

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

by

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1 INTRODUCTION

1.1 Research objectives

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

The purpose of this research programme¹ is to provide knowledge about the way individuals, families and communities are adapting to social and economic change through multiple job holding. The programme complements and extends previous research about the characteristics of work in natural resource sectors, to provide comprehensive information on multiple job holding across a range of sectors. It is anticipated that the research findings will be useful to a range of agencies and groups involved in social and economic policy, including the creative 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, and a second cycle of three sectors surveyed in 2005: the creative sector, small accommodation providers and accounting.

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

1.2 Multiple job holding in the creative sector

The research programme focussed on the creative sector because of its emerging importance in the New Zealand economy. Scoping research and work with other sectors also indicated that the creative sector commonly provides an additional job or jobs to people already employed in another sector. In this respect, official sources of statistics on work in New Zealand provide a limited set of data about the creative sector, as data about occupations is only collected for the first or main jobs of individuals, usually the job in which they spend most of their time in the week for which data are collected. This survey looks to shed extra light on the nature of multiple job holding in the creative sector.

Looking at the official statistics and occupational classifications, it is evident that there are a number of occupations that make up the creative sector as defined for this survey and shown in Table 1³. The

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

² Interviews were conducted by Rebecca Osborne and Julie Warren.

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

total grouping of workers in New Zealand in these selected occupations in the 2001 census was 17,134, split between 49 per cent female and 51 per cent male. Amongst these workers the rate of multiple job holding was 19.9 per cent for females and 18.1 per cent for males, both nearly twice the national averages of 10.7 per cent and 9.5 per cent respectively for the total workforce. However, the multiple job holding varied considerably between some occupations and also between female and male workers in particular occupations.

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

Occupation	Multiple job holders		Total work force		MJH rate %	
	Female	Male	Female	Male	Female	Male
009 Broadcasting and Theatrical Production Manager	63	108	486	705	13	15.5
105 Art Gallery/Museum Curator	42	13	303	258	14	14.6
129 Photographer	81	21	480	159	17	13.2
130 Camera Operator/Controller	15	54	81	390	18.5	13.9
131 Sound Recording Equipment	6	48	30	291	20	16.7
132 Broadcasting Transmitting and Studio Equipment Operator	39	90	240	687	16.5	13.4
134 Cinema Projectionist	3	21	21	159	12.5	13.2
191 Author and Critic	168	117	723	696	23.5	17.1
196 Sculptor, Painter/Related Artist	231	183	1266	1401	18.4	13.2
197 Fashion Designer	51	9	504	84	10.2	10.7
201 Composer, Arranger/Conductor	12	30	54	129	23.5	23.8
202 Instrumentalist	93	222	309	705	30.1	31.8
203 Singer	12	12	81	114	14.8	10.5
204 Singing and Music Teacher	480	210	1779	615	27.1	34.3
205 Dancer	12	9	75	69	15.4	12.5
206 Dancing Teacher/Choreographer	123	15	531	63	23.3	23.8
207 Actor	60	84	303	390	19.8	21.9
208 Artistic Director	54	93	456	528	11.9	17.8
209 Radio and Television Presenter	60	132	276	657	21.7	20.2
210 Clown, Magician, Acrobat and Related Worker	51	78	282	408	18.3	19.1
280 Fashion and Other Model	21	6	120	63	17.5	9.5
355 Musical Instrument Maker, Repairer and Tuner	3	18	27	138	12.5	13.3
Total	1,680	1,573	8,427	8,709	19.9	18.1

Note: The occupations presented in this table are somewhat broader and more extensive than those identified for the survey participants below - the table is governed by the official occupational categories. Some occupations with a creative dimension are not included in the table, such as graphic designer, architect and advertising and public relations. Also, it should be emphasised that the numbers for each category represent those people who identified the occupation as their primary source of employment. It is likely that for some occupations in the creative sector there are many who see their creative occupation as their second job thus lowering the total numbers for that occupation. Occupations such as singer, dancer, actor and model are likely to be under represented in this way.

As the bulk of the interviews discussed below were held in Wellington City, this area is used for comparison with the national statistics. In Wellington City, the overall rate of multiple job holding for females in the occupational grouping is 19.8 per cent and for males 20.9 per cent (Table 2), with males a little above their national average. Putting aside occupations with smaller numbers, the level

of multiple job holding varies considerably between males and females in Wellington, and also in contrast with the national levels for specific occupations. For example, the multiple job holding rates for male broadcasting and theatrical production managers, photographers, instrumentalists, and actors are all noticeable higher in Wellington. Whereas while rates for instrumentalists and actors are also noticeable higher for women in Wellington, the rates for broadcasting and theatrical production managers, and photographers, are comparatively low. The reasons for this sort of regional variation in multiple job holding rates has not been explored in this part of the research project, however, it underscores the likely influence of the census survey instrument in accurately describing labour market characteristics for this sector.

Table 2 Multiple job holding in the Wellington creative sector, 2001

Occupation	Multiple job holders		Total work force		MJH rate %	
	Female	Male	Female	Male	Female	Male
009 Broadcasting and Theatrical Production Manager	6	21	78	87	7.7	24.1
105 Art Gallery/Museum Curator	6	3	51	36	11.8	8.3
129 Photographer	3	24	30	78	10	30.8
130 Camera Operator/Controller	3	3	12	48	25	6.3
131 Sound Recording Equipment	0	3	6	39	0	8.3
132 Broadcasting Transmitting and Studio Equipment Operator	3	15	47	141	7.7	10.9
134 Cinema Projectionist	0	3	3	12	0	25
191 Author and Critic	30	18	102	114	29.4	16.2
196 Sculptor, Painter/Related Artist	12	15	81	96	14.8	16.3
197 Fashion Designer	9	3	45	6	20	50
201 Composer, Arranger/Conductor	0	3	6	27	0	12.5
202 Instrumentalist	27	57	66	120	39.1	47.5
203 Singer	0	3	9	9	0	33.3
204 Singing and Music Teacher	36	18	117	45	31.6	40
205 Dancer	3	0	21	18	12.5	0
206 Dancing Teacher/Choreographer	9	3	45	6	20	50
207 Actor	15	21	51	66	31.3	33.3
208 Artistic Director	6	12	69	93	8.7	12.9
209 Radio and Television Presenter	3	6	24	57	11.1	11.1
210 Clown, Magician, Acrobat and Related Worker	3	3	12	18	25	16.7
280 Fashion and Other Model	3	0	15	9	33.3	0
355 Musical Instrument Maker, Repairer and Tuner	0	3	3	9	0	33.3
Total	177	237	893	1,134	19.8	20.9

Note: Standard rounding by Statistics NZ affects the cells with small numbers.

1.3 Method

As part of the second research objective, a purposive sample of 60 people working in the creative sector was interviewed between August and October, 2005. Respondents were identified using a mix of local contacts, direct approach to workplaces, usually by email or telephone, and snow-balling (that is, asking respondents to identify other potential participants who meet the research criteria). Forty-one (78%) interviews were conducted in person, while the remaining respondents (22%) were interviewed over the phone. The majority of interviews (41 respondents, or 68%) were based in Wellington. However, respondents also lived in Christchurch (13 participants, or 22%), and in various other places in New Zealand⁴ (6 respondents, or 10%). The sex breakdown of respondents was 42 females (70%) and 18 males (30%).

The principal definition of multiple job holding used in these interviews was the same as that used in the census, i.e. paid or unpaid work for more than one employer or family business in the course of the most recent week. Those who did not qualify by the criteria were screened out of the research at the beginning of the interview and this interview was not included in the analysis. The interviews were based on a comprehensive schedule combining closed and open questions and took between 30 and 90 minutes to complete.

Some key experiences from carrying out this research are described below:

- The introductory email used to make contact with creative workplaces was often distributed to a wider network of people associated with the workplace by the original recipients.
- Many people commented on the timeliness of the research, and were happy to participate and recommend the research to others.
- Most multiple job holders in the creative sector could identify others in the creative sector with similar employment experiences.
- There was a wide variety in the age, life experience and range of jobs held amongst participants.
- Most respondents reported that they enjoyed being able to reflect on and evaluate how their current work situation affected the rest of their lives.
- People continued to contact the researcher months after the original distribution of invitations to participate, asking if it was too late to be interviewed.

⁴ The other places in which participants lived were Auckland, Hamilton, Rotorua and Hawke's Bay.

2 Current and Past work

Respondents were asked at the beginning of the interview to talk about their current and past work. What they defined as their main occupation, and whether this occupation was in the creative sector or other sectors was of interest, as was whether their occupation matched with what they considered to be their main job.

Respondents were asked to describe the structure of their current work, including:

- what jobs they had carried out over the most recent working week;
- how many hours they worked for each job;
- what the usual days of work were;
- how long they had worked in each job.

They were also asked to give details about other jobs held in the previous month and year, and other activities or work that they were regularly involved in.

J (aged 39) considers his main occupation to be a lecturer in design, while his main job is a freelance designer. *J* has worked as a freelance designer for 13 years and works around 20 hours per week in this role. As a lecturer, he works another 10 hours. *J* has had a long history of multiple job holding, and held more than one job to gain a better income, and to establish himself with networks in his industry, which he described as an “*unknown territory*”. Although he finds multiple job holding to be a positive experience, *J* plans to work in this way only for another one to three years, and finds that multiple job holding hinders a number of personal and family activities.

2.1 Occupations

Over half of the respondents (65%) indicated that their main job was the same as their occupation. Respondents whose main job was *not* the same as their occupation often selected a job as their main job because it had the most hours, was better paid, or was more ‘regular’. These jobs were often described as a “*day job*” or “*bread and butter job*”, but were not necessarily jobs that respondents could engage in creatively. The number of jobs respondents held at the time of their interview ranged between two and five.

Most respondents’ occupations (87%) were in the creative sector (Table 3a), and 77 per cent of main jobs were also in that sector. Tables 3a and 3b show the range of occupations and jobs held by respondents in the creative and other sectors.

In the creative sector, the most common occupation, main job and second job was tutor/teacher/lecturer. This was a large category comprising private music and art tutors, school teachers in arts subjects and university and polytechnic lecturers. Other common occupations/jobs in the creative sector include creative writer, musician, artist and arts manager. Occupations and jobs in other sectors were widely varied, but professionals made up the majority of job types.

M (aged 32) describes herself as an artist by occupation, and considers art-making to be her main job. She usually spends approximately 20 hours per week on her art, although in the week preceding the interview she worked on her art for about 40 hours. *M* has been an artist for 10 years and sees her current pattern of multiple job holding as a long term strategy not only to make ends meet but to give her flexibility to take up other projects and events when necessary. *M* has three other jobs that she fits around her art. She tutors for three hours a week in the art department of the nearby university, has a cleaning job and works as a roving library assistant.

