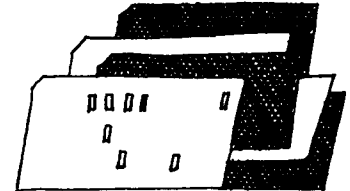


Research Summaries



Workers on long schedules, single and multiple jobholders

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Although the “standard workweek” in the United States has been 40 hours for several decades, about 1 in every 4 workers labored 41 hours or more per week in May 1980. Workers on long schedules holding a single job totaled 21.3 million and those with two jobs or more, 3.2 million.

This report is concerned with that segment of the work force that works more than 40 hours per week, whether at one job or more. Data on multiple jobholders who worked less than 41 hours are also examined. The analysis consolidates data that previously appeared in two separate Bureau of Labor Statistics’ reports. One report focused on extended workweeks of single jobs and the other on multiple jobholding. The information is from the May supplement to the Current Population Survey (CPS).¹

The 40-hour workweek is widely accepted as the standard in labor law and collective bargaining agreements. In 1980, more than 56 million wage and salary workers, three-fifths of the total, were covered by provisions of the Fair Labor Standards Act (FLSA) that required premium wages for work in excess of 40 hours a week. Other laws covering workers in the Federal Government or in firms having Federal contracts contain premium pay provisions to discourage work in excess of 40 hours a week.² Forty hours is also the usual cutoff in major collective bargaining agreements that provide premium pay after a minimum number of weekly hours.³

A third of all employed men and more than 1 in 7 women in the work force exceeded the standard workweek in May 1980. (See table 1.) Full-time workers put in an average of 43.1 hours a week. One-third of both

single and multiple jobholders who exceeded the 40-hour standard worked from 49 to 59 hours. However, a far higher proportion of single jobholders worked 41 to 48 hours than worked 60 hours or more, while the reverse was true for multiple jobholders, as shown in the following tabulation (numbers in thousands):

	<i>Number at work</i>	<i>Percent at work—</i>		
		<i>41 hours or more</i>	<i>41 to 48 hours</i>	<i>49 to 59 hours</i>
Single jobholders	21,300	40	33	26
Men	16,600	37	34	29
Women	4,800	53	29	18
Multiple jobhold- ers	3,200	27	34	39
Men	2,400	23	33	44
Women	800	37	36	27

For many workers, longer workweeks, whether on overtime or on second jobs, represent a tradeoff between income and leisure. It is not always the workers’ choice, however, as evidenced by collective bargaining agreements that include provisions on the right to refuse overtime alongside provisions on the right to equal opportunity for overtime. Reasons for multiple jobholding include a variety of motivations in addition to increasing income such as gaining work experience, enjoyment of work, and helping a friend.⁴

Firms use overtime to overcome “disequilibrium conditions,” such as a sudden increase in product demand, higher than usual worker absences, or other unanticipated events. Where premium wages cost less than recruiting, hiring, training, and fringe benefits for additional workers, overtime may be regularly scheduled.⁵ A firm’s demand for moonlighters, in contrast, usually represents a demand for part-time workers. Part-time employees are often relatively low-cost labor. Their wage rates tend to be below those of full-time workers and their fringe benefits fewer.

Single jobholders

About 16.6 million wage and salary workers were on extended schedules on their sole or primary job in May 1980; two-fifths of them received premium pay. Work-

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Table 1. Employed persons with single and multiple jobs working 41 hours or more, by sex, age, and marital status, May 1980

[Numbers in thousands]

Characteristics	Total employed	Worked 41 hours or more					
		Total		Single jobholders		Multiple jobholders	
		Number of workers	Percent of total employed	Number of workers	Percent of total employed	Number of workers	Percent of total employed
Age							
Total, both sexes, 16 and over	96,809	24,530	25.3	21,346	22.0	3,184	3.3
Total, men	55,782	18,935	33.9	16,570	29.7	2,365	4.2
16 to 19 years	3,929	471	12.0	419	10.7	52	1.3
20 to 24 years	7,236	2,035	28.1	1,785	24.7	250	3.5
25 to 34 years	15,129	5,621	37.2	4,911	32.5	710	4.7
35 to 44 years	11,075	4,622	41.7	3,974	35.9	648	5.9
45 to 54 years	9,606	3,524	36.7	3,073	32.0	451	4.7
55 to 64 years	6,992	2,319	33.2	2,083	29.8	236	3.4
65 years and over	1,815	343	18.9	325	17.9	18	1.0
Total, women	41,027	5,595	13.6	4,776	11.6	819	2.0
16 to 19 years	3,405	160	4.7	125	3.7	35	1.0
20 to 24 years	6,273	827	13.2	686	10.9	141	2.2
25 to 34 years	10,930	1,665	15.2	1,383	12.7	281	2.6
35 to 44 years	8,243	1,276	15.5	1,098	13.3	178	2.2
45 to 54 years	6,614	985	14.9	853	12.9	132	2.0
55 to 64 years	4,424	579	13.1	530	12.0	49	1.1
65 years and over	1,139	103	9.0	101	8.9	2	.2
Marital status							
Men:							
Never married	13,031	2,882	22.1	2,529	19.4	353	2.7
Married, spouse present	38,080	14,508	38.1	12,664	33.3	1,844	4.8
Separated	1,308	429	32.8	384	29.4	45	3.4
Widowed or divorced	3,363	1,116	33.2	993	29.5	123	3.7
Women:							
Never married	10,092	1,232	12.2	1,023	10.1	209	2.1
Married, spouse present	23,041	2,955	12.8	2,601	11.3	354	1.5
Separated	1,546	293	19.0	233	15.1	60	3.9
Widowed or divorced	6,348	1,114	17.5	919	14.5	195	3.1

