

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

by

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Working paper No. 8

Multiple Job Holding in New Zealand

(FRST Research Project TBAX0204)

Taylor Baines & Associates

June 2004

ISSN 1176-3523

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1 Introduction

1.1 Research objectives

This report covers the results of interviews with 60 farm men and women who are multiple job holders, with at least one of their jobs in the agriculture sector. 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 (MJH). The programme complements and extends previous research into the characteristics of work in natural resource sectors to provide comprehensive information on multiple job holding across a range of sectors. It is anticipated that the research findings will be useful to a range of agencies and groups involved in social and economic policy, including for the agriculture sector, and to communities as they respond to a range of social and economic changes.

The research, which began in 2001 and is contracted through to 2007, has two main objectives. The work in these objectives is 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, with a second cycle of three sectors to follow.

This report covers the analysis of results from interviews with men and women in the farming sector. The aim of the paper is to provide basic quantitative and qualitative results from the survey. Commentary and interpretation of these results will be provided in papers and publications that draw on this basic material as well as the analysis of census data on multiple job holding by farmers.

1.2 Multiple job holding in the agriculture sector

The research programme focussed on farming because the level of job holding is particularly high amongst agricultural occupational groups and for rural areas.

There are a number of occupational groups that make up the agriculture sector. The total workers in New Zealand in selected agriculture occupation in the 2001 census was 99,165 of whom 32 per cent were female. Amongst these workers the rate of multiple job holding was 24 per cent for females and 18 per cent for males (Table 1)².

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

² 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.

Table 1 Multiple job holding of selected agricultural occupations in New Zealand, 2001

Occupation OCC99905ATL	Multiple job holders		Total work force		MJH rate%	
	Female	Male	Female	Male	Female	Male
065 Agricultural consultant	57	240	207	951	29.2	25.5
175 Livestock buyer	9	156	21	540	37.5	28.9
180 Stock and station agent	6	78	9	267	66.7	29.9
281 Field crop grower and related	108	216	423	1,083	25.2	20.1
283 Fruit grower/worker	747	1,020	4,971	7,527	15.1	13.6
284 Grape grower or wine maker	171	285	1,095	1,803	15.8	16.0
289 Dairy farmer/worker	1,941	2,337	9,006	17,265	21.5	13.6
290 Sheep farmer/worker	726	1,332	2,292	6,198	31.8	21.6
291 Cattle farmer/worker	372	582	1,188	2,421	31.6	24.2
292 Pig farmer/worker	72	48	99	309	23.5	15.5
293 Goat farmer/worker	27	21	63	75	42.9	28.0
294 Deer farmer/worker	90	186	264	663	34.9	28.3
295 Stud horse breeder/worker	66	51	252	270	26.2	19.1
296 Other livestock farmer/worker	240	423	786	1,821	30.8	23.3
297 Mixed livestock farmer/worker	420	657	1,350	3,534	31.3	18.7
298 Poultry farmer/worker	57	69	570	681	10.1	10.3
300 Crop and livestock farmer/worker	2,436	3,462	8,178	17,742	30.0	19.7
301 Shepherd or musterer	75	231	261	1,602	28.7	14.5
302 Shearing contractor/shearer	18	312	87	1,887	21.4	16.7
304 Shearing shed hand	102	54	969	435	10.7	12.5
Total	7,740	11,760	32,091	67,074	24.0	18.0

Note: Proper numbers contain standard rounding by Statistics NZ.

Table 2 shows the prevalence of multiple job holding from the 2001 census data for the Ashburton District where the interviews took place. Overall, the prevalence of multiple job holding is similar with 35 per cent of the Ashburton workers in the selected occupations holding multiple jobs. The Ashburton figure for males (18 per cent) was the same as the national figure, however, the rate for females at 33 per cent was higher than for the national figure (24 per cent), although rounding errors could have affected the female total.

Comparisons between national and Ashburton figures for specific occupations is difficult because of the small numbers and the distortion caused by rounding in occupations with low numbers. Of interest is the higher rates of multiple job holding indicated for Ashburton dairy farmers and workers, and lower rates for sheep farmers and workers, and crop and livestock farmers and workers, compared to the national figures. Dairying on a large scale is relatively new to the District and the higher rate for this occupational group could be due to farm-cycle (levels of debt) and life-cycle factors.

Table 2 Multiple job holding of selected agricultural occupation, Ashburton District, 2001

Occupation OCC99905ATL	Multiple job holders		Total work force		MJH rate %	
	Female	Male	Female	Male	Female	Male
065 Agricultural consultant	0	6	0	21	0	22.2
175 Livestock buyer	0	3	0	18	0	14.3
180 Stock and station agent	0	0	0	6	0	0
281 Field crop grower and related	15	33	36	174	29.4	15.9
283 Fruit grower/worker	0	0	9	12	0	0
284 Grape grower or wine maker	0	3	9	0	0	100
289 Dairy farmer/worker	36	27	120	261	23.1	9.4
290 Sheep farmer/worker	24	45	72	180	25	20
291 Cattle farmer/worker	9	9	6	36	60	20
292 Pig farmer/worker	3	3	6	18	33.3	14.3
293 Goat farmer/worker	0	0	0	0	0	0
294 Deer farmer/worker	0	6	9	24	0	20
295 Stud horse breeder/worker	0	0	3	3	0	0
296 Other livestock farmer/worker	6	6	15	45	28.6	11.7
297 Mixed livestock farmer/worker	9	6	18	54	33.3	10
298 Poultry farmer/worker	0	0	0	3	0	0
300 Crop and livestock farmer/worker	90	144	258	726	25.9	16.6
301 Shepherd or musterer	0	3	6	30	0	9.1
302 Shearing contractor/shearer	0	9	3	57	0	13.6
304 Shearing shed hand	3	3	24	15	11.1	16.7
Total	195	306	594	1683	33	18

Note: Proper numbers contain standard rounding by Statistics NZ.

1.3 Method

A purposive sample of 60 farm men and women were interviewed³ in the Ashburton District⁴ in 2003. They were identified through farm and phone directories, local contacts and snow balling. The sex breakdown of respondents was 26 males (43 per cent) and 34 females (57 per cent). Further background on respondents is provided in Appendix 1.

The respondents came from a range of farm sizes, with 65 per cent between 100 and 400ha. Ninety-two per cent of the people interviewed said that they were owners or part owners of the farming operations. A third indicated that they were the person most involved in running the farm business. Allowing multiple responses, the farms of the respondents produced crops (42), sheep (34), beef (30), dairy (11), pigs (6), deer (5) and horticulture (2). Further background on the farm operations is provided in Appendix 2.

The principal definition of multiple job holding used in these interviews was paid or unpaid work for more than one employer or family business or farm in the course of the most recent week. Those who

³ Interviews were conducted by Nicola Robertson

⁴ One interview was north of the Rakaia River, inside Selwyn District.

did not qualify by this criteria were screened out of the research at the beginning of the interview and this interview was not included. The interviews were based on a comprehensive schedule combining closed and open questions and took around one to one and a half hours to complete.

2 Current and past work

2.1 Occupations

There was a considerable spread in non-farmer occupations (Table 3). Most (46 or 77 per cent) indicated their main job was the same as their occupation. For the other 14 their occupation was the same as their second job and for nine of these this was farming. Twenty five of the respondents who reported that their second job was a farmer or farm worker were women, and 19 were men.

Table 3 Main occupation, main job and other jobs of respondents

Type of job	Main occupation	Main job	Second job	Third Job
Farmer/farm worker	19	12	44	4
Teacher, tutor	9	9	4	1
Management/accounts	6	8	2	1
Admin/PA/secretarial	4	4	2	
Director	1	2	1	6
Nurse	4	4	2	
Other health sector	3	2	1	
Driver/transport	3	3	1	
Sales/retail	2	4		
Contractor	3	3		
IT related	1	3		
Councillor		1	1	
Agriculture related	1	3		
Other	4	2	2	
Total	60	60	60	12

2.2 Hours of work

Over three-fifths (63 per cent) of respondents worked thirty hours or more in their main job during the most recent working week. Half of them (48 per cent) worked less than 10 hours in their second job, and 11 of the 12 respondents with three jobs worked less than 10 hours in their third job. The average number of hours respondents worked were 36.8 hours for the main job, 10.1 hours for the second, and 4.2 hours for the third. The average time they worked for all their jobs during that week was 47.7 hours. A fifth of the respondents worked less than the full-time equivalent of 30 hours that week, while just over a third (35 per cent) of them worked for more than 59 hours (Tables 4 and 5).

Table 4 *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			29	48	11	92
10-19	8	13	20	33	1	8
20-29	14	23	6	10		
30-39	12	20	2	3		
40-49	9	15	1	2		
50-59	8	13				
60-69	8	13				
70 & over	1	2				
Not specified			2	3		
Total	60	100	60	100	12	100

Note: The range of hours worked for the main job was 10 to 80, for the second job 0 to 42 and the third 0 to 16.

Table 5 *All jobs - total hours worked by respondents during the most recent working week*

Hours per week	All jobs	
	Number	Per cent
10-19	4	7
20-29	8	13
30-39	9	15
40-49	10	17
50-59	8	13
60-69	17	28
70-79	3	5
80 & over	1	2
Total	60	100

Note: The range of hours worked for all jobs was 16 to 100.

Total work hours and seasonal variations

A, a male farmer aged 41 years, dries seed (main job) and rears calves. At the time of the interview he had worked 40 hours over the previous week - 25 hours drying seed at a nearby township and 15 hours on his 17 hectare farm. His total weekly hours and the time allocated to each of these activities varies according to the season. The calf rearing season, for instance, runs from August to December, and at the peak of the season he works 45 hours per week on this activity, and has no seed drying tasks. When that season ends he works 60 hours per week for seven days - 45 hours drying seeds and 15 hours on his irrigated farm from January to June. His other work activities during the previous year included artificial insemination of cows contracted on a per head basis by other farmers and maintenance on his investment property. His busiest months of the year are during October and November when he combines calf rearing on his own farm with work as an AI technician.

