year, and had monthly work as a board of trustee, while the other respondent worked on call both as a valuer of deer heads and as a professional diver. Both respondents held these jobs the same time as another job and in previous years. Seven respondents had one extra job in the past month. These jobs included: café work two to four hours per week, book distribution over a three month period, forest contracting two days per week, website design over six months, building labourer 60 hours over two months, musician for three weeks, and jury service for one week. Three of these seven respondents held their jobs in previous years while for the remaining four respondents this was the first year in their job.

Respondents were asked whether there had been any other work (paid or unpaid) that they thought of as a job in the past year. Twelve respondents reported a range of activities. Unpaid work for family members and neighbours was done by the overwhelming majority of these 12 respondents (92 per cent) while two-thirds of respondents (66 per cent) were officers, committee members, or volunteers of community or tourism industry organisations (Table 12).

Table 12 Activities (paid and unpaid) undertaken in the past year that respondents considered to be a job

Activity	Number of responses	Per cent of respondents
Unpaid work for family members and neighbours	11	92
Officer/committee member/volunteer of community organisation	4	33
Officer/committee member/volunteer of tourism industry organisation	4	33
Officer/volunteer of school (e.g. preschool licensee)	1	8
Officer/coach/volunteer of sports club	1	8
Paid job/contract work	1	8
Total	22	na

Twenty-one respondents (35 per cent) held other jobs not so far recorded in the last year and 19 of these respondents (32 per cent, n=60) held these jobs at the same time as other jobs. Six of the 19 respondents (32 per cent) were doing some form of seasonal work and had held the job in previous years. The seasonal work is shown in Table 13 and includes two accommodation providers, two fishing guides, an AI technician, construction work, farm work, ground maintenance, lawn mowing and scrub cutting. The two accommodation providers ran their businesses on a seasonal basis depending on demand. The vast majority of these respondents (15 of 19) relied on regular work outside of their main jobs in the last week on an ongoing basis as outlined below (Table 13).

Table 13 Seasonal or other regular work performed by respondents

Sex	Age	Main/2nd/3rd job	Total hours worked that week (1)	Seasonal (S) or regular work	Times/period of work
F	49	Early childhood teacher/Lodge owner	35	Baby sitting	6hrs 6x per year
F	49	Relief milker/ Accommodation provider	25	AI Technician (S)	16 Oct - 24 Nov
F	62	Painter Artist/ Accommodation provider	50	(1) Craft shop (2) Landlord	(1) Monthly (2) 2-3 months f/t
M	41	Park ranger/ Lodge owner	42	Construction work (S)	Oct - May
M	52	Relief cow milker/ Lodge owner	46	(1) Fishing guide (S) (2) Farm work (S) (3) Fish farm work (4) Boat builder	(1) Dec - Feb (2) Nov - Jan (3) 2 days pa (4) 200 hours pa
F	40	Chef/Lodge owner operator/Internet marketing department	80	Promotional marketing	2 weeks pa
M	49	Farmer/ Homestay owner	52	(1) Lawn mowing (S) (2) Scrub cutting (S) (3) Garden maintenance	(1) Summer (2) Summer (3) All year
M	62	Bricklayer/Camping Ground Proprietor	57	Ground maintenance (S)	Oct - Feb 3 hours pw
M	64	Tourist Operator/ Photography	38	(1) P/t teaching (2) Educational consultant	(1) 1 day pw (2) 2-3 days
F	65	Motelier/Joint service station director	25	Mail sorting	As needed
F	65	Semi-retired farmer/ Farmstay host	38.5	Research	February
M	52	Farmer/ Search and Rescue (SAR) trainer	93.5	(1) Professional fishing and hunting guide (S) (2) Maritime safety (3) Medic for SAR (4) Lodge owner (S)	(1) April - July (2) All year (3) As needed (4) As needed esp. winter
M	53	Painter/ Backpacker manager	60	Building	2 months
M	54	Itinerant secondary school music teacher/ String quartet/ Teach privately/ B&B owner	46.5	(1) Singer (2) Symphony orchestra (3) Out of school music classes	(1) 3 nights (2) 5 nights approx 12x pa (3) 3 hours pw
M	59	Real estate agent/B&B host	40	General gardening	1 hour pw
F	(2)	Lavender farmer/ Shop owner	34	B&B (S)	Summer

Sex	Age	Main/2 nd /3 rd job	Total hours worked that week (1)	Seasonal (S) or regular work	Times/period of work
M	54	Contract engineer/ B&B host	101	Refrigeration consultancy	½ day per job
M	59	Tutoring ESOL/ B&B host	26.5	WEA play reading course	2 hours 2 days pa
F	38	Staff nurse/ Accommodation host	24.5	Shop worker	2 week period

Note: (1) Total hours worked that week for all jobs (main, second and third jobs).

(2) This respondent did not give her age.

2.5 Days and times of the day worked in a week

The respondents were each asked how many days per week they usually worked in their current jobs, a summary of which appears in the next three tables. One-third of respondents (33 per cent) usually worked five days per week in their main jobs, while a further 28 per cent worked seven days per week (Table 14).

Table 14 Usual number of days respondents worked in their main jobs

Usual number of days per week	Number of respondents	Per cent of respondents
1 day	1	2
2 days	4	7
3 days	6	10
4 days	4	7
5 days	20	33
6 days	2	3
7 days	17	28
Seasonal	3	5
Varies	3	5
Total	60	100

Over half the respondents (55 per cent) usually worked seven days per week in their second jobs and another 18 per cent of respondents varied the number of days they worked (Table 15). The high rate of people working seven days per week almost corresponds with the 40 accommodation providers (66 per cent) who stated that the accommodation business was their second job (as outlined in Table 4). The majority of these businesses are seven day per week enterprises.

Table 15 Usual number of days respondents worked in their second jobs

Usual number of days per week	Number of respondents	Per cent of respondents
1 day	1	2
2 days	3	5
3 days	3	5
4 days	2	3
5 days	2	3
6 days	1	2
7 days	33	55
Seasonal	4	7
Varies	11	18
Total	60	100

Of the 18 respondents with a third job one-third (33 per cent) of these usually worked seven days per week, with another 22 per cent having variations in their weekly work patterns, and 17 per cent of respondents usually worked three days per week in their third job (Table 16).

Table 16 Usual number of days respondents worked in their third jobs

Usual number of days per week	Number of respondents	Per cent of respondents
1 day	1	6
2 days	-	-
3 days	3	17
4 days	1	6
5 days	2	11
6 days	1	6
7 days	6	33
Seasonal	-	-
Varies	4	22
Total	18	100

The usual times of days that respondents worked in their main, second and third jobs are presented in Table 17. Nearly two-fifths of respondents worked in their main job (38 per cent) and third job (39 per cent) solely during the day from 8am and 5pm, while three-tenths of respondents (30 per cent) worked in their second job during daytime hours. The respondents of the accommodation sector observed seasonal variations when noting the usual times of the day they worked. Seasonal variations in one or several combinations were raised by respondents in their main job (23 per cent), second job (36 per cent), and third job (17 per cent for day/evening/seasonal).

Table 17 Usual times of day respondents worked in their main, second and third jobs

Usual time of day (1)	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Morning/day	6	10	-	-	-	-
Morning/day/evening	6	10	4	7	1	6
Day	23	38	18	30	7	39
Day/evening	8	13	5	8	4	22
Evening	1	2	4	7	2	11
Morning/day/seasonal	2	3	1	2	-	-
Morning/day/evening/seasonal	1	2	10	17	-	-
Morning/evening/seasonal	-	-	1	2	-	-
Day/seasonal	5	8	3	5	-	-
Day/evening/seasonal	5	8	5	8	3	17
Seasonal variations not spec.	1	2	1	2	-	-
Varies	2	3	8	13	1	6
Total	60	100	60	100	18	100

Note: (1) Morning is defined as midnight to 8 am, day as 8 am to 5 pm, and evening as 5 pm to midnight.

2.6 Other activities time is spent on

Respondents indicated they were regularly involved in an average of 2.5 other activities. These activities are listed in descending order of importance in Table 18. The respondents in the accommodation sector were regularly involved in household work, community/voluntary work, childcare, sport/recreation, and studying. The predominance of household work (80 per cent of respondents) in this sample of equal numbers of men and women indicates that people within the accommodation sector are regularly working within their household irrespective of gender; their household in most cases is also their business operation.

Table 18 Other activities on which respondents spend a lot of time

Activity	Number of responses	Per cent of respondents
Household work	48	80
Community/voluntary work	34	57
Childcare	22	37
Sport/recreation	18	30
Studying	16	27
Art/photography	3	5
Marae activities	1	2
Coaching/refereeing	1	2
None of these	2	3
Other (1)	7	12
Total	152	na

Note: (1) One each of: reading, hobbies, church activities, family activities, care of grandchildren, drama, and industry related meetings.

Fifty respondents made comments about the activities which they were regularly involved in. Thirteen respondents spent time doing family related activities, like caring for children or grandchildren, caring for a mother in a rest home, or taking children to different activities. Nine respondents mentioned heavy involvement with community groups or service organisations, with one woman stating after so much volunteer work she has now “*deliberately avoided being on committees*” in her new location. A further two people specified professional or local fundraising involvements. Eight people talked about spending a lot of time socialising with friends, family and/or guests. Seven people commented on developing and/or maintaining their home and garden while an equal number of respondents commented on their indoor hobbies. Five people expanded on their industry related involvements like the local promotions association or HomeNZ.

Recreational lifestyle multiple job holder

A (age 41) operates a lodge during the ski season only. The accommodation business is an important way of having a skiing lifestyle while his guests are up the mountain. Mountain biking, tramping and socialising are other recreational activities he enjoys. “*Sometimes [the] line between work and pleasure gets blurred...party atmosphere at the lodge and will be taken out for meal by guests*”.

