

Multiple Job Holding: an annotated bibliography

Compiled by

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Allen, W. David (1998). The moonlighting decision of unmarried men and women: family and labour market influences. *Atlantic Economic Journal* 26(2): 190-206.
InfoTrac

This article examines the moonlighting behaviour of unmarried people. Previous research indicates that married individuals are significantly less likely to moonlight than single people. Greater levels of family income and greater labour force participation by wives, for instance, tended to reduce the likelihood of moonlighting by males. This study suggests that higher moonlighting rates among unmarried people may be associated with fewer small children at home and fewer siblings. A greater number of small children (under 5 years) is associated with a lesser probability of moonlighting, especially for female single parents. An inverse relationship between the number of siblings and the likelihood of moonlighting was found, and this pattern was significant for unmarried individuals who respond to siblings as a “psychic substitute for a non-existent spouse”. Furthermore, unmarried women in the youngest age groups in the study were more likely to moonlight than those aged between 50 and 59 years.

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Anonymous (2000). Reasons for working multiple jobs. *Monthly Labour Review* 123(10): 42.
InfoTrac.

An analysis of data from the Current Population Survey of the United States which discusses the reasons for people holding multiple jobs. The reasons cited for multiple job holding varied noticeably among demographic groups. Repayment of debt and buying something special, for example, rated highest among people aged 16 to 24 years, while people aged 55 and over were more likely than people aged under 55 to have a second job because they enjoyed the work. The overwhelming reason for women who maintained families to moonlight, however, was to meet regular household expenditure or pay off debt. Greater proportions of blacks and Hispanics than whites reported that they held more than one job to meet their household expenditure or reduce debt.

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Averett, Susan L. (2001). Moonlighting: multiple motives and gender differences. *Applied Economics* 33(11): 1391-
InfoTrac.

Averett examines the incidence and reasons for moonlighting by focussing on gender differences. She warns that moonlighters are less likely than other workers to report their incomes, and thus care must be exercised when interpreting data about multiple job holding. Moonlighting is a significant part of the ‘subterranean economy’ where workers pursue legal and illegal ways to evade taxes. About half of moonlighters do not report their income for one or both jobs. Men less likely to report their income were single, without children, moonlighted for job heterogeneity, and had higher non-earned income. Women less likely to report their income were single, without children, had more education, were not enrolled in school or were working longer on both jobs. Factors motivating men and women to moonlight were similar. Females were more likely to have two part-time jobs, whereas men typically held one full-time job and one part-time. Multiple holding rates were highest for college-educated workers.

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Bedi, Arujun S. (1998). Sector choice, multiple job holding and wage differentials: evidence from Poland. *Journal of Development Studies* 35(1): 162-179.
InfoTrac.

This article uses data from Poland to examine the role of wage differentials between the public and private sectors in influencing sector choice and the decision to moonlight. After allowing for sector selection effects and standardising for worker characteristics, Bedi found that there was a substantial private sector wage premium, wage differentials were a significant determinant of sector choice, and university educated employees had the strongest desire to moonlight. Bedi uses income and substitution effects to explain the moonlighting decision-making process, and notes the significance of intangible features of jobs in the public sector such as prestige and job security.

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Blossfield, Hans-Peter and Hakim, Catherine (1997). *Between Equalization and Marginalization: Women Working Part-Time in Europe and the United States of America*. Oxford University Press, Oxford.
HD4904.25.B565 U of C library

A comparative study of the long-term development of part-time work in Europe and the USA. Using cross-sectional and longitudinal data on the labour force, the authors examine the diverse patterns of part-time work in modern societies, and assess the competing theories and perspectives on the growth of part-time employment among women. Married women, secondary earners, age of marriage, and birth of first child are directly correlated with non-paid or part-time employment. The study concludes that part-time work neither equalises women's position with regard to full-time workers, nor does it leave women wholly marginalised in part-time jobs. It shows how part-time jobs provide new opportunities for secondary earners and play a special role in the context of the division of labour within the family.

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Bluestone, Barry and Rose, Stephen (1998). The macroeconomics of work time. *Review of Social Economy* 56(4): 425-.
InfoTrac.

The authors explain the different measurements provided by employer surveys, the current population survey (CPS), and the panel study on income dynamics (PSID) in the United States. For instance, the hours "lost" in the PSID by not counting vacation and sick time as part of actual working time are almost exactly offset by the added hours due to overtime and moonlighting uncovered in the PSID, but are not completely measured by the CPS. A portion of the overall labour supply "lost" to unemployment was being made up by the fact that those who were working were spending more weeks in the labour market. This partly explained the mystery of low unemployment and low inflation. Although the labour force participation rate for women has reached its plateau, the shift from part-time to full-time employment seems to be continuing. Generally, the more educated the worker, the longer the work week, with 80 per cent of the long-run increase in average weekly hours over the past 20 years being associated with the increased educational level of the workforce. There were also greater inter-year variances in working time among prime age male workers during the 1980's. Many workers adopted the strategy of working as much as they could when employment was available. More than an eighth of the additional labour supply came from incumbent workers in the 1980's and 1990's, while during the 1970's growth cycle practically none of the additional labour supply came from that source. The result was stagnating wage rates which increased the need for families to work more hours to maintain living standards.

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Booth, Alison L. (2002). Symposium on temporary workers, their choices, and the growth in temporary employment. *The Economic Journal* 112: F181.
HB1.E19j University of Canterbury Library.

This article addresses issues that were to be debated at a symposium on temporary work in the states of the European Union. In particular it notes that Spain and France have had a dramatic increase in the levels of temporary work during the last 15 years. One area considered is the level of protection that workers in temporary employment receive in different states particularly Britain, France, Spain and Sweden. It highlights the variances that exist in employment within individual states that belong to the EU. Gender is one of the categories that is examined within this consideration. The data indicates that men who start in temporary work and then move into full-time employment take longer to receive the level of pay than men who go straight into full-time work. Women do not appear to suffer from this problem as much as their male counterparts.

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Boyd, Sally, Chalmers, Anna and Kumekawa, Eugene. (2001). *Beyond school: final year school students' experiences of the transition to tertiary study or employment*. New Zealand Council for Educational Research, Wellington.
LC1047.N5.B789 2001 Macmillan Brown Library, University of Canterbury.

This is a government funded study that provides information on the paths which secondary school students take in their transition from secondary education into the workforce or into tertiary education. The study had a sample of 321 respondents from five secondary schools in the main urban centres of New Zealand. The study was conducted in two phases, with the first while the students were at school and the second after they had left. The responses were analysed in a way that focussed on students who study and work at the same time. Although no real difference was found between males and females in the results, the factors that affected the students's experiences were ethnicity, school decile, student's age and the year of study when the student left school. The preferred type of work for students who combined work and study were jobs that provided flexibility around their study timetable such as service and sales. Those students who worked and did not study tended to be employed as clerks. When the responses were analysed for ethnicity it was found that Pacific Island students were the least likely group to combine work and study (55%), while Europeans were the most likely to do so (80%). For every ethnic group which actually combined study and work, however, the proportion was lower than the proportion of respondents who indicated their intention to combine the two when they responded to the question prior to leaving school.

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Bridges, W. (1995). *Jobshift – how to prosper in a workplace without jobs*. Nicholas Brealey Publishing, London.
650.1 BRI CCC Central Library.

This is a self-assessment, self-help book. The author notes that the traditional jobs invented during the Industrial Revolution are fast disappearing. The future is a just-in-time workforce, with employers adapting to a globally competitive market, and employees constantly updating and marketing their skills in a fluid, flexible, disposable labour market. The demise of loyalty from both sides has led to unencumbered or casualised employment.

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Broad, David (1995). Globalization and the casual labor problem: history and prospects. *Social Justice*: 22(3): 67-92.
InfoTrac.

Broad points out that the growth of the contingent labour force is intimately tied to the process of global restructuring. Contingent, or nonstandard, jobs have been the fastest growing type of employment in Canada and other developed countries over recent years. Four types of contingent (non-standard) work identified by the Economic Council of Canada were: part-time employment, own-account self-employment, short-term work, and temporary-help agency work. Part-time and self employment are the two forms of casual employment with the highest growth rates in Canada. Broad explains the contemporary increase in casual labour as tied to capital's restructuring directed at the renewal of capital accumulation.