2.3 Length of employment

Just under half (47 per cent) of respondents had held their main job for at least 10 years, while 58 per cent of them had held their second job for the same period (Table 6). Moreover, two thirds of the 12 respondents with three jobs reported that they were employed in their third job for 10 years or more. The average length of time respondents had worked in these jobs were 10.4 years for the main job, 13.6 years for the second, and 10.8 years for the third.

Operator of multiple enterprises

E (age 56) is the owner of a transport firm who has operated that business together with several different farms for 20 years. His motives for holding more than one job were to buy a better farm, to expand a current operation, and the stimulation of operating multiple businesses. Other jobs he combined with farming during his career were contract spraying and acting as an agent for an agribusiness company. During the most recent working week he worked 65 hours in four jobs. In addition to working 40 hours as a transport operator, he spent 16 hours working on two livestock farms as owner/operator and nine hours as a chairperson and on a board. Over the previous year he also held a position as a director.

The period worked ranged from 6 weeks to 44 years for the main job, 9 months to 44 years for the second job and 9 months to 28 years for the third job.

Table 6 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	6	10	1	8
1-4	14	23	6	10	1	8
5-9	13	22	11	18	2	17
10-19	21	35	16	27	6	50
20-29	3	5	14	23	2	17
30-39	1	2	3	5		
40 & over	3	5	2	3		
not specified (1)			2	3		
Total	60	100	60	100	12	100

Note: (1) The two respondents who did not state the length of time they had worked in their second job had not been employed in that activity during their most recent working week.

Further analysis of the responses to this question by sex and age is summarised in the Tables 7-9. The men in this study had been employed in their main jobs relatively longer than the women. Sixty-two per cent of them having spent ten years and over in that job, compared with 35 per cent of the women.

Table 7 Years worked in main job by age and sex of respondents

Years	Male			Female		
	Number	Age range	Average age	Number	Age range	Average age
Less than 1	1	-	43	4	37-51	45
1-4	4	35-46	41	10	32-61	46
5-9	5	32-43	36	8	36-53	44
10-19	10	38-52	44	11	31-64	46
20-29	3	44-56	50	-	-	-
30-39	-	-	-	1	-	58
40 & over	3	64-65	65	-	-	-
Total respondents (60)	26	32-65	46	34	31-64	44

Changing community attitudes to women with off farm jobs

C, a nurse aged 58, had held two jobs for 21 years. She worked for 72 hours during her most recent working week - 30 hours as a nurse in a nearby town and 42 hours as a farmer on a mixed crop-livestock property of 100 hectares. Her husband is also a multiple job holder. As a nurse she is employed for three days per week on a morning, afternoon, or night shift and her work on the farm is organised around that schedule. Other activities she devotes a lot of time to are household tasks, care of her grandchildren and mother-in-law, and study. When nursing on a casual basis she was the secretary of a branch of the WDFP and belonged to other community groups, although her interests changed as her children grew up and moved through the school system. C resumed her nursing career two decades ago when her children were teenagers and there was the downturn in the agriculture sector. At that time her income was important to the household, but some neighbours in the district were critical of her decision to take a job off the farm and this caused her distress. Nowadays, it is the accepted norm for farm women to be employed outside the sector, and neighbours value her nursing skills and seek her advice on health matters. Her nursing knowledge has also benefited the family farm as some hygienic and dispensing procedures relevant to humans are applicable to animal health (e.g. drenching of sheep). These days the household could survive without her income from nursing and she uses it to purchase 'extras'.

The situation was reversed for the second job: 68 per cent of the women being employed in their second job for ten years and more, while only 46 per cent of the men had held their second job for that period. This contrast between the main and second jobs can be explained by the fact that many of the women had a job outside the agricultural sector as their main job.

Table 8 Years worked in second job by age and sex of respondents

Years	Male			Female		
	Number	Age range	Average age	Number	Age range	Average age
Less than 1	1	-	32	5	32-42	37
1-4	5	36-50	41	1	-	58
5-9	6	34-65	47	5	31-43	39
10-19	8	35-43	43	8	36-52	42
20-29	4	41-52	47	10	42-58	49
30-39	-	-	-	3	50-57	53
40 & over	-	-	-	2	61-64	63
Not specified	2	45-65	55	-	-	-
Total respondents (60)	26	32-65	46	34	31-64	44

The number of respondents with a third job were too few (i.e. 12) to enable conclusions to be drawn as to differences between men and women with regard to the period they held this job.

2.4 Other jobs outside the last week

Six people (10 per cent) reported that they had jobs in the past month that had not been recorded in their responses to questions relating to their work over the previous week. Four respondents had one other job during that period, while the remainder had two other jobs. The types of jobs held in the past month included director, trustee, bookkeeper, repairs and maintenance of an investment property, cosmetic sales and tourist guiding.

Respondents were also asked whether they undertook any paid or unpaid current work in the past year that they considered to be "a job" which they had not previously mentioned. Forty-two of them described a broad range of activities which they considered to be "a job". These activities are listed in Table 9.

Contribution of multiple job holders to social capital through voluntary activities

G (age 37), a part owner of a sheep-crop property of 316 hectares, has two other jobs outside the farming sector. With three children attending school, she has been a multiple job holder for less than two years. During her most recent working week she was employed for a total of 30 hours - 16 hours as a school secretary, 12 hours as a school bus driver and two hours on her farm. Although G has a regular number of hours as a driver, she sometimes works additional hours as a secretary when other staff are on holiday or sick leave, and during harvesting and lambing she works more hours on the farm. Her two jobs associated with the education sector allow her to have social contact with other adults and to care for her children outside school hours. G is also heavily involved in voluntary organisations as a committee member, player and coach of a netball club; an officer of a district tennis association; a member of the board of trustees of a primary school and a committee member of a branch of the Plunket Society.

H (age 34) is a farmer and accountant. A multiple job holder for eight years, he restarted his accountancy career when he joined a company in a nearby town. He worked for 65 hours during his most recent working week - 45 hours on the farm and 20 hours as an accountant. While the total amount of time H spends on these jobs is relatively constant, his accountancy hours reach a peak from May to the end of July and his farm hours during lambing and harvesting. He also holds several positions in local voluntary organisations as a committee member or officer including the A&P association, community centre and two sports clubs.

Voluntary work for schools, sports clubs, community organisations and churches comprised almost two-thirds (62 per cent) of activities undertaken by the 42 respondents in the previous year. The average number of hours worked by these 42 respondents in their two or three jobs during their most recent working week was 47.3 hours, while the average hours for the 18 respondents who did not report any of these activities was 48.9 hours.

Table 9 Activities (paid & unpaid) undertaken in the past year that respondents considered to be a job

Activity	Number of responses	Per cent of respondents (n=42)
Officer/volunteer of schools (e.g. BOT, PTA, fund raising etc)	12	29
Officer/volunteer of churches	10	24
Officer/committee member/volunteer of community organisations	9	21
Paid job /contract work	8	19
Officer/coach/volunteer of sports clubs	6	14
Directorships - paid & unpaid	4	10
Office/committee member of farming organisations (e.g. FF, A&P)	4	10
Unpaid work for family members, friends & neighbours	3	7
Care giver for parents & other extended family members	3	7
Professional training & education	2	5
Craft sales	2	5
Home stay for Asian students	2	5
Decorating house	1	2
Total	66	na

Note: respondents were encouraged to use a broad definition of "job" in this question. In the previous questions on their multiple jobs, activities such as voluntary or community work, care giving and study were not defined as jobs.

Respondents were also asked whether they had seasonal work that had not been discussed earlier and to describe those activities. All five people (8 per cent of all respondents) who replied to these questions undertook seasonal work while they held another job, and had performed seasonal work for longer than the current year. A brief description of the five respondents and the nature of the seasonal work is presented in Table 10.

Table 10 Seasonal work performed by five respondents

Sex	Age	Main/2nd/3rd jobs	Hours worked that week (1)	Seasonal work	Time/period of seasonal work
F	31	Computer consultant/farmer	20	(1) Lambing (2) Harvest	(1) August-September (2) February-March
F	37	Farm work/nurse	38	(1) Tailing (2) Harvest	(1) Twice per month (2) 2 weeks
M	43	Tractor driver/farmer	45	Contractor	Spring, January, March-May
M	35	Event manager/farmer	50	(1) sale of calf meat (2) landscape supplies	(1) August-October (2) Spring
F	58	General assistant at ski lodge/farmer	45	Relief milking	3 hrs every fortnight in Spring, 2 hrs every fortnight March-April

Note: (1) for main/2nd/3rd jobs.

2.5 Days worked in a week

The usual number of days respondents worked in their main, second and third jobs are summarised in the next three tables. At least two-thirds of respondents (65 per cent) usually worked for five or more days per week in their main jobs, while 24 per cent did so for less than five days. Five people explained that the number of days of week they worked at their main job varied according to seasonal fluctuations in activity (Table 11).

Table 11 Usual number of days respondents worked in their main jobs

Usual number of days per week	Number of respondents	Per cent of respondents
One day	1	2
Two days	1	2
Three days	6	10
Four days	6	10
Five days	15	25
Five days & occasional extra day	6	10
Six days	8	13
Seven days	10	17
Seasonal variations (1)	5	8
Not specified	2	3
Total	60	100

Note: (1) 2/4 days, 2/5 days, 4/6 days, 6/7 days, 7 days - January to June.

Only 31 per cent of respondents reported that they usually worked for five days or more in their second job, while a third (33 per cent) did so for less than five days. Another 32 per cent indicated that the number of days they worked in their second job varied according to the demand for their labour (Table 12).