2.7 Getting to work

Respondents were asked about the location of their current jobs, their usual means of transport to them, and the time it took to travel from home to their job or between jobs. Over half the respondents had their first job (57 per cent) and second job (58 per cent) in rural locations while exactly 50 per cent worked rurally for their third job (Table 19). Over one-third of respondents’ work was located in an urban or minor urban area for their first job (37 per cent), second job (38 per cent) and third job (35 per cent).

Table 19 Location of respondents’ jobs

Location	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
City	6	10	3	5	1	5
Suburb	4	7	8	13	2	10
Minor urban	12	20	12	20	4	20
Rural	34	57	35	58	10	50
Other (1)	4	7	2	3	3	15
Total	60	100	60	100	20	100

Note: (1) The other category is made up of respondents who are located in more than one place for their jobs.

For those respondents who travelled to work the most important means was by car (Table 20). A high percentage of respondents replied “*not applicable*” to this question because they had already said they worked at home. Sixty-two per cent of respondents travelled to their first job, only 20 per cent to their second job, and 45 per cent to their third job. The high numbers (80 per cent) who responded “*not applicable/work at home*” for their second job reflects that 66 per cent of accommodation providers noted that their accommodation work was their second job. The most popular means of travel for all three jobs was a car or other private motor vehicle.

Table 20 Respondents' means of travel to jobs

Means of travel	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Car	24	40	8	13	6	30
NA/work at home	23	38	48	80	11	55
Truck or 4WD	4	7	-	-	-	-
Walk	3	5	1	2	2	10
Car/bicycle/walk	1	2	-	-	-	-
Bicycle/drive	1	2	-	-	-	-
Bus	1	2	-	-	-	-
Walk/drive	-	-	1	2	-	-
4WD/car	-	-	1	2	-	-
Car/aeroplane	-	-	1	2	-	-
Car/utility	-	-	-	-	1	5
Not specified	3	9	-	-	-	-
Total	60	100	60	100	20	100

The majority of respondents worked at home or travelled less than 15 minutes to their main job (67 per cent), their second job (90 per cent), and their third job (75 per cent) as Table 21 outlines.

Table 21 Travel time of respondents from home or other place of employment to jobs

Travel time	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Nil	23	38	48	80	11	55
Less than 5 minutes	8	13	4	7	3	15
5 - 9 minutes	2	3	2	3	1	5
10 - 14 minutes	8	13	-	-	-	-
15 - 19 minutes	4	7	-	-	-	-
20 - 29 minutes	3	5	-	-	3	15
30 - 59 minutes	5	8	1	2	-	-
1 hour and over	2	3	1	2	1	5
Varies	5	8	4	7	1	5
Total	60	100	60	100	20	100

2.8 Work history

Forty-six respondents (77 per cent, n=60) indicated they had held more than one job at once beyond the last year. They were asked to list the jobs they had held together and the corresponding number of years. Forty-five per cent of the 46 respondents had been multiple job holders for 10 years or more (Table 22).

Table 22 *Length of time with more than one job beyond the previous year*

Length of time	Number of respondents	Per cent of respondents
Less than 1 year	2	4
1 - 4 years	12	26
5 - 9 years	11	24
10 - 14 years	8	17
15 - 19 years	6	13
20 - 29 years	2	4
30 years and above	5	11
Total	46	100

These 46 people were then asked to complete a table listing each group of jobs held together and the actual number of years those jobs were combined (Table 23). Over half the respondents (54 per cent) held two jobs together; one-third of respondents (35 per cent) held three to five jobs together, while another ten per cent of respondents held between six and nine jobs at the same time.

Table 23 *Maximum number of jobs held together by each respondent during previous years*

Number of jobs	Number of respondents	Per cent of respondents
Two	25	54
Three	11	24
Four	2	4
Five	3	7
Six	2	4
Seven	1	2
Eight	1	2
Nine	1	2
Total	46	100

When asked why they had more than one job, 45 respondents gave multiple answers in an open ended question. Responses included in descending order of importance: income (26) with responses like *“To survive financially - I had to”*, *“Financial reasons - farming in 80’s [so I] went back to work off farm and established [the] farmstay business”*; enjoyment/mental stimulation (18) *“got sick of sitting around here drinking cups of tea”*, *“bored to tears up here”*; family reasons (12); lifestyle reasons (5) *“[the lodge is] a hobby, I get to go skiing and meet people”*; offered work directly (5) *“because people approached me”*; seasonal nature of work (4); to help others out (4) *“you live in a small town [so] you contribute to it working paid and unpaid in different capacities”*; and professional development/success driven reasons (2).

Forty-seven respondents made further comments about their work history. These were summarised into eight main themes listed in order of descending importance: holding full-time work before being a multiple job holder (19); had a farming background (11); looked after children/household (8); studied full or part-time to get qualifications (7); lived/worked overseas (7); lived/worked in Australia prior to New Zealand (5); was self employed (4); and for lifestyle reasons (3).

3 Factors behind multiple job holding

3.1 Reasons for having more than one job

Respondents were asked a closed ended question about why they had more than one job. Fifty-three per cent of respondents said they had more than one job because they wanted to, a quarter of respondents (25 per cent) thought it was a mixture of both having to and wanting to, while 22 per cent stated they had to have more than one job (Table 24).

Table 24 *Reasons for respondents having more than one job*

Reason	Number of respondents	Per cent of respondents
Because I have to	13	22
Because I want to	32	53
Both	15	25
Total	60	100

Forty-one respondents made further comments on why they had more than one job. This open ended question produced a variety of answers which were summarised around three major themes: personal enjoyment and stimulation (15), e.g. *“I just love it”, “Because I like to”, “If [I] had one single job [I] would be better off but would go nuts”*; economic reasons (10), three of which specified taking holidays; and the seasonal/ complementary nature of the jobs (10), e.g. *“It’s like having a holiday when you get sick of one job you go to the other one. They fit together nicely because of their seasonal nature”*. Respondents also stated they worked in more than one job for several other reasons: to help immediate family members (4); their work was all part of the same jobs/businesses (4); relating to retirement (3); for career related reasons (3); house/business were purpose built (2); and they allowed time with extended family (2).

3.2 Issues around finding work

When asked a closed ended question about the degree of difficulty experienced finding work in their main occupation respondents answered using a five point scale where 1 was “very easy” and 5 was “very difficult”. Thirty-seven per cent of respondents considered it was “very easy” or “easy” to find work in their main occupation whereas 23 per cent thought it was “difficult” or “very difficult” (Table 25).

Table 25 *Degree of difficulty finding work in main occupation*

Degree of difficulty	Number of respondents	Per cent of respondents
1 - Very easy	19	32
2	3	5
3	7	12
4	11	18
5 - Very difficult	3	5
Not applicable (1)	11	18
Other (2)	6	10
Total	60	100

Note: (1) 7 respondents chose not applicable because they were self employed.

(2) Don’t know - 5 responses, 1 & 4 (as manager more difficult so a 4; salesperson a 1) - 1 response.

Comments were made by the majority of respondents about the ease or difficulty of finding work in their main occupation. For those who stated that it was “easy” or “very easy” they explained there was a shortage of qualified and/or skilled workers in their industry so a high demand existed for staff. For example, the occupations included: four teachers; three farmers/farm managers; two painter/

decorators; and a nurse, traffic engineer, business woman, and hospitality industry consultant. “*Can walk into any school and put [my] name down as a reliever - teacher shortage*”. In contrast 14 respondents described it “difficult” or “very difficult” to find work in their main occupation - four of these were accommodation providers. A Bed and Breakfast (B&B) Owner Operator and a Lodge Owner shared similar explanations about marketing their businesses with limited dollars in the competitive accommodation sector in order to have sufficient guests stay. While another B&B Host who had established two businesses stated a “*lot of capital [was] needed to start and a long time before [you] get a return*”. A motelier explained the necessity of being at the motel “*all the time...to have cover for hours*”.

Respondents were also asked about the ease or difficulty of finding work in their other occupations using the same five point scale. This time only a quarter of respondents found it “very easy” or “easy” to find work in their other occupation (Table 26) in contrast to 37 per cent in their main occupation (Table 25). Twenty-four respondents (40 per cent) answered “not applicable” or “don’t know” to this question. Twenty-one of these 24 respondents described themselves as owner operators or self employed; 17 of these respondents’ occupations were in the accommodation industry.

Table 26 Degree of difficulty finding work in other occupation

Degree of difficulty	Number of respondents	Per cent of respondents
1 - Very easy	13	22
2	2	3
3	6	10
4	6	10
5 - Very difficult	9	15
Not applicable	19	32
Don't know	5	8
Total	60	100

Most respondents commented on why they found it easy or difficult to find work in their other occupation. Of the 15 people who responded “very easy” or “easy” to this question eight were accommodation providers. Half these respondents explained the ease of being an owner operator, for example, one B&B Host summarised, “*Plenty for sale just have to buy it, have to have the money*”, while three others mentioned difficulty getting cleaners. The shortage of skilled workers in their respective industries was also mentioned by a chef (“*not enough chefs in the country.... Chef is now listed as a wanted occupation through immigration*”) and a builder (“*shortage of builders*”). The majority of respondents, including relief milkers, a teacher, ski instructor, and farmer described a lot of work being available or advertised in their industry.

Of the 15 respondents who described it difficult or very difficult to get work in their other occupation, nine were accommodation providers. All talked about difficult aspects of being owner operators (which was seen as a positive by four respondents above), knowing the market, and getting to know their trade. One B&B Host said, “[It’s an] *expensive job/business/lifestyle to get into as [a] self employed owner operator*”. Both a gardener and a photographer described that the public were not prepared to pay for the actual hours involved, “*Photography for commercial gain is not widely regarded in NZ as an art form and therefore it is difficult to get a commercial value put on your work*”. Limited positions were available for respondents that held occupations like a dental therapist assistant and doing rural mail delivery.