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Brosnan, Peter (1996). The dynamics of change between standard and non-standard employment. In Teicher, Julian (ed). *Non-standard employment in Australia and New Zealand*. pp.23-42. National Key Centre in Industrial Relations Monograph no.9. Monash University, Melbourne.
U of C MacMillan Brown.

The author investigated the reasons why employers chose to use particular forms of employment through a series of interviews with 89 Queensland employers in 1993 and 1994. These employers had a wide range of preferences with regard to the use of standard and non-standard employment. The pattern of movement between these two forms of employment was complex and related to the circumstances of individual firms rather than to any general economic or social trend. The majority of respondents who had non-standard employment cited reasons related to the perceived availability of staff and the greater flexibility to meet their pattern of demand by using non-standard employment arrangements. The attraction of non-standard employment was strongest for firms that cope with fluctuating demand, while some respondents admitted they did not provide permanent full-time employment so as to avoid superannuation and other employment costs. Some employers were dissatisfied with contractors and agency workers, complaining that workers were inflexible and not always available. The theme that continuity and predictability from permanent full-time staff was more important than lowering costs was repeated in a number of interviews. Permanent staff were preferred when the labour process was complex or where expensive machinery was operated. Employers often recruited staff through informal networks. These networks were important in determining who had access to part-time and casual jobs. This type of hiring included all sorts of bartering arrangements. Sometimes casual or temporary contracts were used as screening devices for permanent positions.

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Brosnan, Peter and Walsh, Pat (1996). Non-standard employment in Australia and New Zealand: results from a workplace survey. In Teicher, Julian (ed). *Non-standard employment in Australia and New Zealand*. pp.1-22. National Key Centre in Industrial Relations Monograph no.9. Monash University, Melbourne.
U of C MacMillan Brown.

This article analyses the incidence of non-standard employment in Australia and New Zealand using data from a survey of 3,223 workplaces which was undertaken in May 1995. The authors note that demand for alternatives to 'standard' employment was driven by factors such as new technologies, economic globalisation, intensified market competition, and new forms of company ownership and structure. On the other hand the supply of labour for alternatives to 'standard' employment was created by the impacts of new technologies, changing social attitudes, the extension of tertiary education, the

increasing participation of women in the labour force, rising unemployment and changes in the bargaining position of organised labour. Casual employment has declined in New Zealand under the Employment Contract Act, while part-time employment was associated with smaller workplaces, and female workers. The authors conclude that the bulk of employees in both countries remain in permanent full-time employment, although they concede there is now a greater expectation of a growth in non-standard employment in New Zealand than in the more regulated labour market of Australia.

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Burris, Beverly H. (1998). Computerization of the Workplace. *Annual Review of Sociology* 24: 141-157.

U of C library. Photocopied.

This article surveys sociological research on computerization and its impact on three dimensions of the workplace: organisational restructuring, changes in work skills and power and authority relationships. Various patterns of centralisation and decentralisation occur, and power relationships in the workplace interact with technological change to produce a range of political outcomes. With regard to work skills, there appears to be a general trend to upskilling with evidence of some deskilling and skill bifurcation between technical experts and process/production workers.

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Callister, P. (1990). *Tomorrow's Skills*. New Zealand Planning Council, Wellington. 331.1142 CAL CCC Central Library.

This report of the New Zealand Planning Council examines employment statistics, and makes recommendations as to what should be taught in schools.

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Cameron, Allan and Brosnan, Peter. (2001). Casualisation and outsourcing: a comparative study. *New Zealand Journal of Industrial Relations* 26(3): 253. Proquest.

This article discusses research that compared the employment situation for non standard work in New Zealand, Australia and South Africa. The results of the survey indicate that non standard work such as part-time, casual and temporary work has increased in Europe, the United States, Japan and Canada. The authors argue that one of the reasons for this increase in non standard work may be that employers prefer to employ people only for periods of time when they are really needed because this allows them to save money. By employing casual staff, however, quality control standards may slip and there is a higher likelihood that staff will not know company policy or health and safety requirements. Employees experience several disadvantages from non standard work including the potential erosion of minimum employment standards, fringe benefits and rights; employment insecurity; and a reduction in bargaining power due to a decline in union membership. No real homogenous pattern was found across the three countries which share similar constitutional and legal frameworks, although larger workplaces were more likely to contract work out to others than hire themselves out to other firms, and workplaces in rural areas were the least likely to contract out work to others.

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Campbell, Iain (1996). The growth of casual employment in Australia: towards an explanation. In Teicher, Julian (ed). *Non-standard employment in Australia and New Zealand*. pp.43-72.

U of C MacMillan Brown Library.

Casual employment in Australia is characterised by a lack of entitlements to most employment benefits and forms of employment protection. It is also associated with low earnings, income insecurity, working time insecurity and employment insecurity. Campbell discusses the main features of the recent growth in casual employment, and analyses the underlying causes of this growth. He notes the growing importance of multiple job holding (5.1 per cent in August 1994), and observes that the proportion of casual employees as a proportion of total employees rose from 20.1 to 30 per cent in the private sector, and from 7.3 to 9.9 per cent in the public sector between 1984 and 1992. Full-time casuals were mostly within male-dominated industries (agriculture, forestry, fishing and hunting, construction), while part-time casuals were within female-dominated industries (recreation, personal and other services, wholesale and retail trade). The distinction between casual and permanent status has been a good indicator of the relative deprivation of employment.

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Campbell, Iain (1996). Casual employment, labour regulation and Australian trade unions. *The Journal of Industrial Relations*, 38: 571-599.
University of Canterbury Library HD4811. J86

The article examines employment trends in Australia since 1982 and in particular focuses on trade unions. At the time the article was published 66 per cent of all part-time employees were in casual employment and the levels of casual employment in Australia by contrast to other forms of employment was only exceeded by Spain. The study also found that casual labour was concentrated in particular sectors, industries, occupations and workplace sizes, although it did exist for most forms of employment. Gender was also an issue because 31 per cent of all female employees were casual workers, while only 19 percent of male employees were in casual work. The data which was analysed did not entirely represent the issues and groups that were discussed given it people such as children who work after school, labourers who work long hours but at irregular periods of time and other people such as students, nurses and owner-managers of businesses. The most important issue was the lack of entitlements (e.g. holiday pay) that casual labour receive. This lack of entitlements was attributed to the difficulties of labour unions in recruiting casual workers who view unions as catering for full-time employees and having a proportionately high subscription fee. Campbell concludes that part-time workers need to receive 'permanent' status with regard to award benefits on a pro-rata basis, and casual employment should be limited to a short period of time or in situations where emergency employment is required.

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Campbell, Iain and Brosnan, Peter. (1999). Labour market deregulation in Australia: the slow combustion approach to workplace change. *International Review of Applied Economics* 13(3): 353-
InfoTrac.

This article examines the effects of the deregulation of the labour market in Australia. It describes the award system, the main stages of the dismantling of that system, and examines the implications of these changes for employees, focussing in particular on productivity, precarious employment, wages and working hours. The proportion of workers who were casual employees in their primary job increased from 19 to 26 per cent between 1990 and 1997. This relative increase in casual employees reflected a relative decline in the number of full-time permanent employees. Thus recruitment into permanent jobs appears reserved for select categories of employees, e.g. those moving from similar jobs or recent graduates, whereas recruitment into casual jobs is the main path into employment for other categories of workers. Moreover, there has been a consolidation of a low-wage segment among full-time employees, and a major fragmentation of working-time arrangements.

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Carnoy, Martin; Castells, Manuel and Benner, Chris (1997). Labour markets and employment practices in the age of flexibility: A case study of Silicon Valley. *International Labour Review* 136(1):27-48. InfoTrac.

This case study examines flexible work, new forms of networking and mobility, and contingent employment within the context of the new industrial organisations and associated technological processes found in Silicon Valley (California). Based on interviews with electronic companies and temporary help service (THS) agencies conducted in 1996, the study provides an understanding of how firms view flexible labour markets and how those markets are organised. Electronic companies have developed “secondary sourcing” arrangements, in which a THS agency enters into a long-term contract with a client. This primary THS agency has a series of relationships with other smaller and more specialised THS agencies, which it calls upon when it is unable to meet the demands of the contract. Electronic companies have a high rate of staff turnover, particularly among workers in highly-skilled positions. These elite workers have very little interest in job security because they are in high demand and very mobile. Many of the higher-skilled positions filled through THS agencies do not lead to full-time work. People’s employability is based not just on their skills, but on their reputation and connections. Workers who make their abilities known through a network of firms are in a better position to find employment than those with few contacts. The authors found strong evidence correlating higher incomes with workers who obtained their jobs through personal contacts, rather than through formal mechanisms. Thus a worker’s social and business networks become crucial for job mobility yet this is often poorly understood.