Table 3a Main occupation, main job and other jobs of respondents (creative sector)

Job	Occupation	Main job	Second job	Third job
Tutor/teacher/lecturer	9	11	11	6
Creative writer	8	4	6	8
Manager/administrator (arts)	7	7	3	-
Musician/instrumentalist	6	5	7	3
Artist	6	2	6	2
Web consultant/developer	4	2	1	-
Artistic director	2	3	1	1
Producer	2	2	-	-
Actor	2	1	2	-
Publicist	1	1	1	1
Arts advisor	1	1	-	-
Conceptual developer	1	1	-	-
Conservator	1	1	-	-
Film maker	1	1	-	-
Prop maker	-	1	-	-
Designer	-	1	3	-
Marketing/events co-ordinator (arts)	-	1	2	2
Research assistant (arts)	-	1	-	-
Technician (arts)	-	-	2	2
Arts host	-	-	-	1
Piano tuner	-	-	-	1
Other (see Table 3b)	13	16	15	6
Total (1)	64	62	60	33

Note: (1) Four people listed dual occupations and two people listed dual main jobs.

Table 3b Type of occupation, main job and other jobs (other sectors)

Type of job	Occupation	Main job	Second job	Third job
Professionals	5	6	1	2
Technicians, associate professionals	2	6	4	1
Service and sales workers	1	2	6	1
Administrators, managers	1	1	3	-
Trades workers	-	1	-	-
Clerks	-	-	-	1
Self employed (business not specified)	-	-	1	-
Other (1)	4	-	-	1
Sub Total (Ref Table 3a)	13	16	15	6

Note: (1) Other includes parent (1), peace activist (1) and student (2), i.e. people defined occupations that are not jobs by a more restricted definition.

Some of the jobs in other sectors included retailer/sales representative, technical writer, minister, accommodation provider/landlord, office administrator, project manager, consultant and researcher.

Table 4 shows the occupation and jobs held by respondents in the creative sector, grouped by type of job. These have been grouped into:

- *creating* jobs which involved some kind of creative work (e.g., actor, artist, designer, musician, writer);
- *facilitating* jobs which enable that creative work to occur (e.g., artistic director, conceptual developer, manager, publicist);
- *teaching/training* jobs such as university lecturers in the arts, music and art teachers, and tutors;
- *supporting* jobs such as administrators and technicians.

The main type of occupation identified by respondents involved *creating* jobs (40%), while *facilitating* jobs were the most commonly identified main job (28%). Occupations/jobs that involved *teaching* or *training* were fairly common, with 15 per cent of respondents indicating that their occupation was in this group, while 18 per cent of respondents had a main or second job teaching or training in the arts sector. The least common type of occupation/job was in the *supporting* group.

Table 4 Type of occupation, main job and other jobs (creative sector) by grouping

Type of job	Occupation	Main job	Second job	Third job
Creating	24	15	24	13
Facilitating	17	17	6	4
Teaching/training	9	11	11	6
Supporting	2	3	4	4
Total	52	46	45	27

2.2 Hours of work

Respondents were asked to estimate the number of hours worked in each job over the most recent working week. While the tables below describe the number of hours worked, a number of respondents commented that their most recent working week did not accurately portray their *usual* number of hours in any given week. Many of these respondents noted that they worked fewer hours than usual in the previous week.

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

Hours per week	Main job		Second job		Third job (n=33)	
	Number	Per cent	Number	Per cent	Number	Per cent
Less than 10	4	7	29	48	27	82
10-19	11	18	21	35	5	15
20-29	13	22	6	10	-	-
30-39	16	27	1	2	-	-
40-49	14	23	3	5	-	-
50-59	1	2	-	-	-	-
60-69	1	2	-	-	-	-
70 & over	-	-	-	-	-	-
Not sure	-	-	-	-	1	3
Total	60	100	60	100	33	100

Table 5 shows that just under half of the respondents (47%) worked less than thirty hours in their main job during their most recent working week, while 27 per cent worked more than 40 hours. In

respondents' second jobs, most worked less than 30 hours in the most recent working week, with a majority of these people working less than 10 hours. Most respondents working in a third job worked less than ten hours in this job. The average number of hours respondents worked was 27.5 hours in the main job, 11.5 hours in the second and 5 hours in the third.

The average time the 60 respondents worked for all their jobs during their most recent working week was 43 hours. Over a third (37%) worked for more than 49 hours in that week, while a sixth (17%) did so for less than the full-time equivalent of 30 hours (Table 6).

Table 6 Total hours worked by respondents for all their jobs during the most recent working week

Total hours per week	All jobs	
	Number of respondents	Per cent of respondents
Less than 10	1	2
10-19	2	3
20-29	7	12
30-39	10	17
40-49	18	30
50-59	14	23
60-69	7	12
70 & over	1	2
Total	60	100

Note: The range of hours worked in the previous week for all jobs was 9½ to 70.

Further analysis of responses to the question on hours of work are summarised in Table 7. Both women and men worked an average of 43 hours during their most recent working week. While older men were more likely to work longer hours than their younger counterparts, the situation was less clear in the case of women where significant numbers of both younger and older females had worked between 40 and 59 hours.

Table 7 Total hours worked for all jobs during the most recent working week by age and sex of respondents

Total hours per week	Male			Female		
	Number	Age range	Average age	Number	Age range	Average age
Less than 10	-	-	-	1	-	38
10-19	-	-	-	2	24	24
20-29	2	29-38	34	5	25-53	40
30-39	3	37-50	42	7	25-65	43
40-49	7	26-63	44	11	24-48	37
50-59	5	41-57	48	9	24-57	39
60-69	1	-	26	6	26-53	41
70 & over	-	-	-	1	-	43
Total	18	26-63	42	42	24-65	39

2.3 Length of employment

A large proportion of respondents had held their current jobs for four years or less (main job - 50%, second job - 51%, third job - 39%). This may reflect the somewhat precarious nature of many jobs in the creative sector, given that a number of respondents were self-employed, contracted to workplaces or organisations on a short to medium-term basis, or took on work in the creative sector when it was available. However, it might also be that their experience reflects that of the wider working population, where job turnover is relatively high.

A long-time creative writer, *K* (aged 45) has held writing contracts for around 10 years. These contracts vary in length, making ongoing work somewhat unstable. On top of *K*'s contracts, he also writes creatively and tries to work on this creative writing at least a couple of hours each day. Of his work, *K* says "*the unstable nature of contracts and writing work means I need to be doing several things at once, otherwise prospective jobs will fall away*".

The average length of time respondents had worked in these jobs were 7 years for the main job, 8 years for the second, and 7 years for the third. The period worked ranged from 2 weeks to 30 years for the main job, 1 week to 39 years for the second job and 1 month to 22 years for the third job (Table 8).

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

Years	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
Less than 1	11	18	8	13	3	10
1-4	19	32	23	38	9	29
5-9	11	18	9	15	9	29
10-19	14	23	12	20	9	29
20-29	4	7	7	12	1	3
30-39	1	2	1	2	-	-
Total	60	100	60	100	31	100

Note: Two respondents did not indicate the length of time they had worked in their third job.

Further analysis of responses to this question by sex and age is summarised in Tables 9 to 11. There did not appear to be any obvious difference between women and men with regard to the length of time they had worked at their main and third jobs.

Table 9 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	3	26-44	36	8	24-47	31
1-4	7	26-50	40	12	24-57	39
5-9	2	36-57	47	9	24-48	38
10-19	5	37-54	43	9	32-65	43
20-29	1	-	63	3	43-49	47
30-39	-	-	-	1	-	48
Total	18	26-57	42	42	24-65	39

In the case of the second job, however, men were more likely to have had that job for a longer period than women. Forty-four per cent of males had held their second job for at least 10 years compared with 28 per cent of females (Table 10).

Table 10 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	2	26-50	38	6	24-47	33
1-4	6	26-48	40	17	24-65	39
5-9	2	36-39	38	7	24-48	36
10-19	5	29-57	45	7	32-57	43
20-29	2	41-45	43	5	37-48	43
30-39	1	-	63	-	-	-
Total	18	26-57	42	42	24-65	39

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

Years	Male			Female		
	Number	Age range	Average age	Number	Age range	Average age
Less than 1	1	-	42	2	34-46	40
1-4	2	37-63	50	7	25-48	35
5-9	5	26-50	36	4	36-47	42
10-19	4	29-57	45	5	37-65	43
20-29	-	-	-	1	-	57
Total	12	26-63	42	19	25-65	41

2.4 Other jobs in the past month

Twenty-two people (37%) reported that they had jobs in the past month that had not been recorded in their responses to questions about their jobs over the previous week. All of them said they had those jobs at the same time as another job, and 16 indicated they had held those jobs in previous years. Fourteen of these 22 respondents had one other job, six had two other jobs and two had three other jobs during the past month. The details of the 22 respondents and the jobs they held in that month are summarised in Table 12.

Table 12 Profile of 22 respondents with other jobs in the past month

Sex	Age	Main/2nd/3rd etc jobs	Hours worked that week (1)	Other jobs in past month	Amount of time for other jobs
F	24	Retail/ Jewellery making	39	Retail	full-time
F	29	Tutor/ Retail assistant	40	Sold paintings	casual - varied
M	29	University music tutor/ Jazz performer	22	(1) Bass teacher (2) Performances	(1) 1 hour per week (2) casual
F	65	Writer/ Landlord/ Web content consultant	38	Book revision	1 week
M	38	Prop maker/ Artist/ Art tutor/ Theme maker	28	Stage hand	1 week
M	50	Art tutor/ Art tutor (distance)	32	(1) Relief teacher (2) Relief teacher (3) Relief teacher	(1) 4 days (2) 1 day (3) 1 day
M	54	Conceptual developer/ Novelist	50	Other writing projects	casual & ongoing

Sex	Age	Main/2nd/3rd etc jobs	Hours worked that week (1)	Other jobs in past month	Amount of time for other jobs
M	45	Contract writer/ Creative writer	46	Writing research	casual
M	42	Director of music x 2/ Choir director x 2	57	(1) recitals (2) consultant (3) coach	(1) 1 week (2) 1 day (3) ongoing
M	57	Pastor/ Lecturer/ Writer/ Musician	56	Writer	6 hours
M	40	Doctor/ Writer	42	Teacher medicine	2 days
F	37	Musician x 2/ Music teacher	42.5	(1) Performance (2) Performance	not specified
M	44	Project manager x 2/ Art making	40	Lecturer	2 hours
F	42	Director of music school/ Administrator/ Writer	25	Mystery shopper	1 week
M	46	Teaching university/ Film writer	50	Writer	1 week
F	38	Events manager/ Musician	65	(1) Actor (2) Singing performance	not specified
M	36	Photographer/ Actor/ Lighting technician	44	Research	casual
F	47	Communications writer/ Editor & writer/ Creative writer/ Teacher of creative writing	36	PR work & writing	2 weeks
F	53	Website developer/ Dance studies teacher	62	(1) Writer (2) Website consultant	(1) 3 hours (2) 1 week
F	48	Musician/ Production work/ Column writer	21.5	(1) Writer (2) Poet	(1) not specified (2) ongoing
F	34	Marketing coordinator/ Publicist - books	50	Contract publishing	3 weeks
M	26	Web developer - music/ Distribution assistant/ Music "mixing"	62	(1) Digital remastering (2) Concept design	not specified

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

2.5 Other jobs in the past year

Forty-four people (73%) said that they had jobs in the past year that had not been recorded in their responses to questions about jobs in the most recent week or month. One respondent had not held that job at the same time as another job. The numbers of other jobs respondents held during the past year and those jobs that had not been held in previous years are summarised in Table 13. Four-fifths of the 113 jobs had been held by the 44 respondents for more than one year, indicating that multiple job holding is a well-established practice in the creative sector.