Respondents’ answers to the degree of difficulty in finding work in the accommodation industry highlight the predominance of owner operators amongst small providers who are multiple job holders. Comments included, “[I am] *self employed - need to buy or establish [a] business*”, “*All B&B’s are*

privately owned apart from the big ones”, “*Have to be the right socio-economic status to set up business debt free*”, and “*Easy to buy a property - several on [the] market at the moment in Christchurch - established B&B’s*”. Multiple job holding has become an important strategy for these small owner operators who may not otherwise be able to continue working in the accommodation sector if they did not have other jobs or businesses to support themselves.

When respondents were asked to think about the changes in the accommodation sector in New Zealand over the last ten years, half answered that it was easier to find a job, a quarter did not know, and 10 per cent of respondents said it was harder to find a job (Table 27).

Table 27 Respondents’ views of finding jobs in the accommodation sector over the last 10 years

View	Number of respondents	Per cent of respondents
Harder to find a job	6	10
Easier to find a job	30	50
Neither	5	8
Don’t know	15	25
Not applicable	4	7
Total	60	100

All respondents had an opinion when asked an open ended question about what they thought leads to multiple job holding in the accommodation sector. Over two-thirds of the respondents mentioned economic factors, but personal, institutional and geographic factors were also prevalent (Table 28). Almost half the respondents (28) specified extra income as a motivator to holding multiple jobs in the accommodation sector, e.g. “*Can’t make a reasonable living from the small size operation*”. Nearly a third of respondents (18) mentioned seasonal variations as a factor, e.g. “*Accommodation at [the] lower end of [the] market in seasonal locations like Methven leads to MJHing*”. While one-fifth of respondents (12) stated lifestyle/mental stimulation and monetary/financial reasons respectively as factors.

Table 28 Personal, economic, institutional, and geographic factors leading to multiple job holding in the accommodation sector

Factor	Number of responses	Per cent of respondents
Extra income	28	47
Seasonal variations	18	30
Lifestyle/mental stimulation	12	20
Monetary/financial reasons	12	20
Meeting people/social contact	9	15
Part-time nature of the work	6	10
Geographic location	4	7
No guarantee of tourist numbers	4	7
Mortgage & debt servicing	3	5
Women multitasking/self employed	3	5
Complements farming	3	5
Other (1)	2	3
Total	104	na

Note: (1) One of each: Overheads are still the same whether guests are there full or part-time; and oversupply of small and large hotels, motels, budget and deluxe B&B, cabins (in camping grounds) plus backpackers.

3.3 The effect of changes in the accommodation sector

Fifty-seven respondents had opinions about what the key changes were that had affected their job/s in the accommodation sector over the years they had been involved. The results are summarised in Table 29. Industry changes were identified by some people, like the patterns of guests arriving from different locations (both international and domestic) and different types of guests changed (15), e.g. *“This year mostly English plus German. No US people”, “No families/couples or groups two decades ago whereas now family oriented”*. An increased number of tourists are now coming to New Zealand (12) but there are more accommodation providers competing for the same share of the market (13). Fluctuations in the value of the NZ\$ have also effected the number of international tourists wanting accommodation (11), however, New Zealand is seen as a safe destination (5), particularly since September 11 (8). Technology has also effected the sector with an increasing amount of internet bookings being made (14), and payment by electronic methods becoming more the expectation (5). Coupled with the wider use of computers and technology more generally, the rise in marketing costs and memberships of relevant promotions associations (8) have also changed the way these small owner operators do business in the accommodation sector.

Changes seen by a motelier of three decades

B (aged 65) is a motelier and service station director in a small rural town. She has run the B&B, stand-alone units/cottage, motel and lodge providing 16 bed spaces for 28 years. Visitors are 50 per cent domestic and international. B enjoys the work because, *“I am a people’s person”*. Over the decades she has seen many changes effect her accommodation business. B used to provide Devonshire Teas on weekends and public holidays for travellers before cafes, wineries, and public toilets existed. B now has kitchen facilities in her three B&B rooms as people prefer to cook their own meals to save money for petrol. However, business and professional guests still prefer breakfast provided. Guests expectations have increased over the years regarding the provision of extras and she is continually upgrading her facilities. The year after September 11 brought more guests. However, more campervans are now on the road which takes away trade. The independent travellers simply turn up now rather than booking as they did in recent years. B has witnessed guests increasingly use credit cards to pay for their stay.

Table 29 Sources of changes in the workplace of the accommodation sector

Source of change in the workplace	Number of responses	Percent of respondents
Change in guest nationalities and types of guest	15	26
Increased internet bookings/email/ website	14	25
Increased competition by accommodation providers	13	23
Increased tourism numbers	12	21
Value of NZ\$ impacting on visitor numbers	11	19
Weather & seasonal influences	9	16
Direct international flights from US & Australia to Chch & cheap airfares	8	14
September 11 (less guests 5 / more guests 3)	8	14
Marketing costs & promotions associations	8	14
Increased expectations of guests & resistance to pay increased price for accommodation	7	12
Increased government regulations, compliance costs, & stress associated with Qualmark	6	11
NZers like self contained accommodation/motels	5	9
NZ is a safe destination	5	9
Increased use of EFTPOS, credit card payments, electronic banking, & telecommuting	5	9
Higher quality accommodation & upgraded facilities are easy to sell	5	9
SARS (Severe Acute Respiratory Syndrome)	4	7
Mt Hutt ownership, Methven ski town, NZSki.com	3	5
NZ promotions overseas - Lord of the Rings	3	5
Shortage of skilled staff	2	4
Price of petrol means travelling less on holiday	2	4
Promotion of SH72/Inland scenic route	2	4
Closing of Tinwald Motel has increased patronage	2	4
Other (1)	11	19
Total	160	na

Notes: (1) One of each: US\$; NZ service industry needs to come up to international standard; removing signage on SH1 per Transit NZ's request; growth of area with increased seasonal workers require accommodation; Japanese language students used to come to NZ family farm before going on to Chch lessons & homestay; talk of cycle track from Chch to Invercargill following railway line - would mean a ready market; tried to offer more, increased bank, power, telephone, computer and gardening costs; stock market crash stopped overseas travel; families seeking peaceful & quiet holidays; District Council doesn't support tourism, e.g. contrast to Lakes District; and not good knowledge of local area at Canterbury and local promotions levels.

3.4 Personal and family circumstances

Respondents were asked whether the decision to hold any of their current jobs was affected by changes on their personal or family circumstances. This closed question produced the following results in descending order of importance: change in the place where I live, planning for retirement, retirement from a long-term job, home ownership/mortgage, tertiary study/getting new qualifications, and other family finances (Table 30).

Table 30 *Effect of changes in personal or family circumstances on respondents' decision to hold current jobs*

Personal or family circumstances	Number of responses	Per cent of respondents
Change in the place where I live	33	55
Planning for retirement	32	53
Retirement from a long-term job	12	20
Home ownership/mortgage	10	17
Tertiary study/getting new qualifications	9	15
Other family finances	9	15
Children's education	8	13
Children leaving home	8	13
Starting a long-term relationship/marriage	6	10
Redundancy in my occupation	6	10
Ending a long-term relationship/marriage	5	8
Personal health	5	8
Other family/children related circumstances	4	7
Business ownership	3	5
Lifestyle change	2	3
Leaving school	1	2
Starting a family	1	2
Other (1)	4	7
None of these	3	5
Total	161	na

Note: (1) The other circumstances respondents mentioned were: want to keep self busy, larger property, threat of becoming a grey bureaucrat, and financial reward.

When these results were further analysed by the sex and age of the respondents some circumstances were more important for each gender (Table 31). The most influential personal or family factors for men, as opposed to women, when it came to deciding to hold their current job was planning for retirement, and retirement from a long-term job. Whereas women were more likely to be influenced than men by: a change in the place where they lived, home ownership/mortgage, tertiary study/getting new qualifications, children's education, children leaving home, and other family/children related circumstances. There seemed to be no significant differences between the genders when it came to the following influences of other family finances, starting a long-term relationship/marriage, redundancy in their occupation, ending a long-term relationship/marriage, business ownership, and personal health.

Table 31 Effect of changes in personal or family circumstances to hold current jobs by sex and age of respondents

Personal or family circumstances	Male			Female		
	No.	Age range	Average age	No.	Age range	Average age
Planning for retirement	19	49-67	57	13	36-69	53
Change in the place where I live (1)	15	49-69	57	18	35-69	62
Retirement from a long-term job (2)	7	53-69	61	5	39-69	58
Other family finances	4	49-57	53	5	38-69	53
Tertiary study/getting new qualifications	3	49-57	53	6	36-66	47
Children leaving home	3	49-64	57	5	47-69	58
Starting a long-term relationship/marriage	3	53-62	57	3	36-69	51
Redundancy in my occupation	3	52-59	55	3	36-62	48
Ending a long-term relationship/marriage	3	53-59	55	2	49-59	54
Home ownership /mortgage	2	54-62	58	8	40-69	53
Children's education	2	52-53	53	6	35-69	50
Business ownership	2	56-67	62	1	-	43
Personal health	2	51-62	57	3	40-62	54
Other family/children related circumstances	1	-	61	3	36-66	50
Total respondents (60)	30	41-69	57	30	35-69	52

Note: (1) One female respondent did not give her age so the average age was calculated from the 17 female ages rather than 18.

(2) One female respondent did not give her age so the average age was calculated from the 4 female ages rather than 5.