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Carre, Franciose J. (1998). Temporary and contracted work in the United States: policy issues and innovative responses. OECD unclassified document DEELSA/ELSA/LMG/RD(98)7. Presentation made at a conference organised by the OECD and the Norwegian Ministries of Children and Family Affairs and the Ministry of Labour and Government Administration on 12 – 13 October, 1998 Oslo, Norway.

This paper discusses policy and representation issues faced by workers in temporary and contracted employment in the United States, and describes the characteristics of that country’s system of employer-based social protection, work-site based worker representation, and public mechanisms of job matching/brokering.

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Carre, Françoise; Ferber, Marianne A.; Goldent, Lonnie and Herzenberg, Stephen A. (editors) (2000). *Nonstandard work: The nature and challenges of changing employment arrangements*. Industrial Relations Research Association: United States of America. University of Canterbury Library HD8072.5.N814 2000.

This book is a collection of essays that examine the issues relating to non standard work in the United States. Surveys and other methods are used to assess the trends that are occurring in different spheres of employment including the significance of factors such as ethnicity, education and gender. Other topics discussed are the decrease in union strength, and the alternative bodies which are attempting to provide some of the security that existed when unions were strong and work was more standardised and secure. The essays are divided into four sections: Trends and Patterns in Employment Arrangements, Explanations of Increases in Nonstandard Work Arrangements, Consequences of Nonstandard Work, and Responses to Nonstandard Work Arrangements and to “Labor Market Churning”.

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Chapman, David (2000). The rise and rise of the non-permanent worker. *Management* August: 78-79.

Chapman alerts managers to the growing casualisation of the workforce in New Zealand, and calls upon them to create an environment where the non-permanent worker is a valued member of society. While acknowledging that part-time staff provide flexibility for employers to manage fluctuating work demands, he also highlights the advantages of this flexibility to part-time workers for lifestyle, family and educational purposes.

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Clark, Alison (1986). *Part-Time Work in New Zealand*. Planning Paper No. 25, New Zealand Planning Council, Wellington.

HD5110.2.N5.C592 U of C library

Clark presents a profile of the pattern, characteristics and growth of part-time work in New Zealand between 1966 and 1981, before analysing the social, economic and demographic factors that have contributed to the growth of part-time work. The final section discusses the issues associated with part-time employment.

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Dalziel, Paul; Higgins, Jane and Drummond, Michael (2001). Employer demand for skilled workers in Christchurch. A report prepared for the Mayoral Taskforce on Poverty. University of Canterbury, Christchurch.

The authors surveyed employers who advertised vacant positions in the Christchurch Press of 20 January 2001. The survey revealed an overabundance of applicants, but a shortage of what the employers considered to be 'suitable' workers. The greatest shortages were for trades workers and plant and machinery operators. The employers value work experience more than qualifications, provided that experience is in a similar job to the one being advertised. This suggests that generic work experience in low skilled jobs may be of only limited value for a later job search. By taking on such jobs, the worker might either be building a bridge for upward mobility or be trapped in the low wage sector. An increasing proportion of young people aged 20-24 years is involved in education (from 18 per cent in 1990 to 27 per cent in 1998), and over half of these students are active in the labour force. Establishing an industry network of contacts, and understanding the culture of particular workplaces, are important job seeking skills. Employers sometimes do not trust official channels of information, and often make decisions about suitability based on their own judgments of the candidate's general demeanor, speaking styles and communication skills, non-verbal behaviour, dress and general appearance.

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Davidson, Carl and Bray, Marianne (1994). *Women and Part Time Work in New Zealand*. The New Zealand Institute for Social Research and Development, Christchurch.

HD 5510.2.N5.D252 U of C library

The study's focus was on women who worked part-time in the retail, service, education and health sectors. A profile of part-time work in each of these sectors was compiled through a series of 13 key informant interviews with employees or employee representatives in the four sectors. The profile was complemented by a series of focus group discussions with 38 women working in these industries. The discussions were based on a semi-structured schedule which was circulated to the women beforehand.

The authors examine the reasons why women undertake part-time work, the conditions of part-time work, and the implications for women (and their families) of working part-time.

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de Bruin, Anne and Firkin, Patrick (2001). Self-employment of the older worker. Working Paper No.4. Labour Market Dynamics Research Programme, Massey University, Albany and Palmerston North.

This paper discusses self-employment of the older worker and highlights the paucity of research about this subject. It draws upon data collected during the first phase of the Labour Market Dynamics research programme which investigated how individuals made decisions about access and participation in the labour market. The main part of the paper examines the causal factors that push or pull older people to take up self-employment.

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de Jong, Gordon F. and Madamba, Anna B. (2001). A double disadvantage? Minority group, immigrant status, and underemployment in the United States. *Social Science Quarterly* 82(1): 117-30.

The authors document the magnitude of four types of underemployment experienced by native-born minority and immigrant workers in the United States (i.e. involuntary part-time workers, the working poor, workers with jobs mismatched to their skills, and unemployed workers). They also test the “double disadvantage” hypothesis that minority workers tend to be channelled into secondary jobs and immigrants experience initial disadvantages in labour force assimilation. Data were obtained for men and women aged 25-64 years in the labour force from the 1990 Census Bureau Public Use Microdata Sample, and regression procedures were used to estimate the effect of membership of a minority group and immigrant status on unemployment, part-time employment, job mismatch and working poverty. The authors found that females had a greater overall underemployment rate than males, while Blacks and Hispanics had higher unemployment rates compared to Asians and non-Hispanic whites. Immigrant underemployment was greater than that of native-born minorities, with Asians having the largest disparity between immigrants and native-born. The “double-disadvantage” hypothesis of minority and immigrant status was only accepted for Asian men and women with a mismatch between their jobs and skills, and for Asian women who were most likely to be among the working poor or be unemployed.

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Ehrenreich, Barbara (2001). Those who don't get by. *The Progressive* 65(9):14-5. ProQuest

The author maintains that 29 per cent of American families with young children do not earn enough to live at any acceptable level of comfort and security. At 4.5 per cent unemployment, most Americans who can work have jobs, yet two-thirds of the adults requesting emergency food aid are now working people with jobs. Government leaders are used to thinking of poverty as a consequence of unemployment, hence their optimistic assumption that welfare recipients would be lifted out of poverty once they were hustled into the workforce. The author concludes: “But the relatively high-paying, traditionally unionized blue-collar jobs that brought an earlier generation into the middle class have been de-industrialized out of existence. What's left are the service and retail jobs and a new world of relentless toil, rewarded by poverty-level wages”.

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Feldstead, Alan; Krahn, Harvey and Powell, Marcus (1999). Young and old at risk: comparative trends in “non-standard” patterns of employment in Canada and United Kingdom. *International Journal of Manpower* 20(5): 277-296.

This article uses data from the United Kingdom’s Labour Force Survey, and the Canadian General Social Survey to trace and compare trends in non-standard unemployment between 1989 and 1994. It also examines how the changing nature of employment is differently impacting on men and women’s experience of employment. The data for 1994 indicate that 23 per cent of the employed population in the UK and 15 per cent in Canada had part-time employment. In both countries young people combined education with part-time work, while high proportions of workers aged 55-64 years were in part-time jobs because of restructuring and a realistic assessment of their limited options for full-time positions. The largest increase in multiple job holding among the UK population was among 45 to 54 year old people. In Canada the largest increase came from youths “patching together” several part-time jobs to increase their work hours. Women, and workers at one end or other of the working age spectrum, are more likely to hold non-standard jobs than other participants in the labour force.