Table 13 *Number of other jobs held by respondents in past year*

Other jobs held	Number of respondents (n=44)	Number of other jobs held	Number of other jobs not held in previous years
One	13	13	2
Two	11	22	2
Three	7	21	7
Four	6	24	6
Five	3	15	5
Six	3	18	1
Not specified	1	-	-
Total	44	113	23

Respondents were also asked whether they had carried out any paid or unpaid work in the previous year that they considered to be a job, but had not previously mentioned (Table 14). Many of these 'jobs' were on a voluntary basis and were either unpaid, or were undertaken in exchange for other benefits, such as developing an art portfolio, or establishing contacts within an industry. A small number of these jobs were paid 'under the table'. Some other activities held by respondents included:

- gallery sitting in exchange for a show
- unpaid 'running around' (informal tradesperson) within another job
- planning future projects and sourcing new opportunities
- research for a documentary.

Table 14 *Activities (paid and unpaid) undertaken in the past year considered to be a job*

Activity	Number of responses	Per cent of respondents (n=36)
Parenting/ childcare	10	28
Officer/committee member/volunteer of community or arts organisation	10	28
Gallery sitting/exhibitions/attending shows/networking/public readings	8	22
Teaching/tutoring/mentoring	6	17
Editing/producing/promotional work	3	8
Consultant	3	8
Writing/photography/DJing (radio)	3	8
House building & renovations/informal trades person	3	
Front of house theatre/sound operations	2	6
Unpaid work for family member	1	3
Housework	1	3
Peace activist	1	3
Research	1	3
Total responses	52	n/a

Of the thirty-six respondents (60%) who undertook some kind of work (paid or unpaid) that they did not consider part of their current composition of formal work, 28 per cent indicated that they had been involved in some aspect of parenting or childcare in the previous year. Rather than indicating the

number of people who actually *had* or *looked after* children, this percentage points to the number of people who mentioned parenting or child minding as an activity undertaken that they considered to be a job. The average number of hours worked by these 36 respondents in their jobs during their most recent working week was 43 hours, while the average hours for the 33 respondents who did not report any of these activities was 44 hours.

In his most recent working week, *S* (aged 40) worked for 42 hours. He describes his occupations as being a both parent and peace activist, and his main job as doctor. *J* also spends around 12 hours per week writing. The days that *J* works in either job are determined by his hospital roster, which varies across weeks. *J* is regularly involved in other activities, as his occupations suggest. He considers parenting to be an important role, has taught in courses on medicine, works voluntarily as a development consultant, and conducts talks in schools about peace. *J* says he enjoys thinking in lots of different ways and being in different “spaces”. He likes to define himself in different ways from just what he does as a job.

2.6 Days and times of the day worked in a week

There was wide variation between respondents as to the structure of their working week. Some examples of different work arrangements included:

- working in a regular ‘day job’ that required them to work five days per week, keeping to ‘usual’ working hours, while filling their time outside of these hours with creative jobs
- having a full-time main job, carried out over three long days and various other jobs to fill the rest of the week, including weekends
- working concurrently in both a main job and other jobs, with the time these jobs are carried out varying as needed
- working a number of jobs over a week but having very structured hours.

Table 15 shows the usual number of days respondents worked in their main, second and third jobs. In main jobs, the most common number of days worked was five (40%), followed by three (18%). Four respondents (7%) worked in their main job over a seven-day period, while nine (15%) indicated that the usual number of days they worked in their main job varies. This was usually due to the respondents being self-employed.

For second jobs, a much greater proportion of respondents (30%) stated that their days varied or that they worked over a seven-day period. Thirty-seven per cent of respondents worked either one or two days on their second job.

Of the 33 respondents who had a third job, fourteen (42%) did not have usual days of work, and a further seven (21%) worked only one day.

Table 15 Usual number of days respondents work in main and other jobs

Number of days	Main job		Second job		Third job (n=33)	
	Number	Per cent	Number	Per cent	Number	Per cent
One day	3	5	12	20	7	21
Two days	2	3	10	17	3	9
Three days	11	18	6	10	2	6
Four days	7	12	5	8	2	6
Five days	24	40	9	15	2	6
Six days	-	-	-	-	-	-
Seven days	4	7	1	2	-	-
Varies/as required	9	15	17	28	14	42
Not specified	-	-	-	-	3	9
Total	60	100	60	100	33	100

Table 16 shows the usual times of the day respondents worked at their main and other jobs. Although most working hours have been captured by the categories below, some respondents worked across categories, and were added into the category that best represented their hours. For this reason, the table can only provide an approximate idea of respondents' usual working times. Another point to note is that, where respondents worked more than one set of regular hours in any job, each set of hours was included, making the total number of responses greater than the number of participants.

P (aged 54) did not want to differentiate between what his occupation and jobs were. He works as both a conceptual developer for a museum, and a writer and sees them as both being his occupation. *P* works very regular hours in the museum, spending his mornings, from 5-7am writing. In commenting on why he has more than one job, *P* stated, "The full-time job invigorates the writing". Initially, *P* wanted to work as a full-time writer but found it to be financially unsustainable. His job at the museum provides him with financial stability, and while he finds it frustrating not to have enough time to spend on his creative work, he finds multiple job holding to be a positive experience.

From the table it can be seen that the largest proportion of respondents (52%) worked during the day in their main job. This is not to say that respondents necessarily worked a 'standard' eight-hour, nine-to-five job, but that the majority of their working hours were undertaken during the period of 8 am to 6 pm. Another ten per cent of respondents worked partially during the day, having some combination of morning/day or day/evening hours. Twenty-eight per cent of respondents stated that their hours varied.

Table 16 Usual times of the day respondents work in main and other jobs

Time of day	Main job (N=60)		Second job (N=60)		Third job (n=33)	
	Number of responses	Per cent of respondents	Number of responses	Per cent of respondents	Number of responses	Per cent of respondents
Morning	8	13	8	13	1	3
Morning/day	2	3	2	3	-	-
Day	31	52	13	22	5	15
Afternoon	8	13	6	10	3	9
Day/evening	4	7	1	2	-	-
Evening	6	10	12	20	6	18
Varies	17	28	41	68	14	42
Other (1)(2)	-	-	1	2	-	-
Not specified	-	-	-	-	6	18
Total responses	76	n/a	60	n/a	33	n/a

Note: (1) Other time of day worked is afternoon/evening.

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

There is a very different pattern for second jobs. Sixty-eight per cent of respondents reported that their hours varied across their working week, and there was a greater spread of responses for those working during the day (22%), evenings (20%) and in the morning (13%). Similarly, for those with third jobs, 42 per cent indicated varied working hours, while other common working times were in the evening and during the day.

2.7 Other regular activities

Respondents indicated they were regularly involved with an average of 2.7 other activities. These activities are listed in Table 17 below. Forty-seven per cent of them were involved in childcare, which is the same percentage of participants who indicated that they had children (Appendix 1, Table 65). Household work was an activity that almost all respondents spent time doing, while 58 per cent undertook community or volunteer work.

Table 17 *Other activities on which respondents spend a lot of time*

Activities	Number of responses	Per cent of respondents (N=60)
Household work	58	97
Community/volunteer work	35	58
Childcare	28	47
Studying	16	27
Coaching/refereeing	13	22
Marae activities	7	12
Other	3	5
Total responses	160	n/a

2.8 Getting to work

Respondents were asked where their jobs were located, their usual means of travel to them, and the travel time from home to a job or between jobs. Table 18 shows that over half of respondents (52%) worked in the inner city in their main job. The number working in the city decreases slightly for the second job, and by the third job, only 24 per cent of respondents were located in the city area. The trend is reversed when it comes to working in suburban areas. For the main job, 37 per cent of respondents worked in a suburb, increasing to 43 per cent for the second job and 58 per cent for the third job. One reason for this increase may be that a greater proportion of respondents were working at home in their second and third jobs than in their main job.

Table 18 *Location of respondents' jobs*

Location of work	Main job		Second job		Third job (n=33)	
	Number	Per cent	Number	Per cent	Number	Per cent
Inner city	31	52	26	43	8	24
Suburb	22	37	26	43	19	58
Town	4	7	2	3	-	-
Rural	1	2	-	-	-	-
Various	2	3	6	10	3	9
Not specified	-	-	-	-	3	9
Total	60	100	60	100	33	100

It is interesting to note the number of people who indicated that asking them about their means of travel to work was not relevant (Table 19). Most of these responses were due to participants working at home. However, a small number of people noted that their second or third job was carried out in the same office as another job. For respondents who needed to travel, the most common form of transport was a car (main job - 35%, second job - 22%, third job - 24%). Getting to work via public transport or walking were also popular, particularly for the first and second jobs, with some respondents combining these options with other modes of transport such as cars or bicycles.

Table 19 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	21	35	13	22	8	24
Car/bus	3	5	1	2	-	-
Car/bus/walk	2	3	1	2	-	-
Car/train	1	2	1	2	-	-
Car/bicycle	1	2	-	-	-	-
Car/walk	2	3	1	2	1	3
Bus	4	7	6	10	1	3
Bus/bicycle	1	2	-	-	-	-
Bus/train	-	-	-	-	1	3
Bus/walk	2	3	1	2	-	-
Train	-	-	1	2	-	-
Bicycle	2	3	1	2	-	-
Bicycle/walk	-	-	1	2	-	-
Walk	7	12	7	12	2	6
Not applicable (1)	12	20	23	38	16	48
Not specified	2	3	3	5	4	12
Total	60	100	60	100	33	100

Note: (1) Work at home.