In an open ended question 39 respondents made further comments about the personal or family circumstances that influenced them to hold their current jobs. Ten respondents mentioned family circumstances like operating their businesses in relation to children, as sole parents, after a husband's death, or the children's education. Another ten respondents talked about their accommodation businesses specifically as ways to work from home, as a way of changing occupations, and buying or building the business up from nothing. Farming was mentioned by six respondents, four of these people specified semi-retirement or shifting from the family farm and doing something they wanted to do. A further six respondents mentioned they chose a lifestyle change, and three raised health issues, for example, "Going into hospitality is not the best way to deal with burn out!!" Four respondents commented on personal finances like "make home earn money" and "needed to be financially self supporting". Another four respondents mentioned moving countries was a personal influence to holding their current jobs in New Zealand, while a further two people expanded on their circumstances of redundancy.

3.5 Qualifications, skills and work experience

Respondents were asked what their highest formal qualifications were in a closed question. There were a variety of responses with 22 per cent holding no qualifications; a further 22 per cent of respondents held some form of school qualifications, while over half the respondents (55 per cent) had some kind of tertiary qualification (Table 32).

Table 32 Highest formal educational qualifications of respondents

Educational qualification	Number of respondents	Per cent of respondents
None	13	22
NZ School Certificate	8	13
UE or 6 th Form Certificate	3	5
Other secondary qualification	1	2
Overseas school qualification	1	2
Polytechnic qualification	3	5
University degree	7	12
Other tertiary qualification	20	33
Other tertiary overseas qualification	3	5
Other	1	2
Total	60	100

The respondents were also asked what other skills or work experience they had that helped them to get work. All 60 people answered this open-ended question. Exactly half the respondents (30) identified that their life experience, work experience, and self taught skills helped them to get work, making comments like, “*University of Life, PhD Life*”, “*Time served*”, “*Everything is self taught*”. Industry related training was broadly mentioned (14), while management/ leadership skills or training (7), teaching experience or training (7), and farming related skills or training (7) were specified. Good communication and people skills were noted by a third of respondents (21) while a further two people mentioned “*knowing people*”. Computing, administration, and accounting skills helped 16 respondents get work, while personal attitude and a good work ethic were also important (13), for example, “*Put your head down and go for it whether you cut someone’s lawns or running a factory*”. Homemaking and parenting related experiences were transferable to getting work for one-fifth of respondents (12) while business ownership was mentioned by a further four people. Different skills and experience were specified by three respondents in each of the following areas: creative pursuits, community organisation involvements (Lions, Board of Trustees), multi-tasking, and overseas travel.

Transferable skills between farming and accommodation

C (age 49) combines ownership of her accommodation business with relief milking and another seasonal rural job as an AI Technician. Her highest qualification is NZ School Certificate. C considers there is a good match between her qualifications, skills and experience in her current jobs. She outlines her willingness to work combined with company courses and experience as a sheep and beef farmer enable her to do the rural work. C has transferable skills which she applies as an accommodation owner operator; for example, a herd manager’s course helps with her backpackers budgeting. “*It’s all common sense. I used to farm animals and now I farm people*”. C states she has never had a problem getting a job in her life because “*it’s a matter of attitude, presentation and willingness*”. C is regularly involved in household work, childcare, and is a community volunteer on the local promotions association and manages a soccer team. Prior to her current combination of jobs C has been a MJHer for 13 years holding four different job combinations. C does not like being tied to a permanent full-time job in the same place, she prefers variety.

Fifty-five respondents (92 per cent) considered there was a good match between their qualifications, skills and experience and any of their current jobs. All 55 respondents explained in an open ended question why there was a good match. Forty-one respondents described they had transferable skills that matched between jobs, while 8 respondents specified the skills matched for one job only. Twenty-nine respondents outlined the experience they had led to the good match, while nine respondents mentioned their qualifications (one was overqualified). Only six respondents talked about training, with two of these highlighting they worked well “*despite lack of training*”. Four of the five respondents who indicated there was not a good match between their qualifications, skills and experience and any of their current jobs gave varied reasons with one common theme; they were all

self taught, used common sense, and/or gained experience through the job, “[I] *just pick it up observing and looking*”. One lodge owner expanded that if starting again now he would get bookkeeping training and other core skills to run the business. The fifth respondent made no comment.

Respondents were asked to think about their current jobs and identify the ways in which they were assisted getting that work. Over half the respondents (53 per cent) were assisted into their current jobs by contacts with others doing the same sort of work, while two-fifths (42 per cent) of respondents were assisted by family, and 30 per cent of respondents made a direct approach to a workplace or were assisted by advertising. Twenty-eight per cent of respondents identified friends as a source of assistance in getting their current jobs. Table 33 outlines the full list of sources in descending order of importance.

Table 33 Sources of assistance for respondents getting current jobs

Source of assistance	Number of responses	Per cent of respondents
Contacts with others doing my sort of work	32	53
Family	25	42
Direct approach to a workplace	18	30
Advertising	18	30
Friends	17	28
Community group or voluntary work	9	15
Union, workers group or professional assn	8	13
Buying/creating own business	8	13
Direct approach from workplace/employer	6	10
Work and Income New Zealand	2	3
Another employment agency	2	3
None of these	2	3
Other (1)	5	8
Total	152	na

Note: (1) One of each: Travel agents, gut feeling for Geraldine, tender for job, word of mouth, and bloody mindedness.

Further analysis of these responses, by sex and age, is summarised in Table 34. There was no obvious difference between male and female respondents re assistance from contacts with others doing the same sort of work, family, or direct approach to a workplace. However women were more likely than men to be assisted into their current work by advertising, friends, community groups or voluntary work.

Table 34 Sources of assistance for getting current jobs by sex and age of respondents

Source of assistance	Male			Female		
	No.	Age range	Average age	No.	Age range	Average age
Contacts with others doing my sort of work	15	41-64	55	17	35-69	52
Family	12	49-67	57	13	35-69	51
Direct approach to a workplace	10	49-69	56	8	36-69	52
Advertising	7	41-69	55	11	35-69	52
Friends	7	49-63	54	10	35-69	51
Community group / voluntary work	2	53-69	61	7	35-69	50
Union, workers group or professional association	4	52-64	59	4	38-62	54
Buying/creating own business (1)	3	51-59	54	5	40-59	51
Direct approach from workplace	4	52-59	56	2	47-56	52
Work and Income New Zealand	-	-	-	2	38-47	43
Another employment agency	1	-	41	1	-	38
None of these	2	53-56	55	-	-	-
Other	3	52-62	57	2	55-59	57
Total (60)	30	41-69	57	30	35-69	52

Note: (1) One female respondent did not give her age so the average age was calculated from 4 female ages rather than 5.

Thirty-eight respondents (63 per cent) commented further about getting their current work. Eleven respondents commented on buying or creating their accommodation business or being self employed, while ten respondents talked about having the right attitude and being willing to work, *“I’ve been supremely confident I can do the jobs I apply for”*. Seven respondents specified who they got work through (*“through an agency”, “helped by a consultant”, “Wed[nesday] and Sat[urday] Press Situations Vacant”*) or where they got accommodation customers from (*“advertised on the internet”, “Rural Farm Holidays - travel agents”*). Six respondents obtained work through people they knew, a further four *“by word of mouth”*, and three respondents specified being directly approached by a prospective employer.

4 Benefits and effects of multiple job holding

4.1 Benefits of more than one job

When asked why they have more than one job most respondents stated (in descending order of importance) variation and stimulation, level of income obtained, social contact/making friends, keeps my “hand in” my main occupation and security of income obtained (i.e. more than one source). The full results are presented in Table 35.

Table 35 *Benefits to respondents of holding more than one job*

Benefit	Number of responses	Per cent of respondents
Variation and stimulation	49	82
Level of income obtained	44	73
Social contact and making friends	39	65
Keeps my “hand in” main occupation	32	53
Security of income	32	53
Helps build my work experience	29	48
Hours of work	24	40
Suits my family better	22	37
Other (1)	19	32
Total	290	na

Note: (1) The responses included in this category come under the following themes: personal fulfilment (8), lifestyle/working from home (2), retirement (2), business related (2), demand for skills (2), workaholic (1), child’s tertiary education (1), and seasonal finances (1).

Further analysis of these responses by sex and age is summarised in Table 36. Women generally saw more benefits than men did of holding more than one job as they consistently gave more responses (141) than their male counterparts (128 responses) to this question. Women rated every benefit more highly than males particularly when it came to keeping their “hand in” their main occupation, and social contact and making friends.

Benefits of multiple job holding

F (aged 59) is a lodge owner and ski instructor whose partner is also a multiple job holder. She worked 32 hours in the last week but works longer hours in winter depending on guest numbers and how many shifts per week (two to five) as a ski instructor she works. F likes the variation and stimulation of her work, the social contact and making friends in both jobs, plus being physically strong because in winter the mountain work saves her going to the gym. F also gets a free season’s pass to go skiing which is a benefit. F saw having multiple jobs helped in every area of her life, with one exception, it had no effect over the amount of housework she did. The relationship with her partner was more positive because they had shared experiences of work. Her family is proud she still works as an instructor, and she likes being able to ski with grandchildren. As an accommodation business owner she always has a place for family and friends to stay. Being a MJHer helps F’s entertainment, “*I always say the only reason I belong to the ski school is so I can go to all their parties!*” She also makes young friends through “*character building situations*” working up the mountain. F states her work means she always has something to talk about which makes her more interesting when seeing family. This all helps with the balance between work, family and personal life.