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Fleming, Robin (1997). *The Common Purse: Income sharing in New Zealand families*. Auckland University Press with Bridget Williams Books, Auckland.
332.024 FLE, Shirley Library

This research is based on a collection of case studies with Pakeha, Maori and Pacific Island families in New Zealand. It addresses the question of whether family income can be used as an accurate measure of family members’ access to the economic resources that are available to the households. Interviews for the study took place during 1992 and 1993. Fleming discusses the relationship between family money and household money; how couples organise their money; their money management system; the control of family money; the impact of children on their parents’ access to money; celebration and rituals; how a relationship breakdown affects the management of money; and the different meanings of money. All these topics are examined by making comparisons between Pakeha, Maori and Pacific Island families.

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Gariety, Bonnie S. and Schaffer, Sherrill (2001). Wage differentials associated with flextime. *Monthly Labor Review* 124(3): 68-75.
ProQuest Social Science Plus.

This study tested wage differentials associated with flextime, by gender, stated motivation, industry and major occupation. It uses nationwide samples of over 5,000 workers from the “Multiple Job Holding, Flexitime and Volunteer Work” supplement of the US Current Population Surveys of 1989 and 1997. In 1992 more than 13 per cent of the US workforce was covered by flextime arrangements, with a higher incidence among part-time than full-time employees. Observations for 1997 found positive wage differentials for women on flextime in sales and administrative occupations and men on flextime in managerial, technical and service occupations. Some employers may allow only their most productive and reliable employees the option of flextime, using it as a non-pecuniary form of compensation.

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Golden, Lonnie (1996). The expansion of temporary help employment in the US, 1982-1992: a test of alternative economic explanations. *Applied Economics*. 28(9): 1127-42.
InfoTrac.

Golden examines the performance of two models constructed to reflect theoretically plausible explanations of the rapid growth observed in temporary help employment in the United States by using aggregate monthly employment data from the Help Supply industry from 1982 to 1992. Empirical results from this study suggest that it is the employers' demand for limited-duration workers, rather than the preferences of the workforce which explain the rapid increase in temporary employment. Golden found that intensified price competition, volatility in market demand, and the increased fixity of costs for regular employees were strongly and directly associated with the proportion of the labour force which held temporary jobs. This finding supports a consensus in the literature that firms are responding to global competitive pressures, and uncertainty about sales, by making employment arrangements more flexible. With temporary jobs expanding at a greater rate than before the 1980's it is likely that this growth will be well beyond the rate at which workers desire this type of employment.

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Gringeri, Christina, E. (2001). The poverty of hard work: multiple jobs and low wages in family economies of rural Utah households. *Journal of Sociology and Social Welfare* 28(4): 3. Infotrac.

This article analyses responses from 60 households in rural Utah. The interviewees were receiving state assistance either through food stamps or through a free lunch scheme in schools. Gringeri notes that although only one fifth of the population of the United States resides in rural areas, a third of those people considered to be in poverty also live in rural locations. One poverty related issue discussed by Gringeri is whether households have access to medical insurance either through their employers, state provision or through private provision. The author found that respondents did not fit into a category of low education. They used multiple job holding to provide income and often adopted this strategy because there was no full-time employment available. Employed people living in poverty rely on informal assistance provided through social networks as well as assistance provided by the state. Social networks provided second hand clothing, childcare and financial assistance in purchasing a house to avoid some of the problems that low paid jobs create.

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Grunewald, Rob (1999). Personal income grows slower in Montana. *Fedgazette* 11(1): 10. InfoTrac.

This article notes that three decades ago nearly a half of Montana's (USA) workforce were employed in mines, forests, factories and farms, while today only a quarter of the state's workers are employed in these basic industries. Moreover, Bureau of Labour Statistics reveal that 10.2 per cent of the state's workers hold more than one job (cf. 6.4 per cent for the national average).

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Firkin, Patrick; Cremer, Rolf; de Bruin, Anne; Dupuis, Ann and Spoonley, Paul. (2001). *A Great Place to Work? A comparative analysis of three regional labour markets*. Working paper No. 3, Labour Market Dynamics Research Programme, Massey University, Albany and Palmerston North. 02/39 Macmillan Brown Library, University of Canterbury.

This working paper analyses data gathered by a two phase survey process. The first phase examined the household profile of people in the region and the current work of people aged 16-65 years. The second phase focussed on the work history of respondents over the last ten years. A number of respondents had cyclical-seasonal work when it was available and were on government benefits for other periods of the year. Women tended to have volatile work histories because of their other roles, which included the care of children. Another source of volatility in the labour histories of respondents was the restructuring that occurred in the public and private sectors. Adults were more likely than

school leavers to be pursuing part-time education or training and they often did this while in paid employment. The study identifies social networks as a significant way to obtain employment, and draws attention to the high number of immigrants in South Auckland who were disadvantaged in the job market through not having a social network.

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Hamel, Harvey R. (1985). New data series on involuntary part-time work. *Monthly Labour Review* 108(3): 42.
InfoTrac

The author notes that the number and proportion of involuntary part-time workers generally rises during a recession and then declines during a recovery period. During recovery periods, employers usually restore the hours of those on short weeks before rehiring laid-off workers. Analysis of a cyclical “slack work” series of data reveals short-run adjustments made by firms to minimise layoffs and any subsequent recalls or hirings. Slack work rises sharply during economic downturns, but shows rapid improvement during the early stages of a recovery. This “slack work” is contrasted with the “failure to find” series, which typically rises during the early stages of recovery, probably because many unemployed workers find and accept part-time jobs as a better alternative to remaining fully unemployed.

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Hattery, Angela. J. (2001). Tag-team parenting: Costs and benefits of utilizing nonoverlapping shift work in families with young children. *Families in Society* 82(4): 419-427.

This paper relies on qualitative data to explore a range of issues in families that employ nonoverlapping shift work as a mechanism for balancing work and family life. It was estimated that about a third of dual-earner families have at least one member working noonday shifts. The benefits of nonoverlapping shift work in families with young children were savings on child care costs, and the ability to provide most of the child care between both partners. The most common negative effects were the lack of time with one’s spouse and the stress of solo parenting and sleep deprivation.

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Henson, K. D. (1996). *Just a temp*. Temple University Press, Philadelphia. HD 5854.2.U6.H526

This study combined participant-observation and open-ended semi-structured interviews with 35 people who were intimately familiar with temporary work. Most interviewees preferred full-time work with permanency, predictable wages, internal advancement, and the provision of employer-sponsored benefits. Many temporary workers felt they were qualified for these full-time jobs, but they were difficult, if not impossible, to obtain.

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Herzenberg, S. A.; Alic, J. A. and Wial, H. (1998). *New rules for a new economy – employment and opportunity in postindustrial America*. Cornell University Press, Ithaca. 331.12 HER CCC Public Library.

The authors describe the decline of traditional jobs in the manufacturing industry of the United States. These traditional jobs were characteristically full-time and male-dominated. They had future advancement prospects with one company, and a single-wage supported the whole family. The new

economy, by contrast, has become dominated by the more fluid, precarious and demanding service industry. There is growing anxiety among workers in this industry resulting from the low pay and lack of upward mobility, the forced changes of employers (for those with skills that are not in high demand or with portable credentials), and the stagnant economic performance of the services industry. Moreover, the widening gap between the wages of those on the top and bottom ranks of the occupational hierarchy of the service industry is more noticeable than in other sectors of the economy.

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Higgins, Christopher; Duxbury, Linda, and Johnson, Karen L. (2000). Part-time work for women: does it really help balance work and family? *Human Resource Management* 39(1):17-32.

This Canadian study examines whether part-time employment helps women balance their work and family for two classes of part-time workers: those in earner positions (technical, clerical, administrative, retail, production) and those in career-oriented jobs (professional and managerial). It also investigates motivational differences between these two classes of workers. The researchers used survey data collected as part of a national study of work and the family, and interviews with 45 women that explored the advantages and disadvantages of part-time work. Outcomes for work and the family differed between the two classes of workers. ‘Earners’, for instance, had increased income, a better balance between work and family, and minimised the time they spent in an unrewarding environment. Career women had a high role overload, a hectic pace in balancing family with work, reduced advancement opportunities, and were stigmatised by other employees. ‘Earners’ were also more likely to report a higher depressed mood and lower life satisfaction than career women. Mothers who worked part-time reported more role overload than those who had full time jobs.

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Highfill, Jannett K.; Felder, Joseph and Sattler, Edward L. (1995). Multiple worker households and multiple job holding: rigid vs. flexible hours. *American Economist* 39(1): 40. InfoTrac.