Table 12 Usual number of days respondents worked in their second jobs

Usual number of days per week	Number of respondents	Per cent of respondents
One day	6	10
One to two days	1	2
Two days	7	12
Two to three days	2	3
Three days	2	3
Four days	2	3
Five days	7	12
Six to seven days	1	2
Seven days	10	17
Varies/when needed/as required	19	32
Not specified	3	5
Total	60	100

The twelve respondents with a third job generally had fewer days per month to devote to that activity (Table 13). Just over two-fifths of them said that the number of days they worked in this third job varied with the demand for their labour. Most respondents made comments about their second and third jobs, which indicated they often scheduled these activities around the routine of their main job. One teacher, for example, said she does paperwork for one to three hours per evening to be "free for the boss at the weekend" for farm work. However, a few respondents observed that they were able to adjust to the fluctuating demands of their other jobs because of the flexible routine of their main job.

Table 13 Usual number of days respondents worked in their third jobs

Usual number of days	Number of respondents	Per cent of respondents
One day per week	1	8
Three days per week	1	8
Seven days per week	1	8
One day per month	2	17
Two days per month	2	17
Varies	5	42
Total	12	100

The usual times of day respondents worked in their main, second and third jobs are presented in Table 14. About two-thirds of respondents worked in their main and second jobs either entirely between 8 am and 5 pm or some combination of hours within that period. Many respondents whose second or third jobs were associated with the farm observed that the demand for their labour on the farm was influenced by seasonal peaks of activity. Several people also mentioned that they did the farm bookkeeping and accounts in the evening.

Table 14 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	1	2	2	3		
Morning/day	3	5	1	2	1	8
Morning/day/evening	9	15	1	2	1	8
Day	18	30	24	40	4	33
Day/evening	21	35	16	27	1	8
Evening			4	7		
Evening/morning	3	5				
Varies	2	3	7	12	3	25
Not specified	3	5	5	8	2	17
Total	60	100	60	100	12	100

Note: 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 an average of 2.5 other activities on which they spent a lot of time. These activities are listed in Table 15. The most cited activities (in descending order) were household work, childcare, community/voluntary work, studying and sport. The predominance of the first two activities is not surprising given 55 per cent of the respondents were women.

Table 15 Other activities on which respondents spend a lot of time

Activity	Number of responses	Per cent of respondents
Household work	37	62
Childcare	33	55
Community/voluntary work	30	50
Studying	20	33
Sport	16	25
Gardening	6	10
Transport for children	3	5
None of these	2	3
Other (1)	6	10
Total	153	na

Note: (1) reading 2, sewing class 1, church activities 1, family activities 1, care of mother-in-law 1.

Forty-nine respondents made comments on other activities on which they spent a lot of time. The ten people who described what study they pursued, mostly indicated it was related to their jobs. The six people who mentioned household work either commented on the time it required or how that work was shared between adult members of the family. Thirteen respondents, including two grandmothers, said they devoted some time to childcare. Some of them gave it priority over other activities, while three people said that they only spent a small amount of time on this activity. One mother noted that her children were in paid childcare for two days per week so she could do “*more dangerous*” work on the farm. Most of the remaining comments made by respondents identified the types of voluntary work, sports and other leisure activities they undertook, and described how they manage to balance them with their work responsibilities. While one respondent remarked that the lifestyle “*all seems to fall into place*”, another with high stress levels stated “[*We*] both agree it is not living”.

2.7 Getting to work

Respondents were asked about the location of their jobs, their usual means of travel to them, and the time it took to travel from home to a job or between jobs. About half of them stated that their main job was in a minor urban area, and the other half said it was in a rural location (see Table 16). Four-fifths of respondents had second jobs in a rural area, while only half of those with a third job did so. Six people (42 per cent) either traveled to a suburb or the central part of a city for their third job.

Table 16 Location of respondents' jobs

Location	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Suburb	1	2	-	-	3	21
Minor urban	29	48	12	20	3	21
Rural	29	48	48	80	7	50
Other	1	2	-	-	1	7
Total	60	100	60	100	14	100

The major means of travel for respondents who travel to their main and other jobs was a car, and as Table 17 indicates, only a small number of them used other forms of transport for this purpose. Three-quarters of respondents travelled to their main job and a half to their second job. Just under two-thirds of respondents with third jobs travelled to them.

Table 17 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	42	70	25	42	8	57
Truck or utility vehicle	1	2	3	5	-	-
Truck & motor bike	-	-	-	-	1	7
Truck & helicopter	-	-	1	2	-	-
School bus (1)	1	2	1	2	-	-
Aeroplane (2)	1	2	-	-	-	-
Not applicable	15	25	30	50	5	36
Total	60	100	60	100	14	100

Note: (1) Driver of school bus. (2) To a country in SE Asia.

The average travel time for people commuting to a main job (excluding those who did not change location) was 22.6 minutes, for a second jobs 21.2 minutes, and for a third job 47.2 minutes. The higher average travel time for a third job was due to half (7) of these respondents commuting to a major city or a provincial town (Table 18).

Table 18 *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	16	27	38	63	5	36
Less than 5 minutes	1	2	-	-	-	-
5-9 minutes	7	12	4	7	1	7
10-14 minutes	9	15	8	13	-	-
15-19 minutes	6	10	1	2	-	-
20-29 minutes	8	13	2	3	1	7
30-59 minutes	6	10	6	10	2	14
1 hour & over	3	5	1	2	4	29
Varies	4	7	-	-	1	7
Total	60	100	60	100	14	100

Only five respondents (8 per cent) said they experienced problems getting to work. The problems they reported were snow (3 responses), time and cost (1), ill health (1) and flat tyres (1).

2.8 Work History

Forty nine respondents (82 per cent) indicated they had held more than one job beyond the previous year. They were also asked to list the jobs they held together and the years they had in each job. Two fifths of the 49 respondents had been multiple job holders for 10 years or more (Table 19), and the average time they had held more than one job was 8.5 years.

Table 19 *Length of time beyond the previous year 49 respondents have held more than one job*

Length of time	Number of respondents	Per cent of respondents
Less than a year	3	6
1 - 4 years	16	33
5 - 9 years	10	20
10 - 14 years	11	22
15 - 19 years	6	12
20 years & over	3	6
Total	49	100

The 49 people, who said that they had held more than one job at once beyond the previous year, were then asked to complete a table of each set of jobs they held together and the number of years they held each set. Their experience of multiple job holding is summarised in Table 20. Over a third (37 per cent) of respondents reported they had held a maximum of three or four jobs over one period of time during their working career. Those people who held three jobs had done so for periods from one to eleven years (average = 4.2), and those who held four jobs from one to five years (average = 3.3).

Table 20 Maximum number of jobs held by the 49 respondents during previous years

Number of jobs	Number of respondents	Per cent of respondents
Two	31	63
Three	14	29
Four	4	8
Total	49	100

Respondents also answered a question that explored their reasons for having more than one job earlier in their working career. Forty-nine people responded to this question and many of them had multiple reasons for following this strategy. The most frequently cited reasons (31) referred to the need for extra or regular income. “Money”, “financial reasons” and “income” were keywords that were frequently used by respondents for this general category. As one respondent remarked the extra money from a second job “got us through the hot patches”, while several explained that income from the farm was insufficient to sustain their standard of living. Some of these people began working off farm after they experienced the rural downturn of the late 1980’s. Other economic factors cited by respondents were the development and diversification of the farm business (5) and the establishment of another enterprise to supplement income from the farm (2).

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D, the managing director of a company (age 48), also has an arable property of 520 hectares. His wife runs the farm and they have four children at school and university. He believes that people in the community do not understand his family’s lifestyle as it is more urban in character than those of their neighbours. In his most recent working week he clocked up 60 hours with the seed company and 10 hours working on the farm. More typically he has a 80 to 90 hour working week, but the proportion of time he devotes to these two jobs varies according to seasonal factors. D established his company in the mid 1980’s as a part-time operation when his farm was not an economic unit. The income derived from the company helped him to develop the farm into a profitable enterprise and to employ staff there.

Non economic reasons were also significant, although in several instances they were combined with the need for extra or regular income. These reasons comprised four main categories: they were approached, or persuaded, by others to take up a job (8); they wanted to follow a particular profession or occupation (8); they chose a particular lifestyle (8) and they needed social contact off farm with other people (7). The people who explained they had another job for lifestyle reasons either wanted to broaden their interests by having a non farming occupation, or had purchased a farm so they could enjoy a rural lifestyle. All but one of the respondents who said they worked off farm to meet other people were women.

Thirty-four respondents took the opportunity to comment on their work history. Half of them spoke more extensively about their motivation, situation, and reasons for holding more than one job. A district nurse, for instance, had returned to the workforce “to be appreciated and a man won’t understand that”, while a primary school teacher explained that “[I am] teaching now because I do love it and my husband has developed a farming system that I am no longer virtually integral (sic) to be part of”. Another nurse, who had reentered her profession when her peer group were also working off farm, expressed misgivings about continuing to do so after her peers gave up their multiple roles by observing that “when on a treadmill it’s often courageous to get off it”. A small number of respondents also spoke about their involvement with voluntary associations (3) and the study they had undertaken (2).

3 Factors behind multiple job holding

3.1 Reasons for having more than one job

When asked a closed question about their reasons for having more than one job, two-thirds of respondents said that it was because they wanted to, while just over a quarter acknowledged that there were both elements of choice and necessity that influenced them to do so (Table 21).

Table 21 *Reasons for respondents having more than one job*

Reason	Number of respondents	Per cent of respondents
Because I have to	2	3
Because I want to	40	67
Both	16	27
Neither	1	2
Other	1	2
Total	60	100

Most people interviewed (51) explained further their motivations for holding multiple jobs by responding to an open question that invited their comments about this issue. Their comments comprised three broad categories: those relating to the pursuit of a career, those regarding the enjoyment of having an additional job, and those about economic factors. These three categories of comments were made by respondents who earlier indicated they held more than one job by choice and by those who did so both by choice and necessity. Some people (9) said that having more than one job enabled them to continue and/or develop a career, e.g. *“I just love my teaching”*; *“[My] eventual plan is to be a full-time farmer - I’m doing the contracting to be able to buy enough land”*. Others (22) described why they enjoyed having another job and mentioned factors such as the outlet it provided from the house and/or farm, *“I’d go nuts if I was at home all day”*, the mental or physical stimulation, the challenge and satisfaction, *“It’s part of who you are”*, and their social interaction with work mates and other people. The third category (16) focused on economic considerations such as generating funds for debt repayment and capital expenditure, financial independence, *“I want to get ahead, [it’s] easier while you are young and fit”* and an improved standard of living, *“We also need the money”*.