Table 36 *Benefits of holding more than one job by age and sex of respondents*

Benefit	Male			Female		
	No.	Age range	Average age	No.	Age range	Average age
Variation and stimulation	23	41-69	56	26	35-69	52
Level of income obtained	21	49-69	56	23	36-65	51
Social contact and making friends	16	41-69	57	23	35-69	54
Keeps "hand in" main occupation	11	49-69	57	21	35-66	50
Security of income	14	50-69	58	18	38-65	51
Helps build work experience	13	49-64	56	16	35-66	49
Hours of work	11	50-69	57	13	35-66	51
Suits my family better	9	49-69	57	13	36-66	52
Other	10	41-67	56	9	35-62	50
Total (60)	30	41-69	57	30	35-69	52

4.2 Effects of more than one job

The respondents were asked whether holding more than one job helped, hindered, or had no effect on their relationships and activities. The results are summarised in Table 37, with the shaded areas highlighting the effects mentioned by over a third of respondents. Multiple job holding hinders the amount of housework respondents do (45 per cent), entertainment or leisure (45 per cent), the balance between work and personal/family life (43 per cent), involvement in organised sport (42 per cent), involvement in community activities (42 per cent), caring or supporting other family members including children (38 per cent), family relationships (35 per cent), and health/fitness or training (35 per cent). In contrast, holding multiple jobs helps personal relationships (38 per cent) and health/fitness or training (38 per cent cf. 35 per cent who said it hindered). Thirty-seven per cent of respondents stated that holding multiple jobs had no effect on their balance between work and personal/family life, while 43 per cent felt it hindered their lives.

Table 37 *Effects of holding more than one job on respondents' relationships and activities*

Relationships and activities	No effect		Helps		Hinders	
	Number	Per cent	Number	Per cent	Number	Per cent
Personal relationships	19	32	23	38	17	28
Family relationships	19	32	14	23	21	35
Friendships	23	38	19	32	17	28
Caring or supporting family	14	23	15	25	23	38
Amount of housework	19	32	8	13	27	45
Health/fitness or training	13	22	23	38	21	35
Involvement in organised sport (1)	10	17	-	-	25	42
Entertainment or leisure	19	32	13	22	27	45
Involvement in community activities	15	25	8	13	25	42
Involvement in ongoing education	25	42	11	18	11	18
Balance between work and personal/family life	22	37	11	18	26	43

Note: (1) 25 respondents answered not applicable to this question.

Fifty-two respondents took the opportunity to make further comments (129 responses) on the effects of multiple job holding. The most commonly mentioned response was the effect on entertainment or leisure (17 responses). Five respondents described having a “*better social life*”, while four people expanded on the negative aspects, for example, “*having a dinner party is like knocking off work to carry bricks*”. Three respondents talked about the extra planning involved and a further two mentioned having more flexibility.

Two effects were commented on equally: the balance between work and personal/family life, and caring or supporting family members including children (14 responses each). The majority of comments were positive about the balance between work and personal/family life. Eight respondents described the flexibility of their home-based work (working with a partner, being on site with children and running an accommodation business where extended family and friends could stay). Four respondents commented that multiple job holding hindered their work-life balance, however sometimes this was only on a seasonal basis. Six respondents described similar aspects of their home-based work

when commenting on caring or supporting family members including children (extended family could stay, benefits for children of home and workplace being shared, and increased flexibility). However six respondents commented on the negative effects of holding more than one job had on their family. These included constraints of having children/grandchildren to stay, unable to visit elderly mother in peak accommodation season, “*only a small hindrance because [my] husband is available*”, limited time to meet demands of family, and difficulty of maintaining contact with overseas relatives. Two respondents also explained that because their children had left home there was no effect.

When each of these relationships and activities were compared with the respondent’s total hours of work for the most recent working week the average number of hours was calculated for each effect (none, helps, and hinders) as Table 38 shows. Respondents working the longest average hours per week rated the following relationships and activities were hindered by having multiple jobs (in descending order of hours): friendships, personal relationships, health/fitness or training, family relationships, involvement in organised sport, entertainment or leisure, and balance between work and personal/family life. In contrast, respondents who worked longer average hours per week stated holding more than one job helped in four relationships or activities: involvement in ongoing education, involvement in community activities, the amount of housework they did, and caring or supporting family.

Effects of multiple job holding

G (aged 56) is a self employed chef and accommodation provider who also does groundwork. In the last week G worked 86 hours. His wife is also a multiple job holder. Prior of his current mix of jobs, which G says is “*all part of one job running a successful business*”, he has held multiple jobs for 33.5 years (most of his adult life). G spends time on the local district tourism board, the committee for the local promotions association, whilst playing golf and skiing for leisure. G described that being a MJHer hindered his life in 10 of the 11 areas we asked him about (stating it helped with family relationships). However, G explained that the situation was more positive than he had presented above because being self employed meant he had more control over his work than if he was an employee. Overall G described having more than one job as positive for him.

Table 38 *Effects of holding more than one job by average hours worked by respondents over the most recent working week*

Relationships and activities	Average hours worked per week by respondents		
	No effect	Helps	Hinders
Personal relationships	47	46	54
Family relationships	49	44	53
Friendships	50	45	55
Caring or supporting family	50	51	48
Amount of housework	47	52	49
Health/fitness or training	42	49	54
Involvement in organised sport (1)	43	-	53
Entertainment or leisure	50	42	53
Involvement in community activities	47	54	52
Involvement in ongoing education	52	63	46
Balance between work and personal/family life	48	45	52

Note: (1) 25 respondents answered not applicable to this question which explains why there are no responses in the 'helps' column.

5 Future work expectations

5.1 Ideal/Future work

Respondents were asked about their current work situation and the things that would make it better or worse for them. When focusing on what would make having more than one job better for them many factors were identified by the accommodation providers. Their multiple responses are listed in Table 39. Nearly 30 per cent of respondents indicated that they were satisfied with their current work situation and nothing could be done to make it better, however, almost a quarter of respondents stated that having more consistent business and/or income throughout the year without the seasonal variations they experienced would make their situation better.

Table 39 Factors that would make having more than one job better for respondents

Factor	Number of responses	Per cent of respondents
Nothing/happy now	17	28
Consistent business/income through year	14	23
Reduce number of jobs working	11	18
More income and/or less hours worked	10	17
Employ more staff	6	10
Afford to upgrade facilities or take holidays	4	7
Better balance between jobs/businesses	3	5
Better planning and prioritising	2	3
Having a partner or more helpful partner	2	3
More contact with people at work	2	3
Other (1)	8	13
Total	79	na

Note: (1) Includes one response for each: guaranteed hours of work; better communications with laptop, cellphone and cheaper phone call rates; more proactive marketing of tourism by local council; more local competitive 5 star accommodation; better transport systems including cheaper airfares; new restaurant so don't have to prepare evening meals for guests; flexibility to take on extra bus run 2-4pm; and more variety in two different jobs.

All the respondents commented in another open ended question what factors would make having more than one job worse for them. The results are presented in Table 40. Once again multiple responses were given by some respondents. Almost one-third of respondents (32 per cent) noted that having a personal health problem or injury would make having more than one job worse for them. Accommodation providers are owner operators who employ no or few staff (see Appendix 2, Tables 70-72) so if they were unavailable for work and/or to run their businesses this could lead to financial hardship (as acknowledged by 8 per cent). Other factors also rated highly that make the respondents current work situation worse were getting busier with work while having less time to relax, working longer hours, and a change in family circumstances.

Table 40 Factors that would make having more than one job worse for respondents

Factor	Number of responses	Per cent of respondents
Personal health problem or injury	19	32
Work busier and/or less time to relax	10	17
Longer or change in work hours	9	15
Change in family circumstances	9	15
Financial hardship	5	8
Nothing foreseeable	4	7
Less tourists, Terrorism, Bird Flu, SARS	4	7
Less work satisfaction	3	5
Travel further to or for work	3	5
Less flexibility with work hours	2	3
Had no options/choice re jobs	2	3
Insufficient skilled staff	2	3
Global changes/economic downturn	2	3
Bad/extreme weather	2	3
Other (1)	5	8
Don't know	1	2
Total	82	na

Note: (1) Includes one response for each: if had more voluntary commitments, if juggling act to prioritise jobs got worse, if couldn't paint - main source of income, too many or difficult tourists, if had to turn down better paying work because of current commitments.

5.2 Ideal mix of jobs

When asked another open ended question about what the ideal job or mix of jobs for respondents would be nearly one-third of the respondents (32 per cent) stated they already had the ideal mix. These people made comments like “*Ideal the way it is*”, “*I think I’ve got it*”, and “*What I’ve got now - in control with life and work situation*”. Retaining one of the existing jobs or businesses or getting one new job or business, therefore ceasing being a multiple job holder, was the most ideal situation for nearly a quarter of the respondents (23 per cent). A further 22 per cent of respondents outlined that they would ideally keep the same mix of jobs but work fewer or adjusted hours (Table 41). A few respondents noted more than one factor making the total number of responses more than 60.

Table 41 Factors that would give the respondents an ideal mix of jobs

Factor	Number of responses	Per cent of respondents
Already have the ideal mix	19	32
Retain or get one job or business only	14	23
Same jobs but fewer or adjusted hours	13	22
Adjusted mix of jobs & proportions of jobs	11	18
More flexibility	3	5
More profitable business	2	3
Operate all businesses from one base	1	2
Total	63	na

Another open ended question asked respondents what if anything they would need to get to this ideal situation. Seventeen respondents answered “not applicable” or “nothing” because they already had the ideal mix of jobs. The remaining 43 respondents gave multiple responses to this question. The wide range of actions they would take is presented in Table 42. Seventeen per cent of respondents would sell their accommodation business, while a further 15 per cent of respondents indicated they needed to market themselves or their business more effectively to reach their ideal work situation. Ten per cent of respondents specified attracting more guests or having a higher occupancy rate would assist them in getting their ideal mix of jobs.