weeks of 41 hours or more were the usual routine for many workers—two-thirds of the workers on long hours in May 1980. Such workers are less likely to receive premium pay than those who worked more than 40 hours in the survey week but usually do not. This is probably because the latter group works more often on jobs that are not covered by the Fair Labor Standards Act or by collective bargaining provisions on overtime pay.

Between May 1973 and May 1980, the proportion of full-time wage and salary workers who reported long workweeks on a single job turned down slightly (table 2). Amendments to the Fair Labor Standards Act during the 1970's, which brought additional workers under its overtime provisions, primarily in the service and retail trade industries, played an important role in the trend.⁶

Extended workweeks and premium pay are sensitive to changes in economic conditions. During the recessions of 1974-75 and 1980, both the proportion of workers on long schedules and the prevalence of premium pay for those who exceeded the standard workweek showed significant declines. Manufacturing plays an important role in such cyclical patterns. For example, in May 1980, manufacturing industries accounted for

about 40 percent of the decline in the number of workers on extended workweeks although they employed 22 percent of all workers.

Sex and age. Men are far more likely than women to put in long workweeks. In May 1980, men made up 77 percent of the employees who exceeded 40 hours on a single job and accounted for 62 percent of all full-time employees. Further underscoring the differences, the majority of men reported working more than 49 hours, while the majority of women worked 41 to 48 hours.

Married men are particularly prone to work extended weeks. In May 1980, 30 percent of married men but only 21 percent of single men exceeded the standard. Marital status had the reverse effect on women—those who were separated, divorced, or widowed were most likely to exceed the standard (table 3). Race had the same relationship to extended workweeks for men and women. White men and women were more likely than blacks to work 41 hours or more on a single job.

Overall, a higher proportion of women than men received a premium rate of pay for hours in excess of 40 per week (43 versus 40 percent). This relationship was reversed for blacks, with men far more likely to receive premium pay for extended workweeks.

Workers, aged 25 to 44 years, were slightly over-represented among employees who exceeded the standard workweek on a single job in May 1980. Teenagers, as might be expected, had relatively small proportions on long workweeks. In each of the four age groups that span the working-age population, men were two-and-a-half times as likely as women to work extended hours.

Union status. Workers covered by union contracts are less apt to work long schedules and more likely to receive premium pay for weeks in excess of the standard. In May 1980, 16 percent of the union workers and 26 percent of nonunion workers had such schedules. Among workers on long workweeks, 68 percent of those covered by union contracts received premium pay, compared to 33 percent of other workers. These differences are explained, in part, by organized labor's ability to gain overtime premium provisions in collective bargaining agreements and the greater likelihood that union members will be covered by the Fair Labor Standards Act. As a result, employers generally incur higher costs for employing union members beyond the standard workweek.

Occupation and industry. Professional and technical workers, managers and administrators, and craftworkers accounted for over 9 million of the employees who exceeded the standard workweek in May 1980, 55 percent of the total. Of these three groups, however, only managers were heavily overrepresented. Employees in this group made up 21 percent of all employees who exceeded the standard workweek, but only 12 percent of all full-time employees.

Other occupations that were overrepresented on extended workweeks included farmers, transport equipment operatives, and salesworkers. In contrast, clerical and service workers and factory operatives were underrepresented (table 4).

Table 2. Full-time wage and salary workers who worked 41 hours or more on a single job and those who received premium pay, May 1973 to May 1980

[Numbers in thousands]

Year	All full-time wage and salary workers	Worked 41 hours or more		Received premium pay	
		Number	Percent of full-time workers	Number	Percent of those who worked 41 hours or more
1973 ..	62,202	18,105	29.1	7,697	42.5
1974 ..	63,714	17,564	27.6	7,302	41.6
1975 ..	61,765	15,450	25.0	5,597	36.2
1976 ..	64,546	16,679	25.8	6,621	39.7
1977 ..	66,441	18,174	27.4	7,697	42.4
1978 ..	69,428	18,977	27.3	8,138	42.9
1979 ¹ ..	71,677	18,765	26.2	7,999	42.6
1980 ¹ ..	71,728	16,600	23.1	6,708	40.4

¹ Data are not strictly comparable to those of earlier years.