Twenty per cent of all respondents worked at home for their main job, and 38 per cent did so for their second job. Furthermore, 48 per cent of the 33 people who held a third job worked at home.

Table 20 looks at where respondents' homes were located, and how people in each location travelled to work. Respondents' means of travel to work might, in part, reflect the character and geographical layout of the locations where they lived. For example, many of Wellington's suburbs are located fairly close to the central city area, and public transport is inexpensive and easily accessible from most places, so it is unsurprising that so many people walk or use public transport to get to work. Similarly, in places with suburbs that are more spread out, it would be expected that more people would use a car to get to work.

Table 20 Respondents' means of travel to main job by home location

Home location	Means of travel to main job					
	Walk	Cycle	Car	Bus/train	Work at home	Various
Wellington	13	1	13	11	6	1
Porirua/Kapiti (Wgtn)	-	-	3	-	2	-
Hutt Valley (Wgtn)	-	-	2	-	-	-
Christchurch	-	3	8	1	2	1
Other locations	1	-	4	1	-	1
Total responses	14	4	30	13	10	3

The time it took participants to get to their jobs was fairly varied, possibly reflecting the diverse kinds of places where they lived (e.g., central city, suburb, small town) and the differences in time taken to get to locations within and outside those areas. Twenty-eight per cent of respondents indicated that their travel time to their main job was fairly short: between five and fourteen minutes (Table 21).

However, longer lengths of time travelling to the main job were also common, with 22 per cent of respondents having journeys of 20 to 29 minutes and another 23 per cent journeys of 30 to 59 minutes. The average travel time for people commuting to a main job (excluding those who did not change location) was 22 minutes, for a second job 18 minutes, and for a third job 20 minutes.

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

Travel time	Main job		Second job		Third job	
	Number	Per cent	Number	Per cent	Number	Per cent
5-9 minutes	8	13	5	8	2	6
10-14 minutes	9	15	5	8	3	9
15-19 minutes	2	3	7	12	1	3
20-29 minutes	13	22	10	17	3	9
30-59 minutes	14	23	4	7	1	3
1 hour & over	-	-	-	-	1	3
Varies	-	-	2	3	1	3
Not applicable (1)	12	20	23	38	16	49
Not specified	2	3	4	7	5	15
Total	60	100	60	100	33	100

Note: (1) Work at home or same office as another job.

2.9 Work history

Respondents were asked to describe their work history, in terms of periods when they had held multiple jobs in previous years. Ninety-five per cent of respondents had worked in multiple jobs in previous years, and all but one had held a job in the creative sector at some point. As Table 22 shows, when talking about multiple job holding in previous years, over half of respondents (56%) indicated that the jobs they held were in a mix of the creative and other sectors. In comparison, 37 per cent of respondents indicated that they held multiple jobs in the creative sector *only*.

Table 22 *Multiple jobs held by respondents in previous years*

Multiple jobs held	Number of respondents	Per cent of respondents
In the creative sector only	22	37
In other sectors only	1	2
Mix of creative and other sectors	34	56
Did not have multiple jobs in previous years	3	5
Total	60	100

When looking at types of jobs held in previous years in the creative sector (Table 23), 82 per cent of the 57 respondents held *creating* jobs at some point, while approximately half of respondents held *teaching* jobs (53%) and/or *facilitating* jobs (51%) in previous years. Table 24 looks at the types of jobs held in previous years in other sectors, as defined by the New Zealand Standard Classification of Occupations 1990. It shows that, at some point in their career, just under a quarter of the 57

C, a 46 year old writer living in Wellington, has worked in multiple jobs for the past 20 years. He first began working in more than one job so he could support himself financially while pursuing his writing and this set a pattern of working in one area for money, and another for interest. C has held diverse kinds of jobs, which have included being a post office worker, a commissioned writer and a university lecturer, as well as having a number of unspecified other projects. These jobs have generally always been held alongside his creative writing. C expects to stay working in multiple jobs "Until I die!", although he has expressed his hope of one day being a full time playwright.

respondents had held jobs as technicians, associate professionals, or in the service/sales area. One fifth (21%) had worked in some type of clerical position in the past.

Table 23 Types of jobs held in previous years in the creative sector

Types of jobs	Number of responses	Per cent of respondents (n=57)
Creating	47	82
Teaching	30	53
Facilitating	29	51
Supporting	10	17
Total responses	116	n/a

Table 24 Types of jobs held in previous years in other sectors

Types of jobs	Number of Responses	Per cent of respondents (n=57)
Technicians, associate professionals	13	23
Clerks	12	21
Service and sales workers	13	23
Agriculture and fishery workers	1	2
Trades workers	2	3
Labourers and related elementary service workers/ casual jobs	9	16
Self employed (business not specified)	4	7
Total responses	69	n/a

Fifty-six of the 57 respondents who said they had held more than one job beyond the previous year listed the jobs they held together and the years they had in each job. Forty-seven per cent of these respondents had been multiple job holders for 10 years or more (Table 25). The average time all 56 respondents had held more than one job was 10 years.

Table 25 Length of time beyond the previous year respondents held more than one job

Length of time	Number of respondents	Per cent of respondents (n=56)
1 - 4 years	11	20
5 - 9 years	19	34
10 - 14 years	11	20
15 - 19 years	8	14
20 years & over	7	13
Total	56	100

Fifty-two per cent of respondents reported they had held a maximum of three or four jobs over one period of time during their working career, and 25 per cent a maximum of five or more jobs (Table 26). Those people who held three jobs had done so for an average of 6 years, and those who held four jobs for an average of 4 years.

Table 26 Maximum number of jobs held by the respondents during previous years

Number of jobs	Number of respondents	Per cent of respondents (n=56)
Two	13	23
Three	16	29
Four	13	23
Five	11	20
Six & over	3	5
Total	56	100

Respondents were asked why they held more than one job in the past (Table 27). By far the most common response was for financial reasons (74%), which included both having enough income to “get by” and having a regular income. Other commonly expressed reasons included being passionate about the job or creative lifestyle (39%), having variety and establishing social networks (19%) and for professional development and experience (17%). Responses that did not occur frequently tended to be related to personal circumstances, such as organising work around study or parenting, or for reasons relating to the hours of work.

Table 27 Reasons for having more than one job in the past

Reasons	Responses	Per cent of respondents (N=57)
Financial stability/income	42	74
Hobby/passion/like the job/lifestyle	22	39
Social contacts/variety/stimulation	11	19
Professional development/experience	10	17
To make up full-time hours	7	12
Hours of work suited/flexibility of hours to work creatively	6	10
Support self while studying	5	9
Need to organise jobs around parenting	4	7
Other (1)	4	7
Total responses	111	n/a

Note: (1) Other includes: to get extra money (2), health reasons (1), a necessity of the occupation (1)

Some of the comments from respondents include:

- “[I have] never know[n] any other way. I’ve always worked in multiple jobs.”
- “In a better resourced country I’d be working full-time and wouldn’t be allowed to work elsewhere. Here I need to work other jobs. I have to do what it takes to make it work.”
- “I worked part-time because I had young children and the hours suited ... [it’s a] lifestyle choice. I’m more interested in having a life. The goal wasn’t to earn a lot of money.”
- I want to be a full-time musician and actor but have the responsibility of a family. It’s difficult to pursue creative avenues because the family needs financial stability. I have to fit my creative aspirations around a stable job.”

3 Factors behind multiple job holding

This section examines the factors behind multiple job holding. Respondents were asked to:

- indicate what their motivation was for holding their current set of jobs, and to expand on this motivation in more detail
- discuss the ease or difficulty of finding jobs in their chosen occupations
- suggest how changes in the creative sector over the past few years may have impacted on finding work in the sector
- provide reasons why people in the creative sector engage in multiple job holding.

Finally, respondents indicated why particular personal and/or family circumstances played a part in whether they chose to work in their current set of jobs.

3.1 Reasons for having more than one job

There was a fairly even split between respondents who at the time of the interview worked in more than one job because they had to (40%) and because they wanted to (37%). Almost one quarter of respondents indicated that their incentive for holding more than one job was a mix of both reasons (see Table 28).

Table 28 *Reasons for respondents holding more than one job*

Reasons	Number of respondents	Per cent of respondents
Because I have to	24	40
Because I want to	22	37
Both	14	23
Total	60	100

Table 29 shows further the reasons why participants held more than one job at the time of the interview. Like reasons for holding more than one job in previous years, maintaining a sufficient level of income is a significant reason for people's multiple job holding patterns, with three quarters of respondents indicating some financial imperative. Respondents often made a distinction between the work that pays and the creative work. As C noted, "I do the paid work because I have to and the creative work because I need to".

Table 29 *Further reasons for respondents having more than one job currently*

Reasons	Number of responses	Per cent of respondents (N=60)
Variation and stimulation of work	53	88
Level of income	45	75
Keeps "hand in" main occupation	43	72
Security of income	36	60
Helps build work experience	33	55
Social contact/making friends	31	52
Hours of work suit	28	47
Suits family better	12	20
Other	3	5
Total responses	284	n/a

Interestingly, the most common reason for multiple job holding is for the variation and stimulation of the work, which, at 88 per cent is significantly higher than the one-fifth of respondents who indicated this was a reason for multiple job holding in the past. One respondent illustrated this particularly well, saying “*The main job is my ‘bread-and-butter’ job, the other [creative] jobs are my ‘jam-and-cream’*”. Another significant reason for current multiple job holding included respondents keeping their “*hand in*” their main occupation (usually defined here as the creative pursuit) (72%). However, a few people pointed out that working multiple jobs more often kept their hand *out* of their creative occupation as their time was taken up with other activities.

Table 30 Reasons for 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 of work	17	26-63	42	36	24-65	40
Level of income obtained	13	26-57	43	32	24-65	38
Keeps my “hand in” main occupation	12	26-50	40	31	24-65	39
Security of income	10	26-54	42	26	24-65	39
Helps build work experience	10	26-57	41	23	24-53	37
Social contact and making friends	10	26-57	41	21	24-57	39
Hours of work	4	38-50	44	24	24-65	38
Suits my family better	3	37-54	44	9	25-53	40
Other	2	44-63	54	1	-	39
Total respondents (60)	18	26-63	42	42	24-65	39

Women were much more likely than men to report hours of work as a reason for holding multiple jobs (Table 30). The women who cited building work experience as a reason were relatively younger than the overall group of female respondents. Men were more likely than women to mention variation and stimulation as a reason. Moreover, those men who reported hours of work and suits my family as reasons for having more than one job were relatively older than the overall group of male respondents.

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). Only a quarter of respondents indicated that it was ‘easy’ or ‘very easy’ to find work in their main occupation (Table 31), while just under half (47%) said it was relatively easy to find work in their other occupations (Table 32).