An ideal mix of jobs

H (aged 59) is a Real Estate Consultant who says “I work when I need to” for two hours stretch at the most (30 hours last week). He also worked 20 hours in the last week as a B&B Co-owner in addition to his many local community involvements. H and his wife bought the B&B when they shifted to Canterbury for lifestyle reasons twelve years ago; prior to that he had always worked full-time. H has more than one job for many reasons: financially it is “sheer necessity to supplement [the accommodation] income”, for the stimulation, social contact with others, the hours of work, building work experience, and the opportunity to work from home. H says, “[I] can slide into middle/old age and keep the jobs” and considers that people prefer more mature B&B hosts. H states he has the ideal mix of jobs “we’ve actually struck it” and intends keeping doing them both until he retires.

Table 42 What respondents need to do to reach this ideal situation

Action	Number of responses	Per cent of respondents
Sell accommodation business (1)	10	17
Market self or business more	9	15
More guests/higher occupancy rates	6	10
Increased capital for business	5	8
Further qualifications/complete studies	4	7
Change working hours	3	5
Employ staff	3	5
Circumstances beyond their control (2)	3	5
Sell the farm (one already sold)	2	3
Quit a job/s	2	3
Get a new job	2	3
Time	2	3
Agreement from employer	2	3
Wait for children to become older	2	3
Other (3)	5	8
Not applicable (currently have ideal mix)	17	28
Total	77	na

Note: (1) One of these businesses was sold and a further three currently on the market.

(2) The weather and seasonal nature of these jobs were specified, plus moving buildings to camping ground leased from DoC.

(3) One of each: See more people, make more money/take risks/government help with building restoration/supportive council, get NZ residency, buying calves, and having money to support self.

5.3 Expected time holding multiple jobs

Respondents were asked how long they expected to stay working in more than one job. Just over half the respondents (53 per cent) anticipated they would work in more than one job for over three years, while a further 30 per cent of respondents envisaged being multiple job holders between one and three years (Table 43). Only two people (4 per cent) indicated having more than one job was a short term strategy that they would use for less than a year.

Table 43 Expected length of time working in more than one job

Expected length of time	Number of respondents	Per cent of respondents
Short term (0-2 months)	1	2
Less than a year (3-12 months)	1	2
1-3 years	18	30
More than 3 years	9	15
Long term (until I retire)	23	38
Don't know	8	13
Total	60	100

When these results were further analysed by sex and age, men were more likely than women (47 per cent cf. 30 per cent) to expect to have more than one job long term until they retire. However, women were more likely than men (50 per cent cf. 40 per cent) to hold multiple jobs for one year to long term (Table 44).

Table 44 Expected length of time working in more than one job by age and sex of respondents

Expected length of time	Male			Female		
	No.	Age range	Average age	No.	Age range	Average age
Short term (0-2 months)	1	-	59	-	-	-
Less than a year (3-12 months)	-	-	-	1	-	39
1-3 years (1)	8	52-69	59	10	38-65	54
More than 3 years	4	54-62	59	5	35-62	48
Long term (until I retire)	14	41-64	55	9	45-69	53
Don't know	3	51-59	54	5	40-66	55
Total respondents (60)	30	41-69	57	30	35-69	52

Note (1) One female respondent did not give her age so the average age was calculated from 9 female ages rather than 10.

All 60 respondents commented on the jobs they currently held that provided the opportunity for promotion or advancement. Thirty-two of these people did not envisage the opportunity for promotion or advancement, with 17 of this group stating they were already self employed, “*when own[ing the] business, [you] can't be promoted*”, “*not applicable because [I'm] self employed*”, “*self employed in both - [so it] doesn't apply*”. Fifteen respondents chose not to advance in their jobs, either because they did not want extra responsibility/managerial roles (“*don't want promotion in other jobs, all care no responsibility*”, “*teaching could advance but don't want to - like [the] classroom*”), were close to retiring, or they preferred not to buy another business.

In contrast, 13 respondents saw the opportunity for advancement. A further 15 respondents stated that one or more jobs had prospects for advancement or promotion while their other job/s did not (7 of these referred to being self employed in at least one of their jobs). Of the 28 respondents who saw opportunities for promotion or advancement, 15 of these were in the accommodation sector. The accommodation providers described opportunities to grow and expand their existing business making it financially and/or more personally successful, or buying a bigger accommodation business (“*accommodation business because [we are] buying a motel, moving on from B&B*”). The other 13 respondents mentioned the following jobs: three farmers, three teachers (including early childcare, primary, and early intervention), three builders, two web developers, an accountant, a finance company manager, a painter, a traffic engineer, an office administrator, a hospitality business consultant, a retail jeweller, and a direct marketer. They described prospects of gaining more experience and training, being able to follow their career path, and increased financial opportunity in these jobs.

6 Income and standard of living

6.1 Other sources of income

Three out of every five respondents (60 per cent) reported that they had income sources other than from paid work (Table 45).

Table 45 Respondents with sources of income other than paid work

Response	Number of respondents	Per cent of respondents
Yes	36	60
No	24	40
Total	60	100

The sources of incomes other than paid work that the respondents identified are listed in Table 46. The main source of income for nearly nine out of every ten respondents (89 per cent, n=36) was from interest, dividends, rent and other investment income.

Table 46 Sources of income other than paid work reported by respondents

Source of income	Number of responses	Per cent of respondents
Interest, dividends, rent & other investment income	32	89
NZ superannuation or veteran's pension	7	19
Child or family assistance from the government	3	8
Superannuation from another source	2	6
Benefit (disability for two children)	1	3
International student	1	3
Total	46	na

6.2 Income from all sources

Respondents were asked from all sources of income what their total income in the year ended 31 March 2004 was before paying tax. Table 47 highlights over a third of respondents (37 per cent) had income between \$30,001 and \$100,000, 20 per cent of respondents had income of \$30,000 or less, while just 12 per cent of respondents reported income of \$100,001 or more. One-third of respondents (32 per cent) did not know their income (20 per cent) or chose not to respond to this question (12 per cent).

Table 47 Total pre-tax income of respondents for the year ended 31 March 2004

Income range	Number of respondents	Per cent of respondents
Loss	1	2
\$1 - \$5,000	2	3
\$5,001 - \$10,000	1	2
\$10,001 - \$20,000	2	5
\$20,001 - \$30,000	5	8
\$30,001 - \$50,000	12	20
\$50,001 - \$100,000	10	17
\$100,001 or more	7	12
Don't know	12	20
No response	7	12
Total	60	100

The respondents were asked to elaborate what percentage of their income could be attributed to each job or other income source based on a best estimate. Forty-five per cent of respondents received 50 per cent or more of their income from their main job, while 46 per cent of respondents got at least a quarter of their income from their second job (Table 48). Of the 21 respondents that gave information on their third job over half (57 per cent) these people received less than a quarter of their income from this source. Twenty-six respondents identified other sources of income, 15 of these people (58 per cent) received less than half of their income from this source, whether it be other jobs, investments, or other income as outlined in Table 46. The average estimated contribution of the main job to total income was 52 per cent, of the second job 31 per cent, and the third job 14 per cent.

Table 48 Percentage of respondents' income attributed to each job and other income sources

Per cent of income	Main job		Second job		Third job		Other sources	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Under 25	8	13	21	35	12	57	9	35
25 - 49	16	27	14	23	5	24	6	23
50 - 74	14	23	12	20	-	-	5	19
75 - 100	13	22	2	3	-	-	1	4
Don't know	8	13	8	13	3	14	3	12
Loss	1	2	-	-	-	-	-	-
Zero	-	-	3	5	1	5	-	-
Minimal	-	-	-	-	-	-	2	8
Total	60	100	60	100	21	100	26	100

6.3 Importance of income to household

Next the respondents were asked how important the income they earned was to their household using a five point scale where 1 was "very important" through to 5 being "not important at all". The average rating on this scale was 1.6 with 82 per cent of respondents considering the income they earned for their household was either "very important" or "important" (Table 49).

Table 49 Importance of respondents' income to the household

Rating scale	Number of respondents	Per cent of respondents
1 = Very important	39	65
2	10	17
3	6	10
4	2	3
5 = Not important at all	2	3
No response	1	2
Total	60	100

How the respondent's rated the importance of their income to the household was then compared with the total number of hours they worked in their jobs over the last working week (Table 50). In general the increased number of hours the respondent worked per week the more likely they were to rate the income they earn to their household as "very important" (50 hours per week) or "important" (47 hours per week). Whereas those working less hours (43-44 hours per week) rated their income as "neutral" or "not important" to the household.

Table 50 Hours worked per week by the importance of the respondent's income to the household

Hours per week	1 = Very important	2	3	4	5 = Not important at all	Not specified	Total
1 - 19	2	-	-	-	-	-	2
20 - 29	4	3	1	1	-	-	9
30 - 39	6	1	-	-	-	-	7
40 - 49	7	2	4	-	1	-	14
50 - 59	8	1	1	-	-	-	10
60 - 69	7	-	-	1	-	-	8
70 - 79	-	2	-	-	1	-	3
80 - 89	3	-	-	-	-	1	4
90 and over	2	1	-	-	-	-	3
Number of respondents	39	10	6	2	2	1	60
Total hours	1,945	474	256	87	115	86	2,963
Average hours per week	50	47	43	44	58	86	49

All the respondents who stated that the income they earned for the household was "very important" explained why. Thirteen of these 39 respondents (33 per cent) outlined they were the main income earners to the household. One woman said, "[I am] *just about sole income earner as in cash flow earner [because my] husband [is] currently writing a book just about to be published*". A male explained, "[I bring] *in by far the largest block of disposable income into the household [with] two other members (wife and stepdaughter)*". Nine other respondents (23 per cent, n=39) explained they lived on their own and therefore had to be financially self supporting, for example, one woman said "[I am a] *person who is financially independent and lives on [my] own*". Another woman stated, "*Very important. I am the only income earner*". The remaining seventeen respondents (44 per cent, n=39) described their partner earning insufficient income ("*If didn't have it [I] would not be able to survive on what wife earns or vice versa*"), needing to support other members of the household, for paying bills, and for lifestyle reasons ("*save for other large items like overseas travel and other non essentials*").