3.2 Issues around finding work

Respondents were asked to assess the degree of difficulty they experienced finding work in their main occupation by using a scale from 1 (very easy) to 5 (very difficult). Their responses are summarised in Table 22. Fifty-six per cent of respondents considered it was very easy or easy to obtain work in their main occupation, and only 22 per cent thought it was difficult or very difficult.

Table 22 Degree of difficulty finding work in main occupation

Degree of difficulty	Number of respondents	Per cent of respondents
1 - Very easy	17	28
2	17	28
3	9	15
4	6	10
5 - Very difficult	7	12
Other (1)	4	7
Total	60	100

Note: (1) not applicable - 2, don't know - 1, 1 & 4 - 1.

The comments made by respondents about the ease or difficulty of obtaining work indicate that generally there were plenty of jobs available for nurses and care givers (e.g. *"In rural areas they are desperate for registered staff"*), teachers and early childhood workers, rural bankers, spray applicators and farm workers. Among the respondents who thought that finding work in their occupation was difficult or very difficult were a school secretary (*"the job is as scarce as hen's teeth"*), an art teacher, a primary teacher, a director of nursing services, and a director of a seed company.

The same scale was also used by respondents to assess their degree of difficulty of finding work in their other occupation. The only notable difference between the answers to this question and the previous question about the main occupation was that 42 per cent of respondents stated it was very easy compared with 28 per cent (Table 23).

Table 23 Degree of difficulty finding work in other occupation

Degree of difficulty	Number of respondents	Per cent of respondents
1 - Very easy	25	42
2	12	20
3	7	12
4	5	8
5 - Very difficult	6	10
Other (1)	5	8
Total	60	100

Note: (1) not applicable - 2, don't know - 3.

Each person's responses to these two questions were compared. Of the 34 people who said it was 'very easy' or 'easy' to find work in their main occupation, 20 indicated it was the same for their other occupation, eight reported it was 'very difficult' or 'difficult', four felt it was neither easy or difficult and two gave 'don't know' or 'not applicable' as a response. Of the 13 people who reported it was 'very difficult' or 'difficult' to find work in their main occupation, eight said it was 'very easy' or 'easy' for their other occupation, two indicated it was neither easy or difficult, and only one said it said it was 'very difficult'. Two other people gave 'don't know' as a response.

The general view was that employment was relatively easy to find. One respondent described Mid Canterbury as *"a developing, progressive, multi-use land area"*. Others noted that Methven was a seasonal town with plenty of work and the expansion of dairying in the area meant there were plenty of jobs available on farms and in the rural transport sector. Moreover, people with occupations not directly related to agriculture, such as accountants, a computer consultant, a relief teacher and a physiotherapist said that jobs were readily available. The minority of respondents, who said it was difficult or very difficult to find work in their other occupation, explained it in terms of their age, lack

of experience, or the very specialist nature of the occupation (e.g. wool assessor, chairman of irrigation company, district councillor, netball administrator). Eight women married to farmers observed that this relationship was the crucial factor in their having a job on a farm. As one of them remarked, “*all you have to do is marry a farmer - it comes with the territory*”. Two of the women who worked with their husbands stated that they were not interested in working for other farmers.

A series of questions addressed the effects of changes in the farming sector, and changes at workplaces in that sector on employment, multiple job holding and work practices. When respondents were asked whether it was harder or easier to find a job in farming given the changes that have occurred in the sector over the last 10 years, over three-quarters of them (77 per cent) said it was easier. The full range of responses to this question are presented in Table 24.

Table 24 Respondents’ views of finding jobs in the farming sector over the last 10 years

View	Number of respondents	Per cent of respondents
Harder to find a job	8	13
Easier to find a job	46	77
Neither	1	2
Don’t know	5	8
Total	60	100

Seventy per cent of respondents stated that getting their current job as a farmer or farm worker was not affected by changes in the farming sector. When asked for their view about what leads to multiple job holding in the farming sector, respondents identified a broad range of personal, social and economic factors. Their responses were analysed and organised into themes (Table 25). Although economic factors predominated, personal and social factors were also significant. They spoke of a need to broaden their outlook, “*So [I] don’t go nuts.*”, the interest and challenge of farming, or an opportunity to use their skills in another occupation, “*plain self satisfaction, self worth*”. Others considered that women in particular worked off farm to have social contact with other people: “*Good for farm wives to get off farm for social factor*”.

Table 25 *Personal and economic factors leading to multiple job holding in farming*

Factor	Number of responses	Per cent of respondents
Extra income/purchasing power	16	27
Monetary/economic/financial (unspecified)	14	23
Broaden outlook/ interest & challenge of farming	11	18
Use skills in another occupation	9	15
Meet other people off farm/social contact	9	15
Financial independence	5	8
More financially viable to pursue another occupation	4	7
Regular wage	4	7
Purchase farm land	4	7
Continue career	4	7
Rural lifestyle	4	7
Economic diversification	3	5
Financial security	2	3
Other (1)	5	8
TOTAL	94	na

Note: (1) awareness of farm operations, increased mechanisation on farms, high debt repayments, get ahead quicker, wife provides extra farm labour.

3.3 The effect of changes in the farming sector

Over four-fifths of respondents said that changes at their place of work in the farming sector had affected their jobs. They identified the sources of changes which are summarised into several broad types in Table 26. The main sources of change at the workplace were the introduction of new technology; conversion to another production system and the modification of the existing system and the type and amount of labour used on the farm. Respondents also noted the influence of increased government regulation and the associated paper work, and external economic factors, on changes at their workplaces.

The introduction of new technology in the form of tractors, machinery, animal health and breeding practices, irrigation systems, improved seed varieties, and the growing use of computers for production systems and administration has reduced the amount of physical labour required on farms. There has also been a general trend for permanent farm workers to be replaced by casual and contract labour. Many respondents also mentioned that the farm they were associated with had either modified its production system (e.g. by growing more specialised crops, leasing land for dairy grazing) or converted to another system (e.g. from sheep to mixed cropping).

Table 26 Sources of changes in the workplaces of the farming sector

Sources of change in the workplace	Number of responses	Per cent of respondents
Introduction of new technology	26	43
Conversion to another production system & modification of existing system	19	32
Type and amount of labour	14	23
Increased government regulation/legislation & the associated paper work	9	15
External influences from the international & national economies	8	13
Family life cycle	5	8
Purchase of more land	4	7
Other (1)	3	5
Total	88	na

Note: (1) Reduced debt, more accountable to self & bank, better financial returns.

3.4 Personal and family circumstances

Respondents were asked to identify changes in their personal and family circumstances that have affected their decisions to hold their current jobs. The influence of the family life cycle is clearly evident in their decision making as shown by the high frequency of responses such as starting a family, starting a long-term relationship/getting married, children's education and planning for retirement (Table 27).

Table 27 Effect of changes in personal or family circumstances on respondents' decisions to hold current jobs

Personal and family circumstances	Number of responses	Per cent of respondents
Change in place where I live	25	42
Starting a family	21	35
Starting a long-term relationship/getting married	18	30
Children's education	18	30
Home ownership/mortgage	17	28
Other family finances	16	26
Tertiary study/getting new qualifications	14	23
Planning for retirement	11	18
Children leaving home	3	5
Leaving school	2	3
Ending long term relationship	2	3
Redundancy in my occupation	2	3
Retirement from a long-term job	1	2
None of these	6	10
Other (1)	20	33
Total	176	100

Note: (1) These are other circumstances mentioned by respondents that were not listed as part of the question. They comprised six types of circumstances: 5 personal fulfilment; 4 opportunity; 3 external economic and social conditions; 3 changes in farm ownership; 3 children at school/independent; and 2 personal health.

Further analysis of the responses to this question by sex and age is summarised in Table 28. It reveals that changing a place of residence, starting a family, commencing a long term relationship or marriage, children's education and other family finances were more influential factors in the decisions of women in holding their current jobs than was the case for men. Yet men were more likely than women to be influenced by tertiary study or obtaining new qualifications when they made their decisions to take their current jobs. However, there seemed to be no obvious difference between the two sexes with respect to the influence home ownership, or a mortgage, and planning for retirement had on their decision making. Respondents of both sexes who indicated they were influenced by these personal and family circumstances covered an age range of at least 17 years.

Table 28 Effect of changes in personal or family circumstances on decisions to hold current jobs by sex and age of respondents

Personal and family circumstances	Male			Female		
	No.	Age range	Average age	No.	Age range	Average age
Change in place where I live	9	39-65	47	16	36-58	44
Starting a family	8	38-56	42	13	31-64	41
Starting a long-term relationship/getting married	2	38-41	40	16	31-64	44
Children's education	3	39-44	42	15	36-57	46
Home ownership/mortgage	8	32-56	42	9	36-53	44
Other family finances	3	39-41	40	13	31-58	46
Tertiary study/getting new qualifications	9	33-65	43	5	36-50	42
Planning for retirement	6	32-52	42	5	42-61	50
Total respondents (60)	26	32-65	46	34	31-64	44

Three-fifths of respondents made further comments about the personal and family circumstances that influenced them to hold their current jobs. One woman recalled the criticism she received from neighbours from her farming circle when she returned to nursing some 20 years before, and added that nowadays working off the farm is the accepted norm and they seek her advice on health matters. Other women spoke of returning to their previous occupation, changing from part-time to full-time work, or quitting their jobs, as they juggled their careers with their family commitments.