Table 31 Degree of difficulty finding work in main occupation

Degree of difficulty	Number of respondents	Per cent of respondents
1 - Very easy	8	13
2 - Easy	7	12
3 - Moderate	19	32
4 - Difficult	12	20
5 - Very difficult	14	23
Total	60	100

Table 32 Degree of difficulty finding work in other occupations

Degree of difficulty	Number of respondents	Per cent of respondents
1 - Very easy	18	30
2 - Easy	10	17
3 - Moderate	13	22
4 - Difficult	14	23
5 - Very difficult	4	7
Not specified	1	2
Total	60	100

Respondents' assessments of the degree of difficulty finding work in their main occupation were compared with those for their other occupation. Of the 26 people who reported it was 'very difficult' or 'difficult' to find work in their main occupation, 11 said it was 'very easy' or 'easy' for their other occupation, seven indicated it was neither easy or difficult, and eight said it was 'very difficult' or 'difficult'. Of the 15 people who said it was 'very easy' or 'easy' to find work in their main occupation, nine indicated it was the same for their other occupation, four reported it was 'very difficult' or 'difficult', two felt it was neither easy or difficult.

Respondents were asked to elaborate on why they thought finding jobs in their main and other occupations were easy or difficult. Their responses were grouped into ten general areas, as listed in Tables 33 and 34, below. For the main occupation, the greatest number of responses referred to the fact that there were few jobs of their sort around, that there were limited openings to their job, or that the job market in their field was extremely competitive (30% of respondents). A similar number (28% of respondents) thought that having the appropriate skills, qualifications, experience or reputation was crucial for gaining a job in their field.

Table 33 Explanation for ease or difficulty of finding work in main occupation

Explanation	Number of responses	Per cent of respondents (N=60)
Few jobs/openings/competitive	18	30
Skills/qualifications/experience/reputation	17	28
Networking/contacts/approached	10	17
Creates own work	8	13
"Lucky"/got job easily/used agency	7	12
Insecure/not enough work/"slow"	6	10
Not advertised/pathway to job unclear	5	8
Need right personality/self-promotion/effort/business skills	5	8
Difficult nature of industry/need to "break in"	4	7
Hard to make enough money/undervalued sector	4	7
Total responses	84	n/a

Comments related to finding work in the creative sector included:

- "I already had the networks to get in and had developed the necessary skills through studying and playing." (music tutor, very easy to get work)
- "Not too difficult. It's about who you know and building experience." (flute teacher, easy to find work)
- "It's easy to get shows but it's hard to survive financially." (artist, moderately easy/difficult to find work)

- “There’s not that much work around so you have to make your own work.” (artist, difficult to find work)
- “The work, and the population I work with, are not recognised in New Zealand and there are no financial rewards for working with them. They are undervalued and consequently those working with them are also undervalued.” (programme director, very difficult to find work).

Table 34 Explanation for ease or difficulty of finding work in other job/occupation

Explanation	Number of responses	Per cent of respondents (N=60)
Networking/contacts/approached	16	27
High demand for workers/low skilled job/used agency	12	20
Few jobs/openings/competitive	10	17
Creates own work/self-motivation	9	15
Skills/qualifications/experience/reputation	9	15
Hard to make enough money/get professional work	8	13
Need to “break in”/luck needed	5	8
Insecure work	3	5
Need right personality/self-promotion/effort/business skills	2	3
Not looking to make a living from job	2	3
Not specified	1	2
Total responses	78	n/a

Just over a quarter of participants (27%) thought networks/contacts were important to finding a job in their other occupation or job, and a number mentioned that the ease at which they found jobs in their area was due to their being approached or contacted by others. Another reason why finding work was easy for respondents was due either to a high demand for workers in their area, or to the relatively low level of skill needed.

Comments from people in the creative sector included:

- “It’s self-driven, self-motivated, self-determining and self-managed!” (conceptual developer, very easy)
- “It seems to work out at the right level [of work]. I’ve always been offered as much work as I want, sometimes more, but singing is highly competitive.” (professional singer, easy)
- “[Art] courses don’t always go ahead so while it’s moderately hard to find work there are other issues about continuous, reliable work that are not related to finding it” (artist, moderately easy/difficult)
- “It’s difficult to get paid work. It’s easy if you [are] prepared to do it for free. People tend to think of music only as talent and that musicians would be happy to do things for free because they love it.” (musician, difficult)
- “There are very few positions available.” (Creative writing lecturer, very difficult).

Respondents were asked whether recent changes in the creative sector had made it easier or harder to currently find a job in the sector. This question provoked a great deal of thought amongst respondents, with one or two stating that they had not worked in the industry long enough to comment, had jobs that were too specialised to comment about the creative sector more generally, or simply could not give an answer to the question.

Only 10 respondents (17%) thought that it was currently harder to get a job in the creative sector, while 25 people (42%) thought it was easier. Interestingly, nearly a third (18 respondents) indicated that they thought it was both harder *and* easier (Table 35).

Table 35 Respondents' views of finding a job now in the creative sector given changes over the last few years

View	Number of respondents	Per cent of respondents
Harder to find a job	10	17
Easier to find a job	25	42
Neither/Both	18	30
Don't know	7	12
Total	60	100

Table 36 shows respondents' ideas about some of the main changes that have occurred in the creative sector over the last few years. The most common change, cited by just over a quarter of people (27%), is an increasing awareness of the value of the creative sector by the general public and Government, which has led to greater credibility of the arts sector for employment. This is partially linked also to greater governmental support (15%), leading to initiatives such as the PACE programme (Pathways to Arts and Cultural Employment, or the "Artists' Benefit"), the New Zealand music quota and the Big Idea website (<http://www.bigidea.co.nz>).

S is 26 years old, and works around 20 hours per week as an actor and acting tutor. This work is supplemented by 18 hours work as a telecommunications representative, and S also spends time in his week writing a script. S has worked in the film industry for approximately five years and has had a number of different kinds of jobs within that industry. He is very encouraging about recent changes in the creative sector for actors, saying, "The government has made it easier for the actor. Helen Clark is more supportive of the arts. PACE (Pathways to Arts and Cultural Employment) allows people to find their own creative voice".

Table 36 Key changes affecting respondents' jobs in the creative sector

Key changes	Number of responses	Per cent of respondents (N=52)
Greater awareness/credibility of jobs in the arts sector by the public and Government	14	27
Changes at a general societal, industry or institutional level	9	17
Government support – e.g. PACE ("Artists Benefit"), New Zealand music quota	8	15
Growth in film industry	8	15
Improved funding	8	15
Personal changes (e.g. networks, skills, experience)	8	15
Greater competition/fewer opportunities/"stagnant" or "overcrowded" sector	7	13
More opportunities for paid work	7	13
Funding changes/inadequate funding process	6	11
Greater collaboration between sectors/support and networks within arts sector	4	8
Qualifications attached to arts sector	4	8
Business application to arts sector/greater professionalism	2	4
Cheaper flights/phone calls	2	4
Commercialisation of sector	2	4
Increasing cost of hiring venues/studio space	2	4
International recognition of arts sector in New Zealand	1	2
Total responses	92	n/a

Respondents also talked about changes at a general societal, industry or institutional level (17%) and personal changes (15%). They noted that these might not reflect changes in the creative sector itself but rather changes that impact on the creative sector or on those working in the sector. An interesting

perspective was articulated by R, who talked about how an overcrowded sector has made it more difficult for artists at a high professional level to survive. In particular, R mentioned the struggle to maintain adequate audience numbers due, in his view, to:

- the increasing cost of appropriate venues, which increases ticket prices, and in turn decreases audience numbers;
- the development of an “*event culture*” in New Zealand, where people are more likely to go to a more general event (which, for example showcases a number of performers) rather than to specific performances;
- people’s greater caution over leisure expenditure.

A number of respondents (15%) mentioned the growing film industry in New Zealand, most linking these changes specifically to Peter Jackson’s *Lord of the Rings* trilogy.

Funding issues were also mentioned by a large number of respondents, these making it both harder and easier to find work in the sector. While 15 per cent saw an improvement in the availability and level of funding, another 11 per cent believed that the changes in funding processes over the last few years has made it more difficult for artists in particular industries to gain work.

Respondents suggested a number of reasons for why people in the creative sector engage in multiple job holding. As shown above, a primary reason was income. Three quarters of respondents stated that people in the creative sector hold multiple jobs to achieve an adequate level of income, while another 18 per cent believed security of income was a main driver, and 7 per cent thought the need to fund creative work might provide a reason.

The reasons include:

- finances (level of income; security of income; need to fund own creative work) (75%)
 - “*We can’t earn enough money in the creative sector on its own so we need a ‘bread and butter’ job.*”
 - “*Money, a lot of the time, because there’s no guarantee. You have to get work where it comes.*”
- love of the creative work, enjoy doing lots of things, balance between creative and non-creative work (22%)
 - “*‘Feeding of the soul’ – balancing an income-generating job that might not be satisfying with a creative job.*”
 - “*Flexibility of lifestyle.*”
- flexibility of time to choose own hours of work or take on new opportunities (12%)
 - “*If you have a part-time job it’s easier to negotiate for art events or time.*”
 - “*People [who] do short-term, specific contracts – for example, concerts – [they] need to be available for short one-off, different jobs.*”
- lack of availability of full-time work (10%)
 - “*In the creative sector there simply isn’t the number of full-time jobs available.*”
- flexibility of time to work on creative projects (7%)
 - “*Maybe artists prefer to work part-time. [There is a] need for more time to work on their own projects.*”
- nature of the work (7%)
 - “*It’s partly the nature of the projects – short term contracts ... Need to dovetail work to earn a living.*”
 - “*If you’re self-employed it’s just the nature of the creative sector.*”
- the need to be multi-skilled (7%)
 - “*It’s the New Zealand way to be a ‘jack-of-all-trades’.*”
- for contacts, networking, experience or professional development (6%).
 - “*If you want to develop as an artist you need to always look for different ways to develop and extend.*”

3.3 Personal and family circumstances

Respondents were given a list of personal and family events and circumstances and asked whether any of them had influenced their decision to hold their current jobs. While many of the respondents did not find this question particularly relevant, most were able to choose from the list or provide their own explanation for personal or family circumstances that influenced their decisions to hold their current jobs (Table 37). The most commonly cited event or circumstance was tertiary study or acquiring a new qualification (42%), followed by a change in the place where respondents lived (40%).