Respondents were also asked how important having multiple jobs was to maintaining their current standard of living, using the same five point scale (Table 51). Over half the small accommodation

respondents (52 per cent) thought that holding multiple jobs was “very important” or “important” to maintaining their current standard of living. Just over one-fifth of respondents (22 per cent) were “neutral” when it came to answering this question, while the remaining quarter (24 per cent) stated multiple job holding was “not important” or “not important at all” to maintaining their current standard of living. The average rate on the scale was 2.5.

Table 51 Importance of holding multiple jobs on respondent’s current standard of living

Rating scale	Number of respondents	Per cent of respondents
1 = Very important	24	40
2	7	12
3	13	22
4	4	7
5 = Not important at all	10	17
Don’t know	2	3
Total	60	100

The rating that respondents gave on this five point scale was then compared with the total hours they each worked in the last week. Table 52 shows that respondents who worked slightly longer hours (50-51 per week) were more likely to rate holding multiple jobs as “very important”, “important”, or “neutral” whereas people working less hours (43-44 hours per week) rated holding multiple jobs as “not important” or “not important at all” to maintaining their current standard of living.

Table 52 Hours worked per week by the importance of multiple jobs on respondent’s current standard of living

Hours per week	1 = Very important	2	3	4	5 = Not important at all	Not specified	Total
1 - 19	2	-	-	-	-	-	2
20 - 29	2	2	2	-	3	-	9
30 - 39	3	-	2	1	-	1	7
40 - 49	3	2	4	2	3	-	14
50 - 59	6	1	1	1	1	-	10
60 - 69	4	-	2	-	2	-	8
70 - 79	1	1	-	-	1	-	3
80 - 89	3	-	-	-	-	1	4
90 and over	-	1	2	-	-	-	3
Number of respondents	24	7	13	4	10	2	60
Total hours	1,211	358	663	172	443	122	2,969
Average hours per week	50	51	51	43	44	61	49

Respondents who rated holding multiple jobs as “very important” or “important” to their current standard of living explained so in terms of: their accommodation businesses not being economically viable on their own (“*lodge is not earning enough money*”), the seasonality of their accommodation industry (“*tourism is variable when dependent on the white stuff [snow]*”), needing discretionary income (“*last few dollars you get to play with to buy luxuries*”), or supplementing retirement income (“*couldn’t afford solely living on superannuation to maintain current standard of living*”). For those who rated holding multiple jobs as “not important” or “not important at all” to their current standard of living they explained so in terms of: the ability to earn more with one job (“*primary job brings in sufficient income*”), getting stimulation from two jobs (“*it’s the way I choose to make an income*”),

accommodation earnings being a small part of their total income, and developing one job to replace the other.

Each respondent’s answer given in relation to the importance of holding multiple jobs to their current standard of living was compared with the response they gave to the importance of their income to the household. Of the 31 respondents who rated their income as “very important” or “important” (1 or 2 on the scale) to the household, 28 of them noted that holding multiple jobs was “very important” or “important” to maintaining their current standard of living, two respondents as “neutral” (3 on the scale) while another person responded “*don’t know*”. Of the 14 respondents who rated their income as “not important” or “not important at all” to the household, nine indicated the income they earned was “very important” or “important” to the household, while two respondents stated it was “not important” or “not important at all” (4 or 5 on the scale). The remaining three people gave a “neutral” response. Of the 13 respondents who rated holding multiple jobs as “neutral/neither important or not important” (3 on the scale) to maintaining their current standard of living, ten noted the income they earned for their household as “very important” or “important”, two rated it “not important” or “not important at all”, and the remaining one respondent was “neutral”.

6.4 Overall view of multiple job holding

The overwhelming majority of respondents (55 or 92 per cent) described having multiple jobs as positive for them (Table 53). Only three respondents thought it was a negative situation, while the remaining two people considered holding more than one job had both positive and negative aspects.

Table 53 Respondent’s overall view of multiple job holding

View	Number of respondents	Per cent of respondents
Positive	55	92
Negative	3	5
Both	2	3
Total	60	100

The majority of respondents commented about why having more than one job was positive for them. These include: “*Stimulating, never boring. I love variety*”, “*Gives me more choice - I’m more in control*”, “*I think it’s actually good fun*”, “*Gives me independence*”, “*Gets me out of the house and meeting people, being active*”. Stimulation, variety, social contact and earning extra money were common themes for the 46 respondents who commented that multiple job holding was positive. Two respondents, who considered having more than one job was negative, described the time constraints and deadlines they faced.

“Positive Pathway” to Retirement

J (aged 43) worked 70 hours in the last week: 20 hours in her main job/occupation teaching, 40 hours as a small town motelier (2nd job), and 10 hours administration (3rd job). In the last month she was also a part-time tutor and on a Board of Trustees. J was initially a MJHer whilst saving for a first home, and then to fit around childcare and her professional training. Now she is a MJHer because the motel income is inconsistent. J states, “*I’m the only one who has a consistent income in our household*”, as J’s husband is a MJHer with four unpredictable jobs. Overall J describes having more than one job as a “*positive pathway, nothing happens overnight*”. Eventually the motel will pay for itself and will be “*our retirement income*”.

Appendix 1 Background of respondents

The respondent's household

Questions were asked about the respondent's household composition; the first of these asked the number of other people who lived in the household. Table 54 shows that half the respondents share their household with one other person and a further 22 per cent have two other persons in the household. It is important to note that eight people (13 per cent) live on their own which supports the earlier findings that this group of accommodation providers needs to have multiple jobs to be financially self supporting.

Table 54 *Number of other persons in the households of respondents*

Other persons in household	Number of respondents	Per cent of respondents
None	8	13
One	30	50
Two	13	22
Three	4	7
Four	1	2
Five	4	7
Total	60	100

All the respondents answered a question about how many other household members were of working age. Table 55 shows that 85 per cent of respondents had at least one other household member of working age.

Table 55 *Number of other persons of working age in the households of respondents*

Other persons of working age in the household	Number of respondents	Per cent of respondents
None	6	10
One	38	63
Two	13	22
Not applicable	3	5
Total	60	100

The same number of respondents (85 per cent) also had at least one other household member in some form of paid or unpaid work (Table 56).

Table 56 *Number of other persons with paid/unpaid employment in the households of respondents*

Other persons with paid/unpaid employment in the household	Number of respondents	Per cent of respondents
None	6	10
One	45	75
Two	6	10
Not applicable	3	5
Total	60	100

The relationship between the respondent and other household members who were in paid or unpaid work was established in addition to finding out the number of jobs they each had. Table 57 shows the

results for the 50 respondents in this situation (ten respondents answered that this question was “not applicable” to them). In the accommodation sector over half the respondents (33 of 60, 55 per cent) had at least one other household member who was a multiple job holder. These included 20 male partners/husbands, 11 female partners/wives, and two sons/stepsons of respondents.

Table 57 Jobs held by other members of the respondent households

Relationship	Number of persons					
	One job	Two jobs	Three jobs	Four jobs	Seven jobs	Total
Male partner	3	11	4	5	-	23
Female partner	14	5	3	2	1	25
Son/stepson	3	1	1	-	-	5
Daughter	1	-	-	-	-	1
Friend	1	-	-	-	-	1
Aupair	1	-	-	-	-	1
Total (1)	23	17	8	7	1	56

Note: The total is 56 because rather than 50 because in three households there was more than one other person with a job or jobs.

Nearly three-quarters of the respondents (73 per cent) were aged in the 50 to 69 age group, with half the people aged 50 to 59 years old. Men were more concentrated in one age bracket with two-thirds of the males (20 of 30, 67 per cent) aged 50 to 59. However only one-third of the females were aged 50 to 59 years as the women were more evenly spread through the entire range of ages (from 35 to 69), with 30 per cent of women being in the younger age bracket of 40 to 49 years (Table 58).

Table 58 Age-sex structure of respondents

Age	Males		Females		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
30 - 39 years	-	-	4	13	4	7
40 - 49 years	2	7	11	30	11	18
50 - 59 years	20	67	30	33	30	50
60 - 69 years	8	27	14	20	14	23
No response	-	-	1	3	1	2
Total	30	100	30	100	60	100

Table 59 shows that just over three-fifths (62 per cent) of respondents had two or three children.

Table 59 Number of children of respondents

Number of children	Number of respondents	Per cent of respondents
None	8	13
One	1	2
Two	22	37
Three	15	25
Four	10	17
Five	3	5
Eight	1	2
Total	60	100

The vast majority of respondents (86 per cent) identified as New Zealand Europeans when asked which ethnic group or groups they belonged to. A further 10 per cent of respondents stated they were European while the remaining two respondents were Australian and English (Table 60). None of the respondents identified being Maori, Pacific Island, or Asian.

Table 60 Ethnicity of respondents

Ethnic group	Number of respondents	Per cent of respondents
NZ European	52	86
European	6	10
Australian	1	2
English	1	2
Total	60	100

When asked which country respondents were born in 41 people answered New Zealand. One respondent answered “*not applicable*” to this question. The 18 people born elsewhere stated their countries of birth as: England (10), United Kingdom (2), Scotland (2), Australia (2), USA (1), and Italy (1). Of these 18 people, their length of residency in New Zealand ranged from two years to 47 years. Seven of these respondents had all been in New Zealand less than five years and came from the United Kingdom.