3.5 Qualifications, skills and work experience

The highest formal educational qualifications of respondents are shown in Table 29. Eighty-five per cent of them held some form of tertiary qualification.

Table 29 Highest formal educational qualifications of respondents

Educational qualification	Number of respondents	Per cent of respondents
School certificate	6	10
University entrance or sixth form certificate	3	5
Polytechnic qualification	9	15
University degree	16	27
Other tertiary qualification	26	43
Total	60	100

In addition to their highest formal qualifications people were asked to describe what other skills or work experience they had which helped them to get work. Five respondents referred to other vocational qualifications they held such as diplomas and certificates, and nine mentioned they had attended formal training courses that had enhanced their skills. The majority, however, acquired their skills informally, or as one farmer observed, through the “*university of hard knocks*”. Almost all of the respondents described specific skills they had acquired through their present or past occupations, and many of them provided detailed descriptions of those skills. Those people with a background in farming and/or teaching often described how they were able to use skills developed in those occupations to another occupation. Some respondents also referred to skills they had acquired outside their workplace which helped them find paid employment. Twelve women mentioned their parenting skills in this regard, while 13 people (10 women and 3 men) said they had acquired leadership, administrative and other skills, whilst undertaking unpaid work for voluntary organisations.

All respondents considered that there was a good match between their qualifications, skills and experience and any of their current jobs. They also indicated which job(s) had a good match, and their responses are summarised in the Table 30. Three-quarters of them considered they had a good match with both of their current jobs.

Table 30 Jobs that are good matches with respondents’ qualifications, skills and experience

Job	Number of respondents	Per cent of respondents
First	11	18
Second	3	5
Both	46	77
Total	60	na

Furthermore, respondents explained in what way their qualifications, skills and experience were a good match with their jobs. Some described how their qualifications, skills and experience from a particular occupation such as accountancy, teaching or nursing were applied to farming, e.g. “*What [I] know as a nurse [I] can apply to husband, family and farming*”. Others (e.g. event manager, rural banker, spray contractor, transport operator, car dealer) mentioned how some attributes they had acquired from farming could be applied to their off farm jobs. Several women also noted that their experience as parents had been applied to their nursing and teaching careers.

Respondents indicated the sources of assistance they received when obtaining their current jobs. As Table 31 reveals the main sources of assistance were family, contacts with others doing the same sort of work, and friends. Advertising and direct approaches to the workplace were of minor importance, and WINZ, employment agencies, careers advisors and unions were conspicuous by their absence. These findings illustrate the role of a network of family members, friends and professional peers in helping a person to find a job in a rural area.

Table 31 Sources of assistance for respondents getting current jobs

Source of assistance	Number of responses	Per cent of respondents
Family	46	77
Contact with others doing my sort of work	32	53
Friends	28	47
Advertising	17	28
Direct approach to a workplace	13	22
Voluntary work	12	20
Professional association	8	13
Training organisation	5	8
Other (1)	15	25
Total	176	na

Note: (1) approached by employer 4, qualifications &/or experience 4, influential people 1, mentor 1, married to farmer 1, grew into them 1, created own jobs 1, own initiative 1, and stupidity 1.

Further analysis of the responses to this question by sex and age is summarised in Table 32. Women were more likely than men to obtain their current jobs through the help of family and friends, advertising and voluntary work. Men, however, were more likely to obtain their jobs through a professional association.

Table 32 Sources of assistance for getting current jobs by sex and age of respondents

Sources of assistance	Male			Female		
	No.	Age range	Average age	No.	Age range	Average age
Family	17	33-64	43	29	31-64	46
Contact with others doing my sort of work	14	33-65	47	18	36-58	45
Friends	10	32-65	47	18	32-61	46
Advertising	4	41-56	48	13	31-57	45
Direct approach to a workplace	5	32-56	43	8	36-49	41
Voluntary work	4	35-65	50	8	36-52	44
Professional association	6	34-65	51	2	36-40	38
Training organisation	2	41-43	42	3	42-52	48
Other	10	33-65	44	5	36-57	47
Total respondents (60)	26	32-65	46	34	31-64	44

Thirty-six respondents (60 per cent) commented further about obtaining their current jobs. Half of them referred to the role of a network of family members, friends and professional peers as discussed previously, or mentioned direct offers by employers of a job or to sell an existing business. Several respondents spoke about their credibility and reputation (e.g. *“No matter what it is, if you do it well you get a good reputation”*) among the rural community as being an important component of this process. Two respondents said they had directly approached an employer for a job, while four noted they had not experienced any problems obtaining work. Twelve people suggested that their own personal qualities, skills and motivation were more instrumental in their getting work, than any external source of assistance.

4 Benefits and effects of multiple job holding

4.1 Benefits of more than one job

When they were asked about the benefits they derived from having more than one job, most respondents regarded variation and stimulation, level of income, social contact and making friends, building work experience, security of income, keeping their “hand in” and hours of work as being positive features of this strategy (Table 33).

Table 33 *Benefits to respondents of holding more than one job*

Benefit	Number of responses	Per cent of respondents
Variation and stimulation	58	97
Level of income	54	90
Social contact and making friends	53	88
Helps build work experience	44	73
Security of income	41	68
Keeps my “hand in”	38	63
Hours of work	30	50
Suits my family	26	43
Other (1)	16	27
Total	360	na

Note: (1) Most of the responses in this category mentioned aspects of personal stimulation, satisfaction, lifestyle and skills.

Further analysis of the responses to this question by sex and age is summarised in Table 34. Women were more likely than men to report that hours of work, keeping their “hand in”, building work experience, and suiting their family as benefits of holding more than one job. There seemed to be little difference between the two sexes with regard to the other benefits - i.e. variation and stimulation, level of income, security of income, and social contact and making friends.

Table 34 *Benefits of holding more than one job by age and sex of respondents*

Benefits	Male			Female		
	No.	Age range	Average age	No.	Age range	Average age
Variation and stimulation	25	32-65	45	33	31-64	46
Level of income	23	32-65	45	31	31-64	46
Social contact and making friends	22	32-65	44	31	31-61	46
Helps build work experience	17	32-65	46	27	31-64	46
Security of income	18	32-65	45	23	32-58	45
Keeps my “hand in”	12	32-65	48	26	31-64	45
Hours of work	7	34-56	43	23	32-64	46
Suits my family	8	36-56	44	18	36-64	45
Other (1)	7	33-65	44	9	32-58	44
Total respondents (60)	26	32-65	46	34	31-64	44

There was also an opportunity for respondents to make further comments about the benefits of having more than one job. Thirty-nine people did so, but only 10 of them mentioned the financial benefits they derived from multiple job holding as individuals or for their family or business. Twenty-three people described a wide range of individual benefits including social contact with other people,

personal growth and stimulation, a sense of satisfaction and self-worth (e.g. *“To be a valued member of society and feeling I have something to contribute”*), flexibility in hours of work, financial independence and a balanced lifestyle. For some people these benefits are the result of a deliberate choice to have more than one job, but for others they are the outcome of other motivations, for example, a woman who valued her contacts with a wide range of people observed, *“[I] don’t consciously go out and get more than one job”*.

4.2 Effects of more than one job

Five people used the opportunity to comment about benefits of multiple job holding to discuss the adverse effects of this type of employment strategy. The following quotes are from three of them:

“[It’s] the hours that kill you really” - a spray contractor & farmer working 70 hours per week.

“The lifestyle is more of a life sentence than a lifestyle” - an art teacher & farmer working 62 hours per week.

“I don’t think I’m a boring person to live with or be with, but perhaps I’m too busy for family and friends sometimes. I miss them” - a primary teacher, farmer & company director working 64.5 hours per week.

A fourth respondent mentioned that multiple job holding restricted her time with her husband, and the fifth said that his lifestyle was affected as he was unable to get away a lot and holidays required a great deal of planning.

Furthermore, respondents indicated whether holding more than one job helped, hindered or had no effect on their relationships and activities. Their responses are summarised in Table 35. Overall it seems multiple job holding helped personal relationships; friendship; and involvement in ongoing education; and hindered care or support of other family members; the amount of housework; health/fitness or training; involvement in organised sport; entertainment or leisure; involvement in community activities; and balance between work and personal/family life.

Table 35 *Effects of holding more than one job on respondents’ relationships & activities*

	No Effect		Helps		Hinders	
	Number	Per cent	Number	Per cent	Number	Per cent
Personal relationships	8	13	29	48	22	37
Family relationships	10	17	23	38	23	38
Caring or supporting children	14	23	17	28	21	35
Caring or supporting other family members	17	28	11	18	26	43
Amount of housework	17	28	6	10	33	55
Friendship	15	25	25	42	19	32
Health/fitness or training	11	18	18	30	28	47
Involvement in organised sport	17	28	5	8	25	42
Entertainment or leisure	15	25	10	17	33	55
Involvement in community activities	20	33	8	13	27	45
Involvement in ongoing education	19	32	27	45	8	13
Balance between work & personal/family life	13	22	9	15	33	55

Forty-nine people made further comments about how holding more than one job affected various aspects of their lives. Their responses (n=65) were organised into several categories - individual effects (19), the balance between work and personal/family life (13), miscellaneous (8), caring for children (7), relationship between couple (6), friendships (5), operations of the farm (3), family (2), care of other family members (1), and personal relationships (1).

Most respondents (13), who spoke about the individual effects of multiple job holding, listed positive features such as enjoyment, diversity, stimulation, freedom of choice and flexibility. The remainder mentioned negative effects including tiredness, rural isolation, increased stress levels and little opportunity for time off.

Other people acknowledged that achieving the appropriate balance between their work and personal/family lives was an ongoing issue, e.g. “[I] *can’t do everything*”. Several respondents mentioned that they needed to organise and plan ahead to achieve that balance in their lives. Four people acknowledged that this balance was easier to maintain in some situations rather than others (i.e. winter easier than summer, shift easier than farm work, second job at home easier than off farm, one job easier than two jobs).