The authors note that many higher paying jobs require their employees to work a precise number of hours – an all or nothing proposition. When the individual with the highest wage opportunity in a two person household is also constrained to work more hours on that job than is optimal, he or she will forgo that job when either that individual’s second job or the other person’s job has a wage above the reservation wage. The better paying job may have required the individual to devote too much time to labour market work, and consequently, not enough time to housework. Such an individual best serves his or her household by earning less money income and doing more housework. The authors conclude that in future as husband and wife become more equal in their household activities, and as jobs become more varied, there will be more anomalies as to how two person households allocate their time.

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Hipple, Steven (1998). Contingent work: results from the second survey. *Monthly Labor Review*. 121(11): 22-. InfoTrac.

This article examines data about contingent work from the second supplement to the Current Population Survey (CPS) of the United States which was conducted in February 1997. The number of contingent workers declined from 6.0 million in 1995 to 5.6 million in 1997 when unemployment was low and there was strong job growth. Young contingent workers were more likely to be students than their counterparts in other types of employment. Women had a greater tendency to work part-time, and part-time workers were more likely to be contingent than full-time workers. Contingency rates were highest

(6 per cent) for professional specialists (e.g. post secondary teachers 28 per cent), administrative support (6 per cent) and farming occupations (5.9 per cent). Contingent workers were more likely than other workers to hold more than one job (8.9 per cent cf. 6.7 per cent). While contingency may be closely related to certain types of work (e.g. construction and college teaching), it is also an attribute of part-time jobs, regardless of the industry. Nearly three-fifths of contingent workers would prefer a non-contingent job (and half of them provided a personal reason for holding a contingent job), but many of them were satisfied with their current arrangement.

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Hodson, Randy (2000). *Marginal Employment*. JAI Press Inc, Stamford, Connecticut. HD6951.R432 U of C library.

This book comprises a series of articles divided into three sections: marginal jobs and marginal workers; part-time work; and contingent employment.

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Hughes, Karen D. and Lowe, Graham S. (1999). Surveying the “post-industrial” landscape: information technologies and labour market polarization in Canada. *The Canadian Review of Sociology and Anthropology* 37(1):29-53.

The authors draw upon the 1994 General Social Survey to examine computer use in Canada, and analyse its impact on job earnings and skill. They found little evidence to support the claim that the use of information technology is a major factor in labour market polarization. Only for high-use professions (e.g. architects, engineers, managers) and high use manual occupations (e.g. electrical, electronic, other craft) was there a difference in skill levels between those using and not using a computer on the job. Occupation, full-time job status, gender and education were far more important factors in explaining earnings differentials.

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Hunt, Robin (1996). The brave new flexible workplace world. *People & Performance*. Sept: 7-12.

The author notes that there is a lack of industry information available in New Zealand about employment growth, particularly regarding the numbers of people employed on a seasonal or casual basis. Available data from the Household Labour Force Survey, however, indicates that part-time employment increased by 12.6 per cent between 1988 and 1995. Three quarters of part-time workers in 1994-95 were females. Although part-time employment was concentrated in the younger age group (15-24 years) the highest increase in part-time employment was for people aged 65 and over. Advantages of a contingent workforce to employers include greater flexibility to respond to changing market conditions and access to specific expertise. For employees contingent work may provide the entree to a permanent job. The situation of casual and seasonal staff in the supermarket, tourism, farming, and healthcare sector is also analysed. The author concludes that globalisation has changed the geographic boundaries of work, with workers in the skiing industry migrating annually across the two hemispheres, for instance, and skilled shearers across the Tasman. Moreover, government reforms have casualised many previously permanent careers in the health and education sectors. There is strong evidence of a two-tier labour market among this group of workers, with more highly skilled people in a position to exert market power.

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Jacobs, Jerry A. and Gerson, Kathleen (2001). Overworked Individuals or Overworked Families? Explaining Trends in Work, Leisure and Family Time. *Work and Occupations* 28(1): 40-63.
HT675.S678 U of C library

The analysis of trends in working time typically focus on individual workers. The authors reexamine the debates regarding the growth of working versus leisure time and then analyse trends in working time by focusing on the combined paid work of family members. They use the Current Population Surveys of 1970 and 1997 to investigate the distribution of working hours across dual-earner couples and single parents. They show that the shift from male-breadwinner to dual-earner couples and single-parent households, rather than changes to the working week itself, have made it difficult to balance work with family life. The authors suggest that debates over conflicts between work and family need to focus more on the combined work schedules of family members than on changes in the work patterns of individuals.

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Jankanish, M. B. (1991). *The hours we work*. Conditions of work digest 9:2, International Labour Office, Geneva.
331.2 CON CCC Library.

This report discusses changes and controversies over the hours of work, with practical examples from leading employers (multinational firms) in Belgium, France, Germany, Italy, Japan, Sweden, Switzerland, United Kingdom, and United States. These examples include manuals and guidelines; government, employer and trade union policies; recent developments in legislation; and collective agreements. They provide useful models with which to compare the employment practices of New Zealand firms.

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Kalleberg, Arne L. (2000). Nonstandard Employment Relations: Part-time Temporary and Contract Work. *Annual Review of Sociology* 26: 341-365.
U of C library photocopied.

A review of the emerging research on non-standard work relationships such as part-time work, temporary help agency and contract company employment, contingent work and independent contracting. It also discusses cross-national research that is required to analyse how macro-economic, political and institutional factors affect the nature of employment relations.

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Kinsella, Jim; Wilson, Susan; de Jong, Floor and Renting, Henk (2000). Pluriactivity as a Livelihood Strategy in Irish Farm Households and its Role in Rural Development. *Sociologia Ruralis* 40(4): 481-496.
HT401.S678 U of C library

Ireland has a very high number of farms where the farm operator and/or spouse works outside the family farm. This article examines the importance of pluriactive farm households at both the local and regional levels by referring to case studies drawn from western Ireland. Off-farm work by Irish farm families is not a new phenomenon. Neither is it purely the result of economic necessity. The authors observe that pluriactivity is of considerable socio-economic and environmental importance, and relate it to the future rural policy of the European Union.

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Koistinen, Pertti and Nieminen, Ari (2000). Sociological Literature on the Future of Work. In Joen, M. and Caremier, B. (eds.). *The future of work*. European Commission, Kogan Page London. pp.69-87.

HD 5701.5.J86 U of C.

A summary of a literature review that discusses the place of work in modern society, the social dimension of work, work in non-market spheres, work within the life cycle, and the social infrastructure for tomorrow's workers. The authors conclude that the recession and structural changes of the 1990's not only affected the socialization of long-term unemployed people but also influenced the values, aspirations and behavior of employed people in ways likely to produce some crucial changes in society.

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Maloney, T. (1998). *Five years after: the NZ labour market and the Employment Contracts Act*. Institute of Policy Studies, Victoria University, Wellington. 331.2.MAL CCC Library.

The author claims his findings did not match negative expectations of the Employment Contracts Act. He reports that although trade union representation declined, there was essentially no change in average real earnings, and employment and labour productivity actually grew.

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McCrostie Little, Heather; Taylor, Nick and McClintock, Wayne (1997). *"Unpaid" Farm Work: A scoping study*. MAF Policy Technical Paper 97/21. Ministry of Agriculture, Wellington.

The authors investigated unwaged work in agricultural businesses in New Zealand. They conducted 26 interviews with Mid and North Canterbury farm families where the spouse, children or members of the extended family provided labour for the farm business. The work of family members is described and compared with that of non-family farm workers, and the characteristics of the labour input to New Zealand farms are identified.

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McInnis, Craig and Hartley, Robyn (2002). *Managing Study and Work: the impact of full-time study and paid work on the undergraduate experience in Australian universities*. Evaluations and Investigations Programme, Department of Education, Science and Training, Commonwealth of Australia.

This report was undertaken to ascertain the situation faced by full-time university students in Australia as they manage study and work as part of a trend towards mixing paid employment with formal education. It surveyed a sample of 1563 students who were enrolled on a full-time basis. The findings indicate that part-time and full-time work raises issues for students in relation to their academic performance. As students move into higher levels of tertiary study beyond their first year, the balance between study and paid work becomes more difficult. Forty per cent of the respondents agreed that their paid work affected their studies, and 17 per cent reported that the length of time they spent travelling to their jobs got in the way of their study.