Table 37 *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 (N=60)
Tertiary study/getting new qualifications	25	42
Change in the place where I live	24	40
Other family finances	14	23
Home ownership/mortgage	14	23
Ending a long-term relationship or marriage	10	17
Starting a family	10	17
Children's education	7	12
Leaving school	6	10
Starting a long-term relationship or getting married	5	8
Planning for retirement	3	5
Children leaving home	2	3
Redundancy in my occupation	2	3
Retirement from a long-term job	1	2
Other (1)	10	17
None of these	7	12
Total responses	139	n/a

Note: (1) These are other circumstances mentioned by respondents that were not listed as part of the question. They comprised the following types of circumstances including sense of "calling" to the job; mental or physical health reasons, or a mid-life crisis; other family commitments; and personal choice.

Further analysis of these responses by sex and age is summarised in Table 38. It shows that starting a family, commencing a long term relationship or marriage, children's education and ending a long-term relationship or marriage were more significant factors in the decisions of men in holding their current jobs than was the case for women. Yet women were more likely than men to be influenced by tertiary study/getting new qualifications and a change of residential location when they made their decisions to take their current jobs. There were also some differences between the age groups of both sexes. Other family finances and starting a long-term relationship/getting married were relatively influential factors on the decisions of older men, and tertiary study/getting new qualifications on those of younger men. The decisions of younger women were more likely to be shaped by circumstances such as tertiary study/getting new qualifications, leaving school and starting a long-term relationship/getting married.

Table 38 *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
Tertiary study/getting new qualifications	6	26-57	38	19	24-53	37
Change in the place where I live	6	29-48	41	18	46-53	38
Other family finances	4	44-57	50	10	24-57	41
Home ownership/mortgage	5	39-54	46	9	24-65	41
Ending a long-term relationship or marriage	4	29-48	41	6	37-46	41
Starting a family	6	29-54	41	4	25-43	36
Children's education	5	29-54	42	2	38-43	41
Leaving school	2	26-29	28	4	25-48	37
Starting a long-term relationship or getting married	2	45-54	50	3	25-48	37
Planning for retirement	1	-	39	2	38-65	52
Children leaving home	-	-	-	2	46-57	52
Redundancy in my occupation	1	-	39	1	-	34
Retirement from a long-term job	1	-	48	-	-	-
Other	5	37-63	49	5	36-48	42
None of these	2	36-38	37	5	24-49	37
Total respondents (60)	18	26-63	42	42	24-65	39

3.4 Qualifications, skills and work experience

A very high proportion of respondents (84%) were qualified to a tertiary level (Table 39), possibly reflecting a general increase in demand for qualifications in the New Zealand workforce, both in the creative and other sectors. Within the arts sector, this is something that was frequently commented on. *N*, a freelance designer noted, “*There’s more competition in the labour market because art and design education has moved into the university system, which means that higher qualifications are expected, not real experience*”.

Table 39 *Highest formal qualification of respondents*

Qualification	Number of respondents	Per cent of respondents
None	1	2
NZ School Certificate	1	2
UE or Sixth Form Certificate	5	8
NZ Bursary	2	3
Overseas school qualification	1	2
Polytechnic qualification	-	-
University degree	43	72
Other tertiary qualification	7	12
Total	60	100

Respondents were also asked, aside from formal qualifications, what other skills or work experience did they have that helped them get work. Most participants found this question to be irrelevant,

noting that it was simply their work experience or their creative ability that helped them into jobs. However, other factors included:

- personal characteristics (e.g., maturity, flexibility, creativity, self-motivation)
- organisational experience (e.g., management skills, sales and marketing experience, good communication)
- general life skills and experience in other sectors.

Similarly, respondents were asked whether there was a good match between their qualifications, skills and experience, and any of their current jobs. Again, their answers were fairly predictable, with respondents usually stating either a strong “*Yes, of course*” (if they were qualified or had relevant work experience), or “*No*” (if they were not qualified).

A more relevant topic for people in the creative sector related to their pathway into work, and more specifically, from whom or where they got assistance from in obtaining their current jobs. Like respondents from other sectors, an overwhelming number of people interviewed from the creative sector were dependent on personal contacts and other networks to help them find their current jobs (Table 40).

Of the sources of assistance that required reliance on contacts and networks, 90 per cent of respondents found a job by making contact with others doing the same kind of work. Assistance from friends and family was also used, as was contacting or being contacted by a workplace.

Table 40 Respondents’ sources of assistance for getting current jobs

Sources of assistance	Number of responses	Per cent of respondents (N=60)
Contacts with others doing my sort of work	54	90
Friends	40	67
Direct approach to a workplace	35	58
Advertising	19	32
Community group or voluntary work	17	28
Family	15	25
Approached by workplace/word of mouth	10	17
Union, workers group or professional association	4	7
Work and Income NZ	4	7
Internet	2	3
Employment agency	1	2
Total responses	201	n/a

Further analysis of these responses, by sex and age, reveals that women were more likely than men to receive assistance in securing their current jobs through direct approaches from a workplace/word of mouth and friends (Table 41). Men were more likely to receive that assistance from contact with other people doing their sort of work. While younger women had a greater reliance on friends, approaches to a workplace and direct approaches from a workplace/word of mouth than did older women, the latter were more dependent on family and a union or professional association for assistance in securing employment. Furthermore, older men were more likely than their younger counterparts to have obtained their current jobs through advertising and direct approaches to a workplace.

Table 41 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
Contacts with others doing my sort of work	18	26-63	42	36	24-65	40
Friends	11	26-63	40	29	24-65	37
Direct approach to a workplace	11	26-63	44	24	24-57	37
Advertising	5	39-54	45	14	24-48	39
Community group or voluntary work	5	36-48	40	12	24-49	38
Family	5	29-63	42	10	34-65	43
Approached by workplace/word of mouth	1	-	26	9	25-46	37
Union, workers group or professional association	1	-	36	3	41-65	51
Work and Income NZ	-	-	-	4	24-46	33
Internet	-	-	-	2	34-65	50
Employment agency	-	-	-	1	-	25
Total respondents (60)	18	26-63	42	42	24-65	39

4 Effects of multiple job holding

Finding out about the effect of holding multiple jobs on respondents' personal and family life is central to this research. This section looks at respondents' views about how multiple job holding helped or hindered various aspects of their personal, family and community lives. Respondents were also asked to indicate how multiple job holding could be better or worse for them, what their ideal job or mix of jobs might be, and how long they expected to stay working in multiple jobs. Finally, respondents were asked whether they found multiple job holding to be a positive or negative experience for them.

Respondents were asked to indicate whether holding more than one job helped or hindered a range of personal and family factors, outside of paid work (Table 42).

Overall, respondents were more likely to indicate that multiple job holding hindered these aspects of personal and family life. The factor that respondents most strongly pointed to was the balance between work and personal/family life (70% of respondents). However, a third of respondents noted that this balance was, in fact, *helped* by multiple job holding. Likewise, relationships with others were also hindered by multiple job holding for a large proportion of respondents (personal relationships, 63%; family relationships, 50%; friendships, 45%). However, multiple job holding also helped relationships for a fairly large number of respondents (personal, 40%; family, 35%; friendships, 50%), and many also stated that there was no effect (personal, 12%; family, 25%; friendships, 25%).

Table 42 *Effects of holding more than one job on respondents' personal and family life*

Relationships and activities	No effect		Helps		Hinders		N/A	
	Number	%	Number	%	Number	%	Number	%
Personal relationships	7	12	24	40	38	63	3	5
Family relationships	15	25	21	35	30	50	4	7
Friendships	15	25	30	50	27	45	15	25
Caring for/supporting family members (including children)	11	18	19	32	27	45	15	25
Amount of housework you do	12	20	12	20	38	63	1	2
Health/fitness or training	12	20	20	33	29	48	2	3
Involvement in organised sport	6	10	2	3	24	40	28	47
Entertainment or leisure	13	22	26	43	26	43	1	2
Involvement in community activities	9	15	22	37	22	37	10	17
Involvement in ongoing education	13	22	16	27	21	35	13	22
Balance between work and personal/family life	5	8	20	33	42	70	-	-

Note: While most respondents chose between the two (*helped* or *hindered*), stated that multiple job holding had no effect, or that the question was not applicable, some respondents found that multiple job holding both helped and hindered these factors.

There was more variation in responses relating to the effect of multiple job holding on the amount of housework done (helps, 20%; hinders, 63%) and involvement in organised sport (helps, 3%; hinders, 40%), although almost half 47% indicated that they had no involvement.

Table 43 compares the average hours worked over the most recent working week by respondents who reported that a particular type of relationship or activity was either helped, hindered or was not affected by their holding more than one job. For six types of these relationships or activities (involvement in ongoing education, amount of housework, health/fitness training, entertainment or

leisure, friendships, and involvement in community activities) the respondents who indicated that multiple job holding was helpful worked more hours on average in the preceding week than those who said they had been hindered. However in the case of the four other types of relationships or activities (personal, caring or supporting family members, involvement in organised sport and balance between work and personal/family life), those respondents who believed they were hindered by holding more than one job had worked more hours on average the previous week than those who considered they had been helped.

Table 43 Effects of holding more than one job by average hours worked by respondents over the most recent working week

Relationships and activities	Average hours worked by respondents		
	No effect	Helps	Hinders
Personal relationships	35	38	46
Family relationships	40	43	43
Friendships	44	44	38
Caring or supporting other family members (including children)	41	41	45
Amount of housework you do	41	46	43
Health/fitness or training	39	46	44
Involvement in organised sport	36	35	45
Entertainment or leisure	38	46	45
Involvement in community activities	46	44	42
Involvement in ongoing education	38	48	45
Balance between work & personal/ family life	40	38	45

Note: The responses for helps and hinders, not applicable, and don't know have been excluded from this table.

Of respondents who stated that working in multiple jobs hindered them in these areas, many made further comments about why they found this to be the case. Generally people talked about their lack of time and availability to do other things, like being involved in community activities or even having extra time or energy for relationships. One respondent said, “*the jobs don't have an end so they flow into other parts of life*”. However, while some respondents also talked about the lack of flexibility of their working hours, others found that multiple job holding gave them *more* flexibility around their hours.

5 Future work expectations

5.1 Ideal/Future work

Respondents were asked to identify things that would make multiple job holding both better and worse for them. Almost half of respondents (47%) indicated that having better pay or work conditions would make having more than one job better for them. Another interesting factor identified by almost a quarter of respondents (23%) that would make multiple job holding better is a clearer boundary (or better balance) between jobs (Table 44). In relation to this boundary they commented:

- “People end up doing part-time jobs but at full-time hours so you have to do more work.”
- “As a part-timer I end up doing full-time hours. [I’d like a] more bounded amount of time.”
- “[It would be better] if the balance between jobs was more equal, rather than having a day job and doing all the other jobs around it.”