Seven respondents described their experiences of caring for their children. Most of them admitted they were unable to spend as much time with their children as they would like, although one father, who was able to spend time with his children, stated that “[My] *boys [are] only with me for another 10 years so [I] might as well do stuff with them now*”.

Six people described the effects of multiple job holding on the relationship with their partner. They spoke of the need to support each other, to negotiate about childcare, to communicate and (when working from home) to “*be tactful [about] when and where I work*”.

Five respondents mentioned the effects of holding more than one job on their friendships. They all agreed that although their old friendships were difficult to sustain when they took another job, it was easier to acquire and maintain friendships with workmates and professional colleagues.

At the end of the interview, 16 respondents discussed the benefits and costs of multiple job holding which had been addressed earlier in the interview schedule. Thirteen people noted the following benefits: a sense of personal enjoyment or reward (6), mental stimulation and updating of skills (1), broad range of experience (1), flexibility (1), greater control of the work situation when self employed (1), better lifestyle (1), social contact (1) and

Adverse effects on family and the rural community

K, a female teacher (age 42) and farmer, worked 62 hours during her most recent working week. Almost all of that time (58 hours) was spent teaching, but usually she works 40 to 45 hours in that job. The amount of hours she works on a 195 hectare farm also varies, with her most intensive periods of work occurring in the school holidays. Her stress levels are high as she is not managing her multiple jobs well, and the teaching job puts lots of pressure on family and friends. Not only does MJH upset the balance between her work and personal/family life, but also hinders the care of her children and other family members; her friendships; her health and fitness and her involvement in community activities. However, K is passionate about teaching, and believes if she relinquishes her position she would never get it back. She pointed out that: “*holding multiple jobs in [the] teaching profession is becoming less sustainable. I think that [it] is destructive of family farm life and of community voluntary things - i.e. destructive of rural community.*”

Benefits and effects

M (age 48) is a female farmer and job shares as a primary school teacher. She has combined these two occupations for 25 years. Her husband also has two jobs, and for most of the year her children are living away from home. M worked 40 hours during her most recent working week - 10 hours on her cropping farm of 280 hectares and 30 hours at a primary school. She works longer hours on the farm when the crops are harvested, and sometimes as much as 40 hours per week in her half-time teaching position (e.g. for parent interviews, extra-curricular training). M also undertakes unpaid work for sports clubs and other voluntary organisations. Teaching is her “*first love*” that provides personal satisfaction and helps maintain her identity in the rural community. She appreciates the variety offered by two very different occupations, and considers their complementary nature offers a positive role model for rural women. Her two jobs generally help her to maintain the balance between her work and personal/family life. They have positive effects on her relationships with family and friends, health and fitness, involvement with organised sport and participation in ongoing education, but restrict her support for other family members and involvement in community activities.

a means of becoming a full-time farmer (1). The costs mentioned by three people were the difficulty of juggling the main job with work on the farm and family roles, limited personal time, and a feeling that overload prevented any of the jobs being done well.

Five respondents also made general comments about the impact of multiple job holding on the rural community. They noted that nowadays there is a reduced pool of volunteers available in rural areas. The voluntary organisations that have survived are struggling, and are run by older people. One respondent had to relinquish her sporting activities when she took another job, while another belonged to 13 different committees before a return to the workforce meant she had to resign from them.

Four respondents expressed their concerns about the effects of holding more than one job on their tax payments. Three maintained that a second job disadvantages those who hold them because of the higher rate of tax paid for each dollar earned, while the fourth considered that a person holding multiple jobs should only pay ACC premiums on one of his/her jobs.

5 Future work expectations

5.1 Ideal/Future work

Respondents were asked about what things could make their current work situation better or worse for them. All 60 respondents replied to the question about what factors would improve their current situation, and their responses are summarised in Table 36. Several of them provided responses that were classified into more than one category.

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

Factor	Number of responses	Per cent of respondents
More/same money &/or less jobs/hours	14	23
Decreased hours of work	10	17
Content with present situation	10	17
Employ more staff for farm or other business	9	15
Employ someone for house work	5	8
Increase occupational skills & use existing skills	3	5
Job share with another person	2	3
Guaranteed hours of work/days off	2	3
More/better resources in current job	2	3
More personal time with spouse	2	3
Change in farm management & production	2	3
Reduced travel time to work	2	3
Other (1)	7	12
TOTAL	70	na

Note: (1) includes one response each for - increased hours of work, give up paid work, focus on less jobs, payment for work that is currently unpaid, less pressure to stay at home, interaction with other people and personal satisfaction.

Every person interviewed replied to a question examining factors that could make holding more than one job worse for them. As was the case for the previous question, some people gave responses that were classified into more than one category (Table 37).

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

Factor	Number of responses	Per cent of respondents
Increased hours of work for one or more jobs	14	23
Sickness or accident of spouse &/or children	8	13
Limited time with other family members	8	13
Incompetent/insufficient employees	6	10
Own aging or ill health	5	8
Lack of support from spouse &/or other family members	4	7
Less control over flexibility of hours worked	4	7
Financial hardship	3	5
Stress on family life & marriage	3	5
Seasonal/weather increase on workload	3	5
Meeting needs of aging parents	2	3
Less time for housework	2	3
More responsibility on farm or in other occupation	2	3
Other (1)	9	15
TOTAL	73	na

Note: (1) includes one response each for - unreliable childcare facilities, lack of time for self, loss of quality time, greater liability for taxation, provide meals for permanent employee, less time off work, inflexible contractors, off farm work would hinder farm commitments and the situation is "perfect as it is".

5.2 Ideal mix of jobs

Respondents were asked to describe their ideal job or mix of jobs. Twelve said that they already had the ideal mix of jobs, while 30 indicated that they would like to change the mix of their jobs. Seven of these 30 people would like to have only one job - four of them preferring to work entirely on the farm and the other three in non-farming occupations. The other 23 either wanted to change the number of hours they worked in one or more of their jobs, their number of days off, or their start and finish times. The remaining 18 respondents had other views of their ideal mix of jobs: eight preferred another type of job to replace one or more of their existing jobs, three wanted the challenge of managing their business, six listed a variety of other factors that would help them attain this mix (e.g. work from home, more training if closer to main centre), and one did not know what that ideal mix would be.

Fitting jobs together

J (age 35) is a manager who partly owns a 200 hectare farm that raises livestock and produces crops. When he was a full-time farmer he undertook six to eight hours of unpaid work per week (usually in the evenings) for farming and community organisations. It was the skills J acquired in the voluntary sector which resulted in him being head hunted as a manager. Now that he works full-time off farm he has withdrawn from these voluntary activities and spends more time with his three young children and on household tasks. J worked for 50 hours during his most recent working week - 44 hours as a manager and six hours on his farm. These two jobs fit well together as the seasonal trough on the farm coincides with the peak period of his management activities that require J's attention for as much as 100 hours per week.

Furthermore, respondents were invited to explain what they needed to do to reach this ideal situation. The actions they proposed were very diverse and they are summarised in Table 38. Several people gave responses that were classified into more than one category.

Table 38 What respondents need to do to reach this ideal situation

Action	Number of responses	Per cent of respondents
Not Applicable (situation is already ideal)	12	20
Undertake training course	6	10
Employ additional staff	5	8
Sell/lease farm or business	4	7
Quit a job	4	7
Develop farm/buy more land	3	5
Reduce debt	3	5
Obtain a job	3	5
Take opportunities	3	5
Wait for children to become older	2	3
Change schedule of work hours	2	3
Negotiate employment contract/change of roles	2	3
Establish new enterprise	2	3
Job share with another person	2	3
Work fewer hours	2	3
Other (1)	12	20
Don't know	1	2
Not specified	2	3
TOTAL	70	na

Note: (1) includes one response each for - better compatibility between hours worked and times of the day, more clients, information about voluntary work, children participate in business, less financial pressure in sector, do not stand for reelection, travel overseas, learn more about farming, use more equipment/technology, stable economic and social climate, nothing can do, and difficult to achieve.

5.3 Expected time holding multiple jobs

Another question investigated the amount of time respondents expected to stay working in more than one job. As Table 39 reveals, over half of them expected to remain multiple job holders for more than three years.

Table 39 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
1-3 years	22	37
More than 3 years	13	22
Long term (until I retire)	20	33
Don't know	4	7
TOTAL	60	100

Further analysis of the responses to this question by sex and age is summarised in Table 40. Younger respondents of both sexes expected to be multiple job holders for the medium and long terms than those who were approaching retirement. The data also indicates that women were a little more likely than men to expect to hold more than one job for a period of three years or less.

Table 40 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	-	34	-	-	-
1-3 years	8	39-65	51	14	42-61	50
More than 3 years	8	32-64	43	5	31-49	41
Long term (until I retire)	8	35-52	44	12	36-52	43
Don't know	1	-	43	3	32-49	39
Total respondents (60)	26	32-65	46	34	31-64	44

Next respondents indicated which of the jobs they held currently provided them with an opportunity for promotion. Twenty-six people (43 per cent) considered that they had no opportunities for promotion in any of their jobs either because they were self-employed, already held the senior most position in the business, or considered there was no reasonable prospect for advancement. Thirty-three people (55 per cent) believed there was some prospect of promotion in at least one of their jobs, but 11 of them (18 per cent) did not want to take promotion should it be offered to them. The 22 respondents, who were willing to take promotion, indicated that these opportunities existed for farmers (5), teachers (4), managers (4), chair/directors of companies (3), a dental therapist, a nurse, a banker, a retailer, a farm adviser and a seed processor.

6 Income and standard of living

6.1 Other sources of income

Over three-fifths of respondents indicated that they earned income from sources other than paid work (Table 41).