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McLaren, E. (2001). The growing insecurity of work. Working Paper No.5. Labour Market Dynamics Research Programme, Massey University, Albany and Palmerston North.

This paper explores how changes in the nature of work have affected people's perceptions of job security, and the strategies and characteristics people require to preserve some security of future employability. As part of the research eight Pakeha men who held management or supervisory positions were interviewed. Informants reported increased feelings of job insecurity as globalisation and deregulation has led to an emphasis on maximum flexibility which has exacerbated the precariousness of employment. Moreover, holding supervisory or management roles in a firm were no longer guarantees of continued employment. There has been a decisive power shift to employers during recent years with risk being transferred to employees in the current environment of flexibility. Employees at all levels now require multiple skills and "a lifetime of learning" has become the responsibility of the individual. The informants also identified various strategies and skills that they considered vital to ensure ongoing employment.

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Menger, Pierre-Michel (1999). Artistic labour markets and careers. *Annual Review of Sociology* 25:541-574.
ProQuest Social Science Plus.

The author analyses employment in artistic labour markets. He points out that multiple job holding is pervasive in the arts, and an increasing proportion of salaried cultural workers are now employed on a short-term basis. The steady growth in the number of artists over the last three decades has been driven by the rise of contingent work and the rapid increase of self-employed practitioners. Networks of artists build and maintain the relationships that ensure information about skills and talents can be conveyed reliably to employers. Accumulation of hiring records acts as a reputation signal for artists in a self-reinforcing process in which hiring calls for more hiring. Thus contingent workers become more and more like independent workers, cycling between employers, and between periods of work and unemployment.

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Mishel, Lawrence; Bernstein, Jared, and Schmitt, John (1996). The state of American workers. *Challenge* 39(6): 33-43.
InfoTrac.

This article examines the major trends in the United States economy between 1979 and 1995 to assess whether increasing economic insecurity and growing inequality is generating a better economy. The authors found that the shift toward part-time work and multiple job holding that was evident during the 1980's did not continue into the 1990's. Yet slow and unequal growth in the 1990's meant higher levels of poverty and falling incomes for the bottom 95 per cent of the population. American families experienced long-term erosion in wages, declining job quality and increased economic insecurity.

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Morris, Michael (2001). An alternative look at temporary workers, their choices, and the growth in temporary employment. *Journal of Labor Research* 22(2): 373. Proquest.

This study is an analysis of the workforce in the US based on two separate groups of data that are separated by definitions of temporary work. The author contrasts the responses provided by both sets of responses to a survey and finds that although the statistics can vary considerably between the two

results groups, several themes are apparent in both groups. While temporary employment may allow individuals to gain higher levels of work experience and training it is not certain that this level of training and experience cannot occur in full-time work. The themes that recur are those of gender, ethnicity and the level of education that is held by the individual, and are all contributing factors in temporary work. Although some statistics suggest that marriage can influence temporary employment, this study found no support for this proposition. When respondents were asked for reasons they were in temporary employment, the main themes related to the need for a flexible schedule, child-care problems, family or personal reasons, and enrolment in a school or training. The most general response was that people in temporary work would work in full-time positions if they were available to them.

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Morris, Michael D.S. and Vekker, Alexander (2001). An alternative look at temporary workers, their choices, and the growth in temporary employment. *Journal of Labor Research* 22(2):373-390.

The authors describe temporary workers (temps), their choices and the growth in temporary employment by using the special supplement to the Current Population Survey of the USA. They discuss alternative ways of measuring temporary labour, compare the demographic characteristics of temporary and permanent workers, and use a statistical model to investigate why people choose temporary jobs. The evidence indicated that some people valued the flexibility of temporary jobs, particularly students and women with young children. For most other workers, however, it was a lack of superior permanent jobs that motivated them to choose a temporary position.

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Nardone, Thomas J. (1986). Part-time workers: who are they? *Monthly Labor Review* 109(2):13-20. InfoTrac.

This article discusses Bureau of Labor Statistics about part-time workers in the United States, and suggests a new combination of data - all persons who usually work part time - which would enable a more accurate estimate of part-time employment. It addresses the issues of defining full and part-time employment, and describes the characteristics of part-time workers. Younger and older workers accounted for a higher proportion of part than full-time employed, with nearly two-thirds of male part-time workers being under 25 or over 64 years old. Older workers used part-time work to ease their transition into retirement and to provide supplementary income. Some industries (e.g. retail trade and services) were more predisposed to part-time schedules than other sectors of the economy. The author suggests that to the extent that some workers combine two separate part-time jobs, or hold a full-time job in addition to a part-time job to work more than 35 hours per week, the category of "part-time employed" underestimates the number of part-time jobs. This problem arises as the Current Population Survey only counts multiple job holders once.

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Nelson, Margaret K. and Smith, Joan (1999). *Working Hard and Making Do: Surviving in Small Town America*. University of California Press, Berkeley and Los Angeles.
HD4904.25.N428 U of C library.

A study of families in a rural county of Vermont (USA) and their responses to economic restructuring in terms of their survival strategy. The authors consider two issues arising from their study that have widespread relevance are: (1) households diversify their economic activities (by combining a multiplicity of activities) to get by during a period of change, and (2) the combination of possible activities for a given household depends on that household's specific relationship to waged

employment. The authors distinguish between “good” and “bad” jobs which are part of common parlance in the United States. They operationalise these two concepts by relying on two features of employment: a person with a year round, full-time and “regular” waged job is provisionally classified as having “good” employment, while an individual who has work which is seasonal, part-time, or is designated “temporary” by the terms of employment is classified as having a “bad” job. These features distinguish between permanent and “contingent” work. The second feature relates not only to job stability, but also to the character of the workplace itself. It includes six items reflecting three components of the quality of employment: the availability of benefits (health insurance, paid vacation), workplace stability (frequency of lay-offs, necessity of bringing one’s own equipment to the workplace) and bureaucratisation (number of employees at the workplace, whether the employee is related to the employer or not). Good jobs had benefits, less frequent lay-offs, did not require workers to bring their own equipment, were with firms with more than 50 employees, and the employee was not related to the employer.

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Neumark, David and Postlewaite, Andrew (1998). Relative income concerns and the rise in married women’s employment. *Journal of Public Economics* 70(1): 157-183.
HJ101.J86 U of C library.

The authors develop a model to augment the simple neoclassical framework by introducing relative income concerns into women’s utility functions. They propose that the entry of some women into paid employment can motivate other women to take up paid work independently of the effects of wages and income. In testing the model the authors examine the interrelationship between the employment decisions of women and their sister-in-law. They found there was a positive effect of sister-in-laws’ employment on women’s own employment. They also examined the evidence of whether women’s employment responds to the income of their husbands relative to that of their sisters’ husbands. They found that women with non-working sisters are more likely to be employed if their husbands earn less income than their sisters’ husbands. Moreover, women with working sisters are less likely to be employed if their husbands earn less than their sisters’ husbands. This finding is also consistent with the relative income model as such women are unlikely to achieve a higher relative family income by working. The authors note that the implications of individuals taking into account their relative position when undertaking economic decisions are:

- the comparison group could be quite wide which in this case could extend to friends and acquaintances; and plant openings/closures in towns may increase/decrease the willingness of other people in the town to work because they compare their relative position to those who have been hired /made redundant. This type of income externality would result in larger responses to economic shocks than would otherwise occur in the absence of this type of externality.

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Nicholson, Tom. (2002). To work or not to work?. *North and South*. March 2002; 192:100.

This article considers the effects that part-time employment have on secondary school students. It reports that in New Zealand 25 per cent of secondary school students have some form of part-time work and that in Australia 30 per cent of 14 year olds work. In the United States of America 75 per cent of high school students have part-time employment, and half of them work for 20 or more hours each week. Nicholson notes that a number of studies have found that the higher number of hours students spend in paid employment the more likely they are to use drugs, show aggression, argue with their parents, sleep less, eat less breakfast, exercise less, be less satisfied with life and achieve lower grades. A more positive finding is that students who work in part-time work to save money for future education are likely to gain positive outcomes.