Many people (20%) also referred to the need for support structures for people holding multiple jobs, as well as discussing tax issues and, specifically, the requirement to pay secondary tax:

- “[I’d like] more of a support structure, recognition that people have multiple jobs ... a bit like having a union representative”.
- “Simpler tax, less daunting [processes], not as high secondary tax”.

Some respondents (15%) also talked about the need for greater help around the home or in childcare. In jest, a number of female respondents commented on the need to have “a wife”!

Table 44 Factors that would make having more than one job better for respondents

Factors	Number of responses	Per cent of respondents (N=60)
Better pay/conditions/perks	28	47
Better balance between jobs/clearer boundaries/fewer jobs	14	23
Better support structures for multiple job holders/better tax structure	12	20
Flexible hours/better hours/more stable hours/more time away from job	11	18
More household help/childcare	9	15
Better use of time/time management	8	13
Ability to work from home/location/transport	5	8
Better range/quality of jobs to choose from	4	7
More administration support	4	7
More social interaction/support/networks	3	5
Greater access to industry equipment/technology/space	2	3
Nothing/don't know	3	5
Other (1)	6	10
Total responses	109	n/a

Note: (1) Other includes personal factors (2), recognition of ability/position by employer (2), a law change related to a specific industry (1; see below) and the availability of others (1)

Table 45 outlines the factors that would make multiple job holding worse for respondents. Again, factors relating to income were identified by a large proportion of participants (32%), but the most frequently identified factor was an increase in hours, demand from employers or responsibility (35%). This was related specifically to working in a part-time job but having the workload or hours increased, and respondents often associated this with the desire for clearer boundaries around jobs. They said:

- “[It would be worse] if I was expected to do the work of a full-time person when only working part-time”.
- “If both [jobs] started to make more demands on time”.

One fifth of respondents talked about how transport or travel difficulties would make things worse for them:

- “If the jobs were further apart [it would be worse]”.
- “Time restrictions, inability to get to places I need to be, less user-friendly transport”.

Table 45 Factors that would make having more than one job worse for respondents

Factors	Number of responses	Per cent of respondents (N=60)
Increased hours/demand/responsibility	21	35
Poorer pay/worse conditions	19	32
Difficulties with transport/travel time/workplaces further apart	12	20
Personal/family factors (1)	8	13
Difficulties with job mix (2)	6	10
Less flexibility of hours	6	10
Lack of spare/leisure time	4	7
Greater government requirements/tax worries/trading and company laws	3	5
Less support/recognition	3	5
Nothing/don't know	4	7
Other (3)	2	3
Total responses	88	n/a

Note:

- (1) Personal/family factors include less support from family (3), personal/work stress (3) and poor health (2)
- (2) Difficulties with job mix include if respondent did not want to do their job(s) (3), if one or both jobs were not in the creative sector (2) and if respondent did not have their jobs (1)
- (3) Other includes “dead” time between jobs that is not paid for (1) and greater competition for jobs (1)

5.2 Ideal mix of jobs

When respondents were asked what their ideal job or mix of jobs was, their answers tended to be related to their continued work in the creative sector, but often reflected a desire for a change in the structure of their working week. However, a quarter of respondents stated that they were already working in an ideal job situation.

Almost half of those interviewed (47%) stated that they would prefer to change their mix of jobs. Of the 28 respondents who indicated this, 15 wanted to work in a full-time capacity in the creative sector. This full-time job was usually doing *creating* work, and while some respondents mentioned the possibility of having extra jobs ‘on the side’, the understanding was that a full-time creative job would provide the greatest income and hours. In other words, if they had other work outside of their full-time job, it would be because they *chose* to, not because they had to.

C is a 46-year old mother of three who has her own business as a massage therapist. C also spends time during her week painting, although the actual hours she paints depend on whether she has an exhibition on and how inspired she feels. C’s ideal mix of jobs would be to work two days a week on her paintings, and three days as a massage therapist. Having a paid housekeeper would make multiple job holding much easier for C, as would having a paid holiday. C intends to work in multiple jobs for the long-term.

Respondents who wanted to adjust the hours or proportions of their jobs (22%) generally talked about being satisfied with their current set of jobs, but wanted to spend more time on one particular job over others.

Table 46 Factors that would give respondents their ideal job/mix of jobs

Factors	Number of responses	Per cent of respondents (N=60)
Adjusted mix of jobs	28	47
Specific or more time for creative work	19	32
Already have the idea job/mix of jobs	15	25
Adjusted hours/adjusted proportions of jobs	13	22
Better pay/most pay from one source	11	18
Stable/regular job(s)	5	8
More flexible hours/more free time/better work-life balance	3	5
Total responses	94	n/a

Respondents were also asked what they would need to do to reach their ideal job or mix of jobs. The answers given are difficult to present as a coherent set of themes as they were generally personal to each respondent and their situation. A number said they were already on the right track to reaching this ideal situation because, for example, they were working on gaining a qualification, or were gradually becoming more well known in their area. Other respondents pointed out that their pathway to achieving this ideal was dependent on external factors, like recognition by an employer, gaining employment in a job that is highly difficult to get, moving overseas or creating a niche market. Other comments related more to income, funding or financial independence.

5.3 Expected time holding multiple jobs

A majority of respondents (67%) indicated that they expected to be working in multiple jobs for the long term (Table 47). In fact, more than one respondent emphatically stated that they would be working in multiple jobs not only until they retired, but “*until I die*”! For respondents who wanted to work in multiple jobs for the long term, this view suggests that multiple job holding is not only used as a strategy for financial survival, but is in some way suited to their disposition. As one respondent stated: “*It suits my personality and allows me to do what I want*”.

In saying that, there were some who were using multiple job holding as a shorter-term strategy, like *B*, who said “*I’m not earning enough from my chosen trade so I need to supplement [my income] at the moment*”. *B* thought she would be working in multiple jobs for between one and three years.

Table 47 Respondents’ expected length of time working in more than one job

Length of time	Number of respondents	Per cent
Short term (0-2 months)	1	2
Less than a year (3-12 months)	3	5
1-3 years	9	15
More than 3 years	4	7
Long term (e.g. until I retire)	40	67
Don’t know	3	5
Total	60	100

Table 48 shows how long respondents who would like to work in one full-time job expect to continue holding multiple jobs. The fact that a majority of these people expect to hold multiple jobs for the long term possibly reflects their feeling that, while it might be ideal, having a single, full-time job may not be realistic. Another view is that creative jobs may align more naturally with having multiple jobs. For example, someone may indicate that being a full-time writer was their ideal job, but expect to work in a number of writing jobs.

Table 48 Expected length of time working in multiple jobs by respondents whose ideal job is full-time

Expected length of time multiple job holding	Number of respondents	Per cent of respondents (N=15)
1-3 years	3	20
Long term	10	67
Don't know	2	13
Total responses	15	100

Further analysis of the responses of the expected length of time working in more than one job by sex and age (Table 49) shows that the women who anticipated doing so for up to three years were considerably younger than those who indicated they would do so over the long term. None of the male respondents reported that they expected to continue as a multiple job holder for less than a year.

Table 49 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
Less than a year (3-12 months)	-	-	-	3	26-43	33
1-3 years	3	26-63	43	6	24-39	33
More than 3 years	2	45-57	51	2	42-43	43
Long term (until I retire)	12	26-54	41	28	24-65	42
Don't know	1	-	44	2	24-25	25
Total respondents (60)	18	26-63	42	42	24-65	39

6 Income and standard of living

Section six looks at factors relating to respondents' income and standard of living. Respondents were asked to indicate their income for the previous year and to describe any sources of income outside of paid work. This section looks at where respondents' incomes fall, as well as the percentage of their incomes that are generated from their jobs in the creative sector. Respondents were also asked to describe how important or unimportant their income was to their household, and indicate how important or unimportant multiple job holding was to maintaining their standard of living.

6.1 Income from all sources

There was a wide variety in respondents' incomes for the previous year, reflecting the variety of ages of respondents, and their career stages (Table 50). While the greatest proportion of respondents earned between \$30,001 and \$50,000 (35%) or between \$50,001 and \$100,000 (23%) there were still a fairly large number whose total income fell below \$30,000 (37%). It is also of interest to note that:

- only three respondents out of sixty (5%) received any government benefit or allowance (see Table 54, below);
- six respondents in the brackets \$1-\$30,000 specified that their partners also earned an income in the previous year, although all of these noted that their income was important to their household;
- another six participants in the same brackets did not specify whether or not they had an earning partner. However four of them stated that their income was important to their household;
- one respondent earning a low income stated that she was the sole income earner for her household and supported children;
- the remaining nine respondents in these brackets were flatting, were aged between 24 and 38 (most were aged 24-26 years), and did not have any dependents.

Table 50 *Total income before tax from all sources of income of respondents for the year ended March 31, 2004*

Income	Number of respondents	Per cent of respondents
\$1 - \$5,000	-	-
\$5,001 - \$10,000	2	3
\$10,001 - \$20,000	10	17
\$20,001 - \$30,000	10	17
\$30,001 - \$50,000	21	35
\$50,001 - \$100,000	14	23
\$100,001 or more	3	5
Total	60	100

Table 51 shows the percentage of respondents' incomes in the previous year that was generated from jobs in the creative sector. It is somewhat surprising to note that over half of respondents (58%) earned between 91 per cent and 100 per cent of their income from the creative sector. These are people who had all or most of their jobs in this sector. Also of note is the fairly large proportion of respondents (22%) who earned only up to 20 per cent of their income from the creative sector. This reflects the respondents whose primary job(s) is in other sectors.

Table 51 Percentage of respondents' income generated from the creative sector

Percentage of income	Number of respondents	Per cent of respondents
0-10	6	10
11-20	7	12
21-30	5	8
31-40	1	2
41-50	2	3
51-60	1	2
61-70	-	-
71-80	1	2
81-90	2	3
91-100	35	58
Total	60	100

Perhaps it is more interesting to look at the percentage of respondents' incomes that have come from *creating* jobs (Table 52), since many respondents discussed the lack of sufficient income generated from this type of work. Given this discussion, the results are not surprising: half of all participants⁵ earned only up to 20 per cent from their *creating* jobs, requiring them to find more work either in other types of jobs in the creative sector (often *teaching/ training*) or outside of the creative sector altogether. As one respondent commented, "*Most art teachers are frustrated artists!*"

Table 52 Percentage of respondents' income generated from 'creating' jobs

Percentage of income	Number of respondents	Per cent of respondents
38726	19	32
39040	11	18
21-30	6	10
31-40	-	-
41-50	3	5
51-60	1	2
61-70	1	2
71-80	2	3
81-90	2	3
91-100	2	3
<i>Don't know</i>	1	2
Did not have a 'creating' job	12	20
Total	60	100

6.2 Other sources of income

Around a third of respondents indicated that they had sources of income other than from paid work (Table 53).