Table 41 Respondents with sources of income other than paid work

Response	Number of respondents	Per cent of respondents
Yes	38	63
No	22	37
Total	60	100

The sources of income other than paid work reported by respondents are summarised in Table 42. The main source was from interest, dividends, rents and other investment income.

Table 42 Reported sources of income other than paid work

Source of income	Number of responses	Per cent of respondents (n=38)
Interest, dividends, rent & other investment income	33	87
Family tax credit, family support	2	5
NZ superannuation	1	3
Farm partnership	1	3
Truck & trailer hire	1	3
Honorarium	1	3
Family legacy	1	3
Total	40	na

6.2 Income from all sources

Respondents were also asked to indicate what income range most accurately described their total pre-tax income from all sources for the year ended 31 March 2003. Half of them reported that their income was over \$50,000, while just under a quarter (23 per cent) said that their income was \$30,000 or below. Seven respondents either did not respond to this question or did not know the amount of income for that year (Table 43).

Table 43 *Total pre-tax income of respondents for the year ended 31 March 2003*

Income range	Number of respondents	Per cent of respondents
\$1,000 - \$5,000	3	5
\$5,001- \$10,000	0	0
\$10,001-\$20,000	6	10
\$20,001-\$30,000	5	8
\$30,001-\$50,000	9	15
\$50,001-\$100,000	17	28
\$100,001 or more	13	22
Not specified	6	10
Don't know	1	2
Total	60	100

When asked to indicate what percentage of their income was attributable to each job or other source of income, 42 per cent earned at least three-quarters of their income from their main job, and 28 per cent at least half of their income from their second job (Table 44). Although only 12 respondents said they had third jobs during their most recent working week, 17 attributed a percentage of their income to a third job (probably because they had third jobs at other times during the previous year). Eighty-two per cent of these 17 respondents reported that their third job contributed less than a quarter of their income. Thirty-six respondents had income from other sources, but only four indicated that it comprised a quarter or more of their total income. The average contribution of the main job to total income was 59 per cent, that of the second job 32 per cent and the third job 14 per cent.

Table 44 *Percentage of respondents' income attributed to each job and other income sources*

Percent of income	Main job		Second job		Third job		Other sources	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Under 25	9	15	28	47	14	82	20	33
25-49	11	18	13	22	2	12	2	3
50-74	13	22	9	15			2	3
75-100	25	42	8	13	1	6		
Not specified	2	3	2	3				
Minimal/ nominal/ negligible							12	20
No response							24	40
Total	60	100	60	100	17	100	60	100

6.3 Importance of income to farm and household

The next question asked respondents to explain how their other jobs contributed to their farm business or household. Their answers to this question are summarised in Table 45. It is clearly evident that the contribution of these jobs to the farm business or household is complex. More than anything else, however, the income from these other jobs was used to maintain the household's lifestyle or to pay for extras to enhance that lifestyle. By comparison its contribution to farm finances, and succession was relatively minor. Only 11 respondents indicated that their job was essential for the farm finances, and another two noted that their other jobs contributed to that purpose in the past.

Table 45 Contributions of respondents' other jobs to their farm business or household

Type of contribution	Number of responses	Per cent of respondents
Helps maintain lifestyle	52	87
Pays for extras	50	83
Own income & nothing to do with farm	19	32
Helps prepare for retirement	18	30
Essential to farm finances	11	18
Helps children take on farm ownership	6	10
Other (1)	17	28
Total	34	na

Note: (1) A analysis of the other responses revealed the following themes - household expenses 4, capital/assets for farm 4, education for children 3, retire debt/save for future 2, overseas holiday 1, farm supports household 1, "fun" 1 and power & control as breadwinner 1.

Respondents were requested to rate the importance of their income to the household on a scale from 1 (very important) to 5 (not important to all). The average rate on the scale was 2.5, with 40 per cent of respondents considering that their income was "very important" to the household (Table 46). Respondents who indicated their income as "very important" explained it in terms of the contribution the non farm job(s) made to ensuring economic survival, e.g. "Keeps us floating", "Without it we'd be on the dole" and "[The] Farm is not making enough to sustain our lifestyle as we live at the moment"; achieving financial goals, e.g. repayment of debt and saving for retirement and other purposes); and providing cash for essential household expenditure. Those respondents who rated their income as "important" considered that it also provided money for less essential items of household expenditure, "We eat out, which we never did before", and reduced the need to draw funds from the farm. The remainder (45 per cent) who felt their income was of lesser importance (3 to 5 on the scale) to the household were more dependent on the farm for their livelihood. They were more likely to describe the contribution of their income as providing luxury items, "play money", "icing on the cake", rather than as being necessary for the household's survival.

Additional income has personal and economic motives

F, a school teacher aged 46, has combined various positions in primary education from day relief to long term relief with working on her partly owned farm for 17 years. Her original motives for working off farm were the additional income and the retention of professional skills and enjoyment. More recently, teaching has supplied funds for her three children's education. She appreciates the independence of having her own earnings and the security it provides from variations in farm income. In her most recent working week she worked 60 hours as a teacher and five hours as a farmer. Over the previous year she sought tenants for a rental house and undertook a variety of voluntary activities at a local church. Her busiest periods are at the end of a school term, and during harvesting and shearing on a property of 170 hectares. F and her husband actively support each other during these busy periods of the year to reduce the level of stress in their lifestyle.

Table 46 Importance of respondent's income to the household

Rating scale	Number of respondents	Per cent of respondents
1 = very important	24	40
2	9	15
3	8	13
4	12	20
5 = not important at all	7	12
Total	60	100

This rating of the importance of the respondent's income to the household was compared with the total number of hours they worked in their jobs during the previous week (Table 47). There seems to be a general pattern for those who worked longer hours to rate their contribution to the household income as being of more importance than those people who indicated they worked for a fewer number of hours. For instance, respondents who rated the importance of their income as 1 or 2 worked an average of 54 hours per week, while those who considered their income was of little or no importance at all to the household worked an average of 42 hours per week.

Table 47 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	Total
less than 20	1	1	1	1	-	4
20-29	-	1	3	2	2	8
30-39	3	2	1	3	-	9
40-49	3	-	1	4	2	10
50-59	5	-	1	1	1	8
60-69	10	4	1	-	2	17
70-79	2	-	-	1	-	3
80 & over	-	1	-	-	-	1
Number of respondents	24	9	8	12	7	60
Total hours	1,295	479	293	480	319	2,864
Average hours per week	54	53	37	40	46	48

Respondents were also asked to assess the importance of holding multiple jobs on their current standard of living by using the same scale. The average rate on the scale was 3.3, with 43 per cent of respondents considering that holding multiple jobs was "very important" or "important" to their current standard of living (Table 48). The people who indicated that holding multiple jobs was "very important" or "important" considered they would have a very basic lifestyle if they were entirely dependent on the income from one job and would be unable to save, repay debt, purchase consumer durables or travel away for holidays. Many of the respondents who stated that having more than one job was of little or no importance to their present standard of living, acknowledged that it allowed them to use the additional income for "luxuries" or "extras". A few people in this category explained that they followed this strategy for non economic reasons such as mental stimulation and a balanced lifestyle: "It's very important for [my] own satisfaction".

Table 48 *Importance of holding multiple jobs on respondent's current standard of living*

Rating scale	Number of respondents	Per cent of respondents
1 = very important	12	20
2	14	23
3	14	23
4	12	20
5 = not important at all	8	13
Total	60	100

The rating of the importance of holding multiple jobs on respondents' current standard of living was then compared with the total number of hours they worked in their jobs during the previous week. This comparison is summarised in Table 49. Unlike the previous comparison between hours worked and importance of income to the household, there did not seem to be a relationship between the number of hours worked and the rated importance of multiple jobs to current standard of living.

Table 49 *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	Total
less than 20	1	-	1	1	1	4
20-29	-	4	3	-	1	8
30-39	2	3	3	1	-	9
40-49	1	2	2	4	1	10
50-59	3	1	1	2	1	8
60-69	5	3	3	3	3	17
70-79	-	1	1	-	1	3
80 & over	-	-	-	1	-	1
Number of respondents	12	14	14	12	8	60
Total hours	607	625	614	619	400	2864
Average hours per week	51	45	44	52	50	48

Each person's rating of the importance of the respondents income to the household was compared with their response on the importance of their multiple jobs to their standard of living, with the results indicating the two concepts are not always directly related. Of the 33 people who rated their income as 'very important' or 'important' to their household, 20 also indicated their multiple jobs were 'very important' or 'important' to maintain their current standard of living, nine reported them as 4 or 5 on the scale ('not important'), and four felt they were 'neither important or unimportant'. Of the 19 people who reported their income as 'not important' (4 or 5 on the scale) to their household, five said their multiple jobs were 'very important' or 'important' for maintaining their standard of living, ten indicated they were 'not important' (4 or 5) and the other four considered they were 'neither important or unimportant'. Of the eight people who rated their income as 'neither important or unimportant' to their household (3 on the scale), six considered that their multiple jobs were 'neither important or unimportant' to their current standard of living, one as 'important', and one as 'unimportant'.

Respondents compared their standard of living with that of their friends and family, and ranked their comparison on a five point scale from "much better" to "much worse" and the summary of their rankings is presented in Table 50. About three-fifths of them considered that their standard of living was at a similar level to their friends and family, while just over a quarter (27 per cent) said that their standard of living was better. Only one person made any comments which suggested that the

relatively higher standard of living of friends and family some years ago may have been a motivator for holding more than one job. Those people who felt their standard of living was similar to friends and family used phrases such as “*not much better and not much worse*”, “*equal footing*”, or “*much of a muchness*” to describe their situation. Some respondents in this category spoke of friends and/or family from “*different walks of life*” or “*at either end of the scale*”. Several respondents with a better standard of living noted the advantages they enjoyed compared to friends and families including greater freedom of choice, higher discretionary spending power, and extra opportunities.