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Parker, R. D. (1994). *Flesh peddlers and warm bodies – the temporary help industry and its workers*. Rutgers University Press, New Brunswick.
HD 5854.2.U6.P242

A study of the temporary help industry in the United States based on interviews with managers and workers involved in the industry (copies of the interview schedules are included in an appendix). The author associates the development of the industry with the economic recession of the early 1980's that prompted the widespread downsizing of companies and increased their need for labour flexibility. He explains that this labour flexibility was achieved in three main ways: (1) by transferring workers between different jobs (functional), (2) by varying the numbers of workers employed by the firm (numerical), and (3) by laying off workers without incurring extra costs (financial).

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Paxson, Christine H. and Sicherman, Nachum (1996). The Dynamics of Dual Job Holding and Job Mobility. *Journal of Labor Economics* 14(3): 357-393.
HD4802.J864 U of C library photocopied.

This article examines the link between dual job holding and job mobility. It presents evidence from the United States concerning patterns of dual job holding. The authors report that workers move in and out of second jobs frequently, and that constraints in work hours may prompt workers to take a second job. They also review theories of dual job holding and present a stochastic dynamic model of dual job holding and job mobility in which decisions to take second jobs and/or change main jobs are made simultaneously.

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Ransome, P. (1996). *The work paradigm*. Avebury, Aldershot.
331.RAN CCC Library

This book provides a sociological approach to work by discussing basic themes such as its meaning and purpose, its historical development, patterns and changes to its nature, and a critique of the current concept of work.

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Rasmussen, E. and Lamm, F. (1999). *An introduction to Employment Relations in New Zealand*. Longman, Auckland.
331.RAS CCC Library.

The authors describe employment relations in New Zealand as the interaction between three interest groups (management, workers, and government) that are influenced by external factors such as technology and markets. They suggest these employment relations may be analysed at several levels: department, plant, firm, industry, and national. They also provide a brief historical background to employment relations including a description of the Employment Contracts Act and the legislative support structure.

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Rotherham, F. (2001) When 1+1=1: Why job-sharing is on the rise. *Unlimited* April: 20-22. (interloan)

This article points out that job-sharing (when two part-time workers share a full-time job) is part of a small, but growing trend towards more flexible and family-friendly employment practices in New Zealand. The Cubiks NZ Salary Survey revealed that over half of the 344 organisations participating in the survey allowed employees to job-share. Only 12 per cent of companies had no flexible staffing arrangements, and the remainder had a variety of flexible arrangements including part-time (86 per cent), temporary (85 per cent), contracting (71 per cent) and executive lease (13 per cent). The reasons cited in the survey for employing part-time workers were the volume of work, the retention of valued employees, and the difficulty of recruiting skilled workers as the labour market tightened. Job-sharing is predominantly driven by the suggestion of workers, with most job-shares being sought by existing employees whose circumstances have changed, usually women with children, who find a job-sharer themselves.

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Schor, Juliet B. (1992). *The Overworked American*. Basic Books, New York.
HD 4904.6.2374 U of C

Schor shows that the average American worker in 1987 laboured 163 hours longer per year than in 1969. Men and women have been affected differently by this trend: men worked an average 98 hours more per year, while women worked an average of 305 hours more. Although official statistics reported that about seven million people had second or third jobs, Schor estimates the real number may be twice as high. She attributes the causes of extended work hours to declining real wages, the demands of employers, and a cycle of work and spend that fuels consumerism. In an economy where nearly everyone works full-time, manufacturers cater to the purchasing power of the full-time income.

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Segal, Lewis M. and Sullivan, Daniel G. (1995). The temporary labor force. *Economic Perspectives* 19(2): 2-20.
InfoTrac.

This article examines the characteristics of employees in the personnel supply industry in the United States, and describes recent changes in the demographic and occupational composition of the industry's workforce. Evidence is also provided about the industrial mobility of temporary workers, and their wages are compared with the wages of similar workers, and their own wages for previous or subsequent permanent jobs. The authors confirm that the personnel supply industry (temporary help services, THS) is a leading indicator of employment conditions. Workers in this industry have a weaker attachment to the labour force than other workers, but a large proportion take up permanent jobs within a year. For workers who held both types of jobs their wages were lower when they were in temporary employment. This wage differential between temporary and permanent jobs was largest for blue-collar workers and almost zero for managerial and professional workers. There were also different mobility rates between occupational groups. Blue-collar workers, for instance, were more likely to be unemployed before taking temporary jobs, and more likely to get permanent employment after a year, whereas white-collar workers were more likely to remain in temporary employment after a year. In general temporary workers were more likely to become unemployed and be involuntarily part-time than other workers.

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Shirley, Ian; Firkin, Patric; Dewe, Philip; Eichbaum, Chris; de Bruin, Anne; Dupuis, Ann and Spoonley, Paul (2001). *Transitions in the Hawkes Bay Labour Market: Unpaid work and paid work*. Research Report Series, Labour Market Dynamics Research Programme, Massey University, Albany and Palmerston North.

As part of this study the researchers conducted semi-structured interviews with 96 households. The interviews explored multiple job holding over the decade of 1985 to 1995. Motives were found for why people held more than one job and were categorised according to gender and whether the respondent had children. For both men and women without children the money and possibility of the work becoming full-time were the predominant reasons for multiple job holding. Female respondents with children often preferred part-time work because they could meet their unpaid responsibilities. Another motive for part-time work by women was that it enabled them to return to paid employment. The report has separate sections on the demands of multiple job holding on women, and the relationship between multiple job holding and seasonal work.

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Shirley, Rachel M. (1996). *Changes in New Zealand work patterns: casualisation of the labour force, 1976-91*. Population Studies Centre, University of Waikato, Hamilton.

Shirley uses data from a specially derived database from the 1976 to 1991 New Zealand population censuses to analyse trends in part-time employment. From her analysis she concludes that there has been a growing movement of the labour market into casual, temporary, contingent and part-time employment. The number of jobs lost between 1986 and 1991 were substantial, with most of them being full-time positions. The cohorts most affected by casualisation of the labour force are the youngest and oldest workers for whom part-time work is often the only option. The incidence of part-time work is also very high among women between 25 to 44 years, many of whom combine parenting with employment. Increases in male part-time labour force participation occurred in the finance, manufacturing, building and electricity sectors, while female participation increased in the finance, electricity and community sectors.

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Smith, Anna (1995) Lies, damned lies and statistics. *Management* August: 120.

Smith compares the statistics about part-time work from the annual survey of business activity carried out each February, the household labour force survey in March, and the quarterly employment survey. The first two surveys count workers, while the third counts jobs. All three reveal that there was steady rise in part-time jobs in New Zealand during the five years to 1994. The number of multiple job holders jumped by 12 per cent in 1993-94, and women made up 71 per cent of the increase. Thirty per cent of part-timers in 1994 preferred longer hours and eight per cent wanted full-time jobs.

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Smith, Vicki (1997). New Forms of Work Organization. *Annual Review of Sociology* 23: 315-339. U of C library. Photocopied.

A review of the literature examining the organisational innovations and staffing practices associated with new flexible forms of work. After discussing the global context, the focus shifts to various aspects of “functional” flexibility such as new technologies, inventory methods, job enlargement schemes, self-managed teams and quality circles. Next “numerical” flexibility is discussed, with attention turning to the growth of contingent jobs, and the decline of the permanent employment model.

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Stinson, John F. Jr. (1990). Multiple jobholding up sharply in the 1980s: more than 7.2 million Americans now hold 2 or more jobs: "moonlighting" soared among women during the last decade. *Monthly Labor Review* 113(7): 3-11. InfoTrac.

This article analyses data collected from supplementary questions asked in the Current Population Survey conducted in May 1989 to assess the extent of multiple job holding in the United States. As the economy of the United States expanded after the recessions of the early 1980's, many people took advantage of the rising demand for labour by taking on a second job. In 1989 over 7.2 million people held two or more jobs; an increase of 1.5 million from 1985. The multiple job holding rate reached 6.2 per cent in 1989, compared with 5.4 per cent in 1985 and 4.9 per cent in 1980. For some people multiple job holding had become a normal practice as a quarter of workers with two jobs or more in 1989 had held them for more than five years. A third of multiple job holders did some regularly scheduled work for their second job at home, while 13 per cent did all of the work for their second job from home. Women and men who were married, as well as people aged 35 years and over, were more likely than other groups to do some work from their second job at home.

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Stinson, John F. Jr. (1997) . New data on multiple jobholding available from the CPS. *Monthly Labor Review* 120(3): 3-9. InfoTrac.