⁵ This rises to 62.5% of participants when respondents who did not work in a *creating* job were removed from the total number (N=48).

Table 53 Respondents with sources of income other than paid work

Response	Number	Per cent
Yes	19	32
No	41	68
Total	60	100

Table 54 shows the sources from which these respondents gained an income. It is interesting to note that some participants, while noting that their income for particular jobs was negligible, counted royalties as income from a source other than paid work.

Table 54 Respondents' sources of income other than from paid work

Source of income	Number of respondents	Per cent of respondents
Interest, dividends, rent and other investment income	9	15
Royalties/income associated with other work	6	10
Benefit (not PACE)	2	3
NZ Superannuation or veteran's pension	1	2
Student allowance	1	2
Superannuation	1	2
Support from people not living in your household	1	2
PACE	-	-
Total	21	n/a

6.3 Importance of income to households

Respondents were asked to state how important their income was to their household. Two-thirds of respondents (67%) said that their income was 'very important' to their household, while a further 17 per cent said their income was 'important' (see Table 55). The average rate on the scale recorded by respondents was 1.5.

Table 55 Importance of income to household

Rating scale	Number of respondents	Per cent of respondents
1 = very important	40	67
2	10	17
3	8	13
4	2	3
5 = not important at all	-	-
TOTAL	60	100

The rating of the importance of the respondent's income to the household was then compared with the total number of hours they worked in their jobs during the most recent week (Table 56). There seems to be a general pattern for those people who worked longer hours that week to rate their contribution to the household income as being of more importance than those who worked for a fewer number of hours.

Table 56 Hours worked per week by the importance of the respondent's income to the household

Hours per week	1 = Very important	2	3	4	Total
10-19	1	1	-	1	3
20-29	4	1	1	1	7
30-39	6	1	3	-	10
40-49	10	5	3	-	18
50-59	13	-	1	-	14
60-69	5	2	-	-	7
70 & over	1	-	-	-	1
Number of respondents	40	10	8	2	60
Total hours	1,850	402	310	43	2,605
Average hours per week	46	40	39	22	43

Table 57 shows some of the reasons why respondents thought their income was important or not important to their household. Predictably, reasons given for the importance of income to households were primarily centred around running or supporting a household. The most common reason given by respondents (53%) was that they were the sole or principal income earner for their household, or that they were a joint income earner whose income was essential to their household. Similarly, household expenses, paying off a mortgage or supporting family were also common explanations as to why income was important. Eight respondents stated that they were flatting, and their income, while most important to them personally, also contributed to the running of their household. A small number used the income for discretionary spending, and did not consider it to be very important to their household.

G (aged 50) describes his main occupation as a student, and his main job as an art tutor. In his previous working week, he worked approximately 32 hours. G stated that his income was *very important* to his household as it supported himself, his wife and three children. G's ideal mix of jobs is to earn the majority of his income from painting, but also to write more and teach less. He feels that he is currently on the path to gaining this ideal mix, as he is working towards a new qualification and is becoming more well-known for his work.

Table 57 Respondents' reasons for importance/unimportance of income to household

Reasons	Number of respondents	Per cent of respondents
Sole/principall/joint income earner	32	53
Household expenses/mortgage/supporting family	13	22
Flatting	8	13
Provides non-essential extras	4	7
Could survive on less	3	5
Total	60	100

As with the importance of multiple job holding to household income, a large proportion of respondents (64%) stated that multiple job holding was 'important' or 'very important' to maintaining their current standard of living (see Table 58). The average rate on the scale recorded by respondents was 2.3.

Table 58 Importance of multiple job holding to respondent maintaining their current standard of living

Rating scale	Number of respondents	Per cent of respondents
1 = very important	25	42
2	13	22
3	5	8
4	12	20
5 = not important at all	5	8
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 most recent week. As Table 59 shows, there was a small difference between the average hours worked between those respondents who rated multiple holding as 'very important' and those who rated it as 'not important at all'.

Table 59 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
10-19	2	1	-	-	-	3
20-29	3	2	1	1	-	7
30-39	3	2	1	2	2	10
40-49	7	2	3	4	2	18
50-59	6	3	-	4	1	14
60-69	4	2	-	1	-	7
70 & over	-	1	-	-	-	1
Number of respondents	25	13	5	12	5	60
Total hours	1,100	565	193	536	211	2,605
Average hours per week	44	43	39	45	42	43

There were a small number of respondents who pointed out that standard of living, in financial terms, was not important to them (Table 60). For these people, having multiple jobs often contributed to their standard of living by helping them to keep a balance between types of jobs, or allowing them time to do other things. Almost half of respondents (47%) stated that they needed more than one job to earn an adequate income. Another 20 per cent commented that working in multiple jobs was for personal satisfaction or by their own choice, rather than to maintain their standard of living. For instance, one or two respondents commented that they would make *more* money by working in a single job, but liked the lifestyle and other benefits afforded to multiple job holding.

Table 60 Respondents' comments about importance of multiple job holding to maintain current standard of living

Comments	Number of respondents	Per cent of respondents
Can't make enough money without working in multiple jobs	28	47
Personal satisfaction/choice	12	20
Other jobs are not essential for maintaining current standard of living	9	15
Gives extra money	5	8
Maintaining current standard of living is not important/earning less is not a concern	4	7
Wants flexibility of time	2	3
Total	60	100

Each person's rating of the importance of multiple job holding to their current standard of living was compared with the importance they attributed to their income to the household. Of the 50 respondents who rated their income as 'very important' or 'important' to their household, 33 indicated their multiple jobs were 'very important' or 'important' for maintaining their standard of living, 15 assessed them as 'unimportant' or 'not important at all', and two stated they were 'neither important or unimportant'. Of the two people who reported their income as 'unimportant' to their household, one person considered multiple jobs were 'important' and another person felt they were 'neither important or unimportant'. Of the eight people who rated their income as 'neither important or unimportant' to their household, two indicated their multiple jobs were 'unimportant' or 'not important at all', four said they were 'important', and two considered them as 'neither important or unimportant'.

6.4 Overall view of multiple job holding

Despite respondents' general view that multiple job holding hinders a range of family and personal factors, a large majority of people (85%) found holding multiple jobs to be a positive experience overall (Table 61). Participants commented:

- "I'd get bored with just one job, unless it was a job with lots of variety."
- "It's hard to imagine any other situation because it's always been like this."
- "Both jobs have things that I enjoy and that feed into each other and enrich each other."
- "It's very fulfilling to my soul."

Table 61 Respondents' overall view of multiple job holding

Overall view	Number of respondents	Per cent of respondents
Positive	51	85
Negative	3	5
Both	6	10
Total	60	100

Only three people said that multiple job holding was a negative experience for them. These comments related mainly to not having enough time for other things.

A small number of others (10%) commented that they found multiple job holding both positive and negative for them. Many of these comments relate to issues which were brought up in the question about whether multiple job holding helps or hinders personal and family factors. These people made statements like:

- *“It’s personally fulfilling [to hold multiple jobs] but it takes up a lot of time and energy which can negatively affect relationships.”*
- *“It’s positive from a lifestyle perspective. It provides variety, extends my pool of contacts and allows me time to work on my art. But I could earn more if I was working full-time in one job, and there’s less security of ongoing employment working part-time.”*

Appendix 1 Background of respondents and their households

Respondents were asked to provide detailed information about themselves and the other people who lived with them. This section describes the characteristics of the respondents and their households.

Characteristics of respondents

Table 62 shows the age-sex structure of the respondents. Overall, respondents were aged between 24 and 65 years, with an average age of 39.8 years. Seventy per cent of respondents were female. The largest proportion of female respondents (33%) was in the age bracket *35-44 years*, and the average age of female respondents was 38.8 years. Eighteen of the respondents (30%) were males. The largest proportion of male respondents (44%) was in the age bracket *35-44 years*, and the average age of male respondents was 42.3 years.

Table 62 *Age-sex structure of respondents*

Age	Female		Male		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
18 - 24 years	4	10	-	-	4	7
25 - 34 years	11	26	3	17	14	23
35 - 44 years	14	33	8	44	22	37
45 - 54 years	11	26	5	28	16	27
55 - 64 years	1	2	2	11	3	5
65 - 74 years	1	2	-	-	1	2
Total	42	100	18	100	60	100

The large majority of participants (83%) identified themselves as New Zealand European, while 8 per cent identified themselves as being of New Zealand Māori ethnicity (Table 63). Two respondents declined to answer the question, and the nine remaining participants identified themselves with the following ethnic groups:

- Cook Island Māori
- Celtic
- European (i.e. from Continental Europe)
- Mexican American
- Polish/Prussian/Yugoslav/Scots/New Zealander
- Indian
- New Zealand Irish
- Canadian
- Kiwi.

Table 63 *Ethnicity of respondents*

Ethnicity	Number of respondents	Per cent of respondents
New Zealand European	50	83
New Zealand Māori	5	8
Other	9	15
Declined to answer	2	3
Total responses (1)	64	n/a

Note: (1) Some respondents identified with more than one ethnicity.

Nine respondents were born outside of New Zealand (not necessarily the nine whose ethnic groups are noted above). These respondents had been living in New Zealand for between one and 35 years.

Respondents and their households

Table 64 shows that a fairly large proportion of respondents lived on their own (17%), while the largest proportion (30%) lived with one other person.

Table 64 Number of other persons in respondents' households

Other persons in household	Number of respondents	Per cent of respondents
None	10	17
One	18	30
Two	13	22
Three	11	18
Four	6	7
Five	2	3
Total	60	100

A large proportion of respondents (53%) did not have children (Table 65). In part, this may reflect the young age of many respondents, as a third of these people were aged below 30 years. However, there were respondents who either commented that they chose not to have children, or were too busy to have them. Aside from those who had no children, the next largest group of respondents had two children.

Table 65 Number of children of respondents

Number of children	Number of respondents	Per cent of respondents
None	32	53
One	3	5
Two	14	23
Three	7	12
Four	3	5
Five	1	2
Total	60	100

A large number of respondents (35%) lived in households with other multiple job holders (Table 66). When those who live on their own are excluded, this proportion increases to 42 per cent. Six of these respondents⁶ lived in flatting situations and for at least one participant, the flat was set up explicitly to allow for and support those working in multiple jobs. The remaining respondents lived with a partner and/or children, with multiple job holding appearing in both.

Table 66 Households with other multiple job holders

Households	Number of respondents	Per cent of respondents
With other multiple job holders	21	35
Without multiple job holders	39	65
Total	60	100

⁶ One respondent lived with a partner and a flatmate, both of whom were multiple job holders.