Table 50 Comparison of respondent’s standard of living with that of friends and family

Rating scale	Number of respondents	Per cent of respondents
1 = much better	3	5
2	13	22
3	35	58
4	4	7
5 = much worse	0	0
Don’t know	4	7
Not applicable	1	2
Total	60	100

6.4 Overall view of multiple job holding

Despite the issues and effects for individuals and families described in the interviews, the great majority of respondents (85 per cent) had a positive view of their multiple job holding (Table 51). Two of the five respondents with both positive and negative views of holding more than one job appreciated the additional income, but felt negatively either about that occupation or their overall lifestyle.

Table 51 Respondent’s overall view of multiple job holding

View	Number of respondents	Per cent of respondents
Positive	51	85
Negative	1	2
Both	5	8
Not specified	3	5
Total	60	100

Balancing effects of workload against establishing a farm enterprise

L (age 32), a spray contractor and farmer, has only been a multiple job holder for less than a year. His reason for taking a second job was “*I want to get ahead, [it’s] easier to do while you are young and fit*”. L worked for 70 hours during his most recent week - 60 hours as a spray contractor and 10 hours on a pig farm he jointly owns with his brother. At busy times of the year he works for 90 to 100 hours per week. This heavy workload affects his personal and family life as it hinders his relationships with family and friends, health and fitness, involvement in organised sport, entertainment or leisure, and ongoing education. L’s overall view of having two jobs is positive, however, as it has enabled him to establish his own farm enterprise.

Appendix 1 Further background on respondents

The respondent's household

Respondents were asked to provide detailed information about the other people who lived in their household and the number of jobs those people held. Over half those interviewed lived in households with only one or two other people, while 23 per cent resided with four or five other people (Table 52). On average there were 2.5 other persons in the household.

Table 52 *Number of other persons in the households of respondents*

Other persons in household	Number of respondents	Per cent of respondents
One	19	32
Two	12	20
Three	15	25
Four	11	18
Five	3	5
Total	60	100

Almost all the respondents (58) had a partner who held at least one job, while a quarter of them had partners who were also multiple job holders (Table 53).

Table 53 *Jobs held by other members of the respondents' households*

Relationship	Number of persons		
	No job	One job	More than one job (1)
Male partner	-	27	7
Female partner	2	16	8
Son	36	11	1
Daughter	30	6	3
Father	-	1	-
Exchange student	1	-	-
TOTAL	69	61	19

Note: (1) male partners - two had three jobs, three had two jobs, and two were not specified; female partners - seven had two jobs and one was not specified; son - one had two jobs; and daughters - one had three jobs and two had two jobs.

Other personal information

Seventy-four per cent of respondents belonged to the 30 and 49 years age group (Table 54).

Table 54 Age-sex structure of respondents

Age	Males		Females		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
30-39 yrs	8	31	8	24	16	27
40-49 yrs	12	46	16	47	28	47
50-59 yrs	3	12	8	24	11	18
60-69 yrs	3	12	2	6	5	8
Total	26	100	34	100	60	100

Seventy-nine per cent of respondents had two or three children (Table 55).

Table 55 Number of children of respondents

Number of children	Number of respondents	Per cent of respondents
None	2	3
One	2	3
Two	19	32
Three	28	47
Four	8	13
Five	1	2
Total	60	100

Seven respondents were born overseas (Northern Ireland 2, Scotland 1, Wales 1, England 1, USA 1, Australia 1). Their period of residence in New Zealand ranged from 17 to 47 years.

Three quarters of all respondents identified themselves as NZ European (12 per cent) or NZ European/Pakeha (63 per cent). The remainder either said they were New Zealanders, European or American (Table 56). Seven respondents did not answer the question about their ethnicity. Although nobody said they were Maori, two people who identified themselves as NZ European/Pakeha explained that they had a Maori ancestor.

Table 56 Ethnicity of respondents

Ethnic group	Number of respondents	Per cent of respondents
Kiwi New Zealander	1	2
New Zealander	4	7
NZ European/Pakeha	38	63
NZ European	7	12
European	1	2
European/Scottish	1	2
American	1	2
No response	7	12
Total	60	100

Location of respondents in Canterbury - 3 Alford Forest, 1 Ashburton, 1 Barhill, 1 Blackridge, 2 Braemar, 1 Coldstream, 1 Dorie, 1 Eiffelton, 2 Greenstreet, 1 Highbank, 4 Hinds, 1 Lauriston, 2 Lowcliffe, 3 Lyndhurst, 1 Maronan, 25 Methven rural, 1 Mt Hutt, 1 Mt Somers, 1 Rakaia, 1 Rakaia Gorge, 1 Ruapuna, 1 Springfield, 1 Westerfield, 1 Willowby, 1 Winchmore, 1 Windermere.

Appendix 2 Further background on farming operations

Ownership and operation of the farm

Over half of the respondents (55 per cent) reported that their farming operations were owned by partnerships (Table 57), while another fifth said that they were owned by companies.

Table 57 *Farm ownership type*

Ownership type	Number of respondents	Per cent of respondents
Partnership	33	55
Company	12	20
Trust	5	8
Partnership/Trust	4	7
Sole proprietor	3	5
Sole proprietor/Company	1	2
Sole proprietor/Trust	1	2
Company/Trust	1	2
Total	60	100

Ninety-two per cent of the people interviewed said that they were owners or part owners of the farming operations. A third indicated that they were the person most involved in the running of the farm business (Table 58).

Table 58 *Person most involved in running the farm business*

Person most involved	Number of respondents	Per cent of respondents
Yes	20	33
No	36	60
50/50	4	7
Total	60	100

The farms with which respondents were associated had been operated by their owners for periods varying between 6 months and 44 years. The average time was 14.5 years. Three-fifths of the farms had been operated by their owners for less than 15 years (Table 59).

Table 59 *Length of time owners have operated the farm*

Length of time	Number of respondents	Per cent of respondents
Less than 1 year	2	3
1-2 years	2	3
3-4 years	4	7
5- 9 years	11	18
10-14 years	18	30
15-19 years	5	8
20-24 years	7	12
25-29 years	7	12
30-34 years	1	2
35-39 years	1	2
40 years & over	2	3
Total	60	100

8.2 Size and type of farms

The size of the farms on which respondents worked ranged from a small property of three hectares to two holdings with a combined area of 12,500 hectares (Table 60). Sixty-four per cent of the respondents worked on farms that were less than 300 hectares.

Table 60 *Size of farms operated by respondents*

Size of farms (hectares)	Number of respondents	Per cent of respondents
1 - 9	1	2
10 - 49	4	7
50 - 99	4	7
100 - 199	11	18
200 - 299	18	30
300 - 399	10	17
400 - 499	3	5
500 - 999	5	8
1000 & over	3	5
Not specified	1	2
Total	60	100

Twenty-four respondents (40 per cent) worked on mixed livestock and cropping farms. Another 12 were associated with farms that combined the raising of one type of livestock with cropping, while two respondents worked on farms that solely produced crops (Table 61).

Table 61 *Farm types on which respondents worked*

Farm type	Number of respondents	Per cent of respondents
Mixed livestock & crops	24	40
Sheep & crops	7	12
Dairy	5	8
Sheep & dairy	4	7
Dairy & crops	3	5
Sheep & beef	3	5
Sheep	2	3
Beef	2	3
Sheep, beef, deer	2	3
Livestock, crops & horticulture	2	3
Crops	2	3
Pigs	2	3
Deer	1	2
Deer & dairy	1	2
Total	60	100

The main types of agricultural production undertaken by farms where respondents worked were crops, sheep and beef (Table 62).

Table 62 *Various types of agricultural production on farms where respondents work*

Type of agricultural production	Number of responses	Per cent of respondents
Crops	42	70
Sheep	34	57
Beef	30	50
Dairy	11	18
Pigs	6	10
Deer	5	8
Horticulture	2	3
Total	130	na

Twenty-six respondents (43 per cent) reported that their farms generated income from sources other than their major production activities. Almost all these sources of income were from traditional agriculture activities such as grazing (23) and livestock rearing (3) rather than non agricultural activities such as forestry and tourism (Table 63).

Table 63 *Income generated from sources other than major production activities on the farm*

Other sources of income	Number of responses	Per cent of respondents (n=26)
Dairy grazing	13	50
Sheep & beef grazing	8	31
Seed production & cleaning	3	12
Calf rearing	2	8
Horse grazing	2	8
Race horse	1	4
Pig rearing	1	4
Silage	1	4
Feed mill	1	4
Farm forestry	2	8
Tourism	1	4
Rental from houses	3	12
Total	38	na

Farm labour

The main sources of labour for these farms apart from members of the household were contractors or contract workers (49); casual or part-time employees (27); unpaid members of the wider family, visitors and volunteers; and permanent employees (Table 64).

Table 64 *Sources of labour other than members of the farm household*

Sources of labour	Number of responses	Per cent of respondents
Contract labour/contractors	49	82
Casual or part-time waged labour	27	45
Unpaid member of wider family, farm visitor or volunteer worker	25	42
Permanent waged labour	24	40
Paid member of wider family or friend	7	12
Paid seasonal workers	2	3
Paid international exchange workers	2	3
Share milker	1	2
Total	137	na

The average total hours reported by men from all age groups in the farm sector was greater than those reported by women (Table 65). The difference between them may be partially explained by the time women devote to household tasks and childcare, although some men in this study did indicate that they undertook these activities. There also seems a definite trend for women to devote more hours to paid or unpaid work as they get older and their children progress through school.

Table 65 *Age and sex by average total hours worked by respondents during previous working week*

Age group	Males		Females	
	Number	Average total hours	Number	Average total hours
30-34 yrs	3	67	2	29
35-39 yrs	5	50	6	26
40-44 yrs	7	5	10	40
45-49 yrs	5	63	6	42
50-54 yrs	2	66	5	46
55-59 yrs	1	61	3	52
60-64 yrs	1	66	2	25
65-69 yrs	2	83	-	-
Total	26	60	34	38