Stinson observes that although the US Current Population Survey (CPS), as redesigned in 1994, provides more information about multiple jobholders or moonlighters, it does not count people with two self-employed jobs, or those whose second job was as an unpaid family worker. The overall multiple job holding rate in 1996 was 6.2 per cent in 1996. It was only marginally higher for women (6.2 per cent) compared to men (6.1 per cent). There were also differences between ethnic groups: whites had the highest rate (6.4 per cent) followed by blacks (5.2 per cent) and Hispanics (3.8 per cent). Occupations with high multiple job holding rates were professionals, such as teachers and nurses, and protective service workers (police and firefighters) with their long periods of time scheduled off that provides them with good opportunities to work at second jobs.

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Summers, Gene F.; Horton, Francine and Gringeri, Christina (1995). Understanding Trends in Rural Labor Markets. In Emery, N. (ed.) *The Changing American Countryside: Rural People and Places*. University Press of Kansas, Lawrence. pp.197-210. HN59.2.C456 U of C library. photocopied

The authors describe the trends in the industrial structure of rural labour markets in the United States. Then they provide an overview of the theories used by social scientists to understand those trends and arrange those theories into three groups according to their main focus. Demand-oriented explanations emphasise global, national and regional changes in product demand and other factors which affect the demand for labour. Supply-oriented explanations draw heavily on human capital theory with its stress on the importance of education and training of workers in competitive labour markets. Institution-oriented explanations focus on the organizational and institutional factors which influence the operation of labour markets.

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Eikeland, Sveinung (1999). *New Rural Pluriactivity? Household Strategies and Rural Renewal in Norway. Sociologia Ruralis* 39(3): 359-376.
HT401.S678 U of C library

Eikeland analyses data on 3,059 entrepreneurs and 753 households in ten Norwegian rural municipalities. All the households were pluriactive. the sources of income for households participating in the study include both the use of traditional rural assets and earnings fro the labour market. The adaptational strategies of the households were based on clearly defined patterns in the relations between the sexes in which it is the men who develop and manage the new speciality enterprises. The analysis of the economic adaptations made by these pluriactive households reveals that a niche production based on rural cultural assets as a supplement to, and a replacement of, standardised rural production lines such as milk and mutton.

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Tam, May (1997). *Part-Time Employment: A Bridge or a Trap?* Ashgate Publishing Ltd, Aldershot.
HD5110.2.G7.T153 U of C library

This book uses Britain as a case study to investigate the array of factors which influence the demand for and supply of part-time workers and the working conditions of part-time employees. The main issues addressed are: (1) the determinants of employers' demand for part-time workers; (2) the differences between the working conditions of part-time and full-time workers; (3) the long term effect of part-time work experience on the labour market fortunes of women; and (4) the different explanations for participation in part-time work.

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Taylor, C. Nicholas and McCrostie Little, Heather (1995). *Means of Survival? A study of off farm employment.* Taylor Baines and Associates, Christchurch.

This study examined off-farm employment and its impact on the farm family and rural communities through questionnaires and personal interviews with farm families in the Waimakariri, Ashburton and Gore districts of New Zealand. The characteristics and cycles of off-farm employment are discussed with reference to the farm business and its life cycle; individual and family characteristics; the division of labour with the farm household; conflict and stress, and the rural community. Chapter five describes the nature of off-farm employment, the different forms it assumes for men and women, and the reasons why members of farm families take jobs beyond the farm gate.

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Tienda, Marta and Rajjman, Rebeca (2000). Immigrants' income packaging and invisible labor force activity. *Social Science Quarterly* 81(1): 291-310.
ProQuest. Social Science Abstract

The authors examine the income revenues of informal self-employment among recent immigrants from Mexico to Chicago. They illustrate the importance of assessing immigrants' economic well-being by using households as analytic units as part of a random survey. They show that after multiple job holding is taken into account, the labour force participation rates of women increased from 43 to 53 per cent for all working-age women. For families involved in the informal economy (14 per cent of sampled households), economic activity reduced earnings poverty by nine percentage points. The authors conclude that conventional census measures of labor force activity cannot reveal the full extent of the economic activity of immigrants.

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Tilly, Chris (1996). *Half a Job: Bad and Good Part-Time Jobs in a Changing Labor Market*. Temple University Press, Philadelphia.
HD5110.2.U5.T579

A study of part-time employment in the retail and insurance industries in the USA based on interviews with employers, workers and union officials. It identifies two major types of part-time employment: secondary and retention. Secondary part-time employment is the form that part-time jobs assume in secondary labour markets. A secondary part-time is characterised by low skill, low pay and fringe benefits, low productivity and high turnover. Managers consider that scheduling flexibility and low compensation are its main benefits for firms. Among secondary part-time workers are a substantial contingent of involuntary part-timers who are unable to find full-time jobs. Employers create retention part-time jobs to retain valued workers, particularly women with young children. Retention part-time employment is characterised by high compensation, high productivity and low turnover. Instead of scheduling flexibility, managers must arrange work programmes around the workers' schedule. Insurers obtain most of their labour force through a primary labour market, whereas retailers place most of their jobs through a secondary labour market.

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Vannoy, Danna and Dubeck, Paula J. (1998). *Challenges for Work and Family in the Twenty-First Century*. Aldine de Gruyter, New York
HD4904.25.C437 U of C library

This book explores the existing institutional arrangements between work and family life in the USA. It is a collection of fifteen articles. The first section provides an overview of the current context of the interdependence between work and the family. The second section examines approaches to work and family which reflect the complexity of contemporary society. In the final section of the book the contributors examine issues that have important implications for employment and family welfare in the 21st century.

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Weersink, Alfon,; Nicholson, Charles, and Weerhewa, Jeeveka (1998). Multiple job holdings among dairy farm families in New York and Ontario. *Agricultural Economics* 18: 127-143.

This paper examines the reasons for multiple job holding among dairy farm families in neighbouring regions of New York and Ontario. Data were obtained from a 1991 survey of dairy farms from two regions of each state/province. The authors found that the demand and supply of off-farm labour were influenced by the characteristics of the household or family, human capital, and farm, and the conditions of the local labour market. The more satisfied spouses were with farm life the less likely they were to desire off-farm employment, while high levels of education increased the probability of their working off-farm. The reasons reported for off-farm employment varied between New York and Ontario, and between operators and spouses. The authors conclude that multiple job holding is a flexible mechanism that helps dairy families adjust to changes in the economic environment facing the household. They maintain that multiple job holding is a self-insurance activity that can minimise the impact of downturns in farm income.

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Wiens-Tuers, Barbara A. and Hill, Elizabeth T. (2002). How did we get here from there? Movement into temporary employment. *Journal of Economic Issues*. 36(2): 303. Infotrac. HB1.J86i University of Canterbury Library.

This study investigates the push and pull factors that lead people into temporary employment. In order to identify these factors Wiens-Tuers and Hill analyse the recurring responses provided by people in temporary work. They recognise that temporary work may be useful for some people (e.g. the retired) who want flexibility, or employment, but do not necessarily need the money. On the other hand temporary work provides low pay, few benefits and low levels of employment security. The study focusses on the 1994-1998 period, and the respondents were aged between 29 and 40. The categorisation of factors as either “push” or “pull” was difficult because the same reason could have different meanings for different people. The factors which were found to be prone to the ambiguity of either push or pull, were: schooling, the birth of a child, and change in marital status involving marriage or remarriage. Marriage issues involving either divorce or separation were found to be more clearly push factors. Other significant push factors were a lack of income, and poverty especially in relation to the provision of welfare. The authors found that during this four year period the overall poverty level of people in temporary work increased, and the number of people who were temporarily employed and receiving welfare declined.

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Wolcott, I. and Glezer, H. (1995). *Work and family life – achieving integration*. Australian Institute of Family Studies, Melbourne. HD 4904.25.W849 U of C

The authors note that at the beginning of the 1990's between a quarter and a third of all employees were part of the contingent workforce, and that part-time workers comprised almost a fifth of the United States workforce. They also observe that a record number of workers in the early 1990's held multiple jobs. Although counted as full-time workers because they worked more than 35 hours per week, in terms of pay, benefits, and other working conditions, multiple job holders more closely resembled involuntary part-time workers. The available evidence suggests that most temporary workers are searching for full-time, permanent employment, and they work on a temporary basis because this type of employment is unavailable for them.

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