Appendix 2 Background on accommodation operations

Ownership and operation of the accommodation business

The role the majority of respondents held in their tourism operation was one of ownership with 92 per cent of respondents being either owner operators or joint owner operators and a further five per cent were lessees. The remaining three per cent were managers (Table 61).

Table 61 Respondents role in the tourism operation

Role in tourism operation	Number of respondents	Per cent of respondents
Owner operator/joint owner operator	55	92
Lessee (1)	3	5
Manager	2	3
Total	60	100

Note: (1) One of the lease holders was in the situation of being subject to buying the backpacker business he operated.

All respondents stated the length of time they had run the operation. Almost three-quarters of the respondents (74 per cent) had run their respective operation for less than ten years (Table 62). Only five per cent of respondents had been running their operation for 25 to 34 years; this may reflect the demanding nature of the industry where accommodation providers usually need to be available 24 hours a day, seven days per week for their guests.

Table 62 Length of time respondents have operated their tourism operation

Length of time	Number of respondents	Per cent of respondents
Less than 1 year	7	12
1 - 2 years	13	22
3 - 4 years	11	18
5 - 9 years	13	22
10 - 14 years	8	13
15 - 19 years	5	8
20 - 24 years	-	-
25 - 29 years	2	3
30 - 34 years	1	2
Total	60	100

Type and size of accommodation businesses

Of those surveyed there were many different types of accommodation provided. People gave multiple responses to this question. Sixty per cent of respondents had B&B type accommodation. The other types of accommodation (Table 63) listed in order of most frequently reported operations were stand alone units/cottages (25 per cent), farmstays (22 per cent), homestays (22 per cent), lodges (17 per cent), backpackers (8 per cent), camping grounds (7 per cent), motels (7 per cent), boutique accommodation (5 per cent), and hotel (2 per cent).

Table 63 Description of the accommodation respondents provide

Length of time	Number of respondents	Per cent of respondents
Bed and Breakfast	36	60
Stand alone unit/cottage	15	25
Farmstay	13	22
Homestay	13	22
Lodge	10	17
Backpacker	5	8
Camping ground	4	7
Motel	4	7
Boutique accommodation	3	5
Hotel	1	2
Total	104	na

Table 64 reveals that the number of rooms provided by these operations varied widely between the 59 respondents who answered this question⁵. Thirty-eight of the 59 respondents (64 per cent) offered rooms with bathroom facilities, 40 had rooms with shared bathroom facilities (68 per cent) and three respondents had bunkrooms (5 per cent).

Table 64 Number of rooms provided by respondents'

Number of rooms	Rooms with bathroom facilities		Rooms with shared bathroom facilities		Bunkrooms	
	Number of respondents	Per cent of respondents	Number of respondents	Per cent of respondents	Number of respondents	Per cent of respondents
One	14	24	8	14	-	-
Two	10	17	9	15	-	-
Three	6	10	10	17	-	-
Four	-	-	2	3	-	-
Five	1	2	4	7	2	3
Six	1	2	4	7	-	-
Seven	2	3	1	2	-	-
Eight	1	2	-	-	1	2
Nine	1	2	-	-	-	-
Ten	1	2	1	2	-	-
Over ten	1	2	1	2	-	-
Total	38	64	40	68	3	5

The accommodation operators provided a wide range of total bed spaces from one to 336 (Table 65). Two-fifths of respondents provided five to nine bed spaces in total while another one-fifths offered just one to four total bed spaces. Nearly one-fifth of respondents (18 per cent) provided 10 to 19 beds, and the remaining one-fifth was spread between 20 and 50 total bed spaces with the exception of a camping ground operator who had 336.

⁵

One respondent did not respond but she had a camping ground with at least four cabins.

Table 65 Total number of bed spaces provided by respondents

Total bed spaces	Number of respondents	Per cent of respondents
1 - 4	12	20
5 - 9	24	40
10 - 14 (1)	8	13
15 - 19	3	5
20 - 29	5	8
30 - 39	4	7
40 - 49	1	2
50 and above (2)	3	5
Total	60	100

Notes: (1) Two respondents in this category specified "13 permanent beds can sleep 16" and "13 deliberately only fill 6".

(2) Two respondents had 50 bed spaces and the third (a camping ground operator) had 336.

Tourism numbers and other tourism activities offered

Respondents were asked what their total visitor numbers were in the 2004 calendar year. Table 66 shows that just over half the respondents (52 per cent) had 500 or less visitors staying in their accommodation business in the 2004 calendar year. One-quarter of the respondents did not know their total visitor numbers while a further nine per cent stated this question was "not applicable" to them making comments like "Not applicable. Don't know as just bought business this year", or "Not applicable. Didn't own last year".

Table 66 Total visitor numbers in the 2004 calendar year for each respondent

Total visitor numbers	Number of respondents	Per cent of respondents
1 - 100	12	20
101 - 200	7	12
201 - 300	6	10
301 - 400 (1)	3	5
401 - 500	3	5
501 - 1,000	5	9
1,001 - 1,500	2	3
Over 1,500	2	3
Don't know	15	25
Not applicable	5	9
Total	60	100

Note: (1) One respondent coded in this category answered 380 - 420.

Respondents were also asked what proportion of visitors was domestic and what proportion was international in the last year. Fifty-six respondents answered this question (three responded "not applicable" and one "don't know"). The majority of accommodation operators have a higher proportion of international visitors compared to their domestic visitors (Table 67). Sixty-one per cent of respondents had 61 to 100 per cent of international visitors while 22 per cent of respondents had roughly equal proportions of New Zealand and overseas visitors (41 to 60 per cent mix).

Table 67 *Proportion of domestic and international visitors last year per accommodation operator*

Percentage of visitors	Domestic visitors		International visitors	
	Number of respondents	Per cent of respondents	Number of respondents	Per cent of respondents
0 - 10	20	36	2	4
11 - 20	9	16	3	5
21 - 30	5	9	1	2
31 - 40	2	4	4	7
41 - 50	10	18	10	18
51 - 60	2	4	2	4
61 - 70	3	5	1	2
71 - 80	3	5	10	18
81 - 90	2	4	13	23
91 - 100	-	-	10	18
Total	56	100	56	100

There were 48 tourism activities provided by 28 accommodation operators alongside their accommodation businesses. The most popular were farm tours that were run by 15 respondents which reflects that 13 people offered farmstay type accommodation. Over half the respondents (53 per cent) offer no other tourism activities with their accommodation business (Table 68).

Table 68 *Tourism activities run alongside respondents' accommodation operations*

Tourism activity	Number of responses	Per cent of respondents
Farm tours	15	25
Fishing/diving/hunting/canoeing	7	12
Craft/souvenir shop/gallery	6	10
Bus/sightseeing trips	5	8
Walks/nature tours/garden tours	5	8
Café/lunch/refreshments	4	7
Restaurant/bar/bottle store	2	3
Weddings	2	3
Photography	1	2
Murder mystery	1	2
None/not applicable	32	53
Total	80	na

Over half of the respondents (52 per cent) considered the accommodation business income “very important” or “important” to their household income and lifestyle as opposed to just one-third of respondents (35 per cent) who rated it as “not important” or “not important at all” (Table 69).

Table 69 *Importance of accommodation business income to respondent's household income and lifestyle*

Rating scale	Number of respondents	Per cent of respondents
1 = very important	21	35
2	10	17
3	8	13
4	13	22
5 = not important at all	8	13
Total	60	100

Labour in the accommodation business

The main sources of labour employed by the accommodation businesses surveyed were casual or part-time waged labour by 40 per cent of respondents, while 22 per cent used contract labour/contractors and unpaid member of the wider family or volunteer workers. The data confirms that these are small tourism businesses. Just under one-third of the respondents (32 per cent) had no sources of labour other than members of their own household (Table 70).

Table 70 *Sources of labour in the accommodation business other than members of the household*

Sources of labour	Number of responses	Per cent of respondents
Casual or part-time waged labour	24	40
Contract labour/contractors	13	22
Unpaid members of wider family or volunteer workers	13	22
Laundry service/window cleaner	6	10
WOOFFers/Farm Workers of New Zealand	5	8
Permanent waged labour	4	7
None	19	32
Total	84	na

Part-time workers were used more predominantly than full-time workers in the respondents' accommodation businesses. Eighty-three per cent of accommodation providers employed one or more part-time workers, paid or unpaid, in their businesses compared to 73 per cent who had one or more full-time workers (Table 71).

Table 71 Number of full-time and part-time workers paid and unpaid in the accommodation business

Number of workers	Full-time workers (paid & unpaid)		Part-time workers (paid & unpaid)	
	Number of respondents	Per cent of respondents	Number of respondents	Per cent of respondents
None	16	27	10	17
1	19	32	22	37
2	23	38	16	27
3	1	2	4	7
4	1	2	5	8
5	-	-	1	2
More than 5	-	-	1	2
As dictates	-	-	1	2
Total	60	100	60	100

The number of full-time equivalent workers paid and unpaid in the respondents accommodation businesses ranged from 0.1 to 6.0. Just over three-quarters of the respondents (76 per cent) had just 0.1 to 2.0 full-time equivalent workers in their accommodation businesses, with a further 18 per cent had 2.1 to 3.0 full-time equivalent workers (Table 72).

Table 72 Number of full-time equivalent workers paid and unpaid in the accommodation business

Number of workers	Number of respondents	Per cent of respondents
0.1 - 1.0	20	33
1.1 - 2.0	26	43
2.1 - 3.0	11	18
3.1 - 4.0	2	3
4.1 - 5.0	-	-
5.1 - 6.0	1	2
Total	60	100