Table 3. Full-time wage and salary workers who worked 41 hours or more on a single job and those who received premium pay, by sex, age, race, and marital status, May 1980

[Numbers in thousands]

Characteristic	Worked 41 hours or more		Received premium pay	
	Number	Percent of full-time workers	Number	Percent who worked 41 hours or more
Men	12,746	28.8	5,069	39.8
Age:				
16 to 19 years	362	23.2	210	58.0
20 to 24	1,558	26.4	912	58.5
25 to 54	9,243	30.2	3,397	36.8
55 and over	1,582	25.5	549	34.7
Race:				
White	11,962	30.2	4,623	38.6
Black and other	783	16.8	446	57.0
Marital status:				
Never married	2,075	23.7	998	48.1
Married, spouse present	9,600	30.3	3,630	37.8
Other	1,071	27.8	441	41.2
Women	3,854	14.1	1,639	42.5
Age:				
16 to 19 years	109	9.2	53	48.6
20 to 24	637	13.3	353	55.4
25 to 54	2,673	14.7	1,062	39.7
55 and over	435	13.2	172	39.5
Race:				
White	3,477	14.8	1,451	41.7
Black and other	378	9.5	188	49.7
Marital status:				
Never married	924	14.1	393	42.5
Married, spouse present	1,967	13.3	809	41.1
Other	963	16.0	437	45.4

The inverse relationship that generally exists between the prevalence of extended hours and premium pay may be observed among occupations. To illustrate, nearly half of all full-time farmworkers had extended workweeks, but only one-tenth of these received premium pay. However, 18 percent of factory operatives reported working more than 40 hours, with 84 percent of them receiving premium pay.

Similar proportions of employees were on long workweeks in the goods-producing and service-producing sectors in May 1980—about 23 percent (table 5). Within the goods-producing sector, agriculture had the highest proportion (46 percent), followed by mining (38 percent). Within the service-producing sector, the proportion of full-time workers on extended schedules ranged from 31 percent in trade to 10 percent in State public administration.

Nearly twice as many workers in the goods-producing sector as in the service-producing sector received a premium rate of pay for work in excess of the standard in May 1980 (56 versus 31 percent). Again, coverage by the Fair Labor Standards Act and collective bargaining agreements is an important factor in this difference. In September 1980, FLSA provisions covered 81 percent of the employees in the goods-producing sector compared with 51 percent in the service-producing sector. In terms of union coverage, 34 percent of the full-time workers in the goods-producing sector, and 26 percent

Table 4. Full-time wage and salary workers who worked 41 hours or more a week on a single job and those who received premium pay, by occupational group, May 1980

[Numbers in thousands]

Occupation	1980		
	Worked 41 hours or more		
	Number	Percent of full-time workers	Percent who received premium pay
All occupations	16,600	23.1	40.4
Professional, technical and kindred workers	3,018	24.0	21.4
Managers and administrators, except farm	3,513	41.4	12.7
Salesworkers	1,106	31.6	13.5
Clerical and kindred workers	1,620	11.8	58.5
Craft and kindred workers	2,655	25.1	65.8
Operatives, except transport	1,646	18.0	84.4
Transport equipment operatives	938	33.0	52.9
Laborers, except farm	528	17.3	69.3
Service workers	1,172	16.8	40.7
Farm workers ¹	404	47.8	10.9

¹ Includes farmers and farm managers.

Note: Because of rounding, sums of individual items may not equal totals.

in the service-producing sector were under collective bargaining agreements.

Multiple jobholders

In all, about 4.8 million persons, including both wage and salary workers and the self-employed, worked two jobs or more in May 1980. Their percentage distribution by hours on their primary job was similar to that of other jobholders, as shown below:

	Single jobholders	Multiple jobholders	
		Primary job	All jobs
Total	100	100	100
1-34 hours	25	30	15
35-40 hours	51	48	9
41 hours or more	24	22	76
Median weekly hours	40	40	51

As the tabulation shows, when hours on all jobs are cumulated, more than three-quarters of all dual jobholders worked beyond the standard workweek in May 1980. This represents 4 of every 5 men, and more than 2 of every 5 women, who held more than one job.

For all dual jobholders, combined median hours worked were slightly lower in 1980 than in 1979. The decrease resulted primarily from a drop of 2 hours (from 54 to 52) in the average workweeks of dual jobholding men. In addition, women—whose workweeks generally are shorter than those of men—increased their share of total dual jobholding from 30 to 33 percent, continuing a trend of at least a decade (table 6).

While total hours by dual jobholding women have been rising for several years, half of all women working two jobs continue to hold two part-time jobs. In contrast, more than three-fourths of the men who hold two jobs work one part-time and one full-time job. Another 6 percent of the men work two full-time jobs.

Table 5. Full-time wage and salary workers who worked 41 hours or more on a single job and those who received premium pay, by industry, May 1973 to 1980

Industry group	Worked 41 hours or more								Received premium pay							
	1973	1974	1975	1976	1977	1978	1979 ¹	1980 ¹	1973	1974	1975	1976	1977	1978	1979 ¹	1980 ¹
All industries	29.1	27.6	25.0	25.8	27.4	27.3	26.5	23.1	42.5	41.6	36.2	39.7	42.4	42.9	42.6	40.4
Goods producing	30.0	27.7	23.4	26.6	28.6	28.0	27.5	23.5	63.9	60.5	53.7	60.4	62.0	61.1	61.4	56.2
Agriculture	54.6	54.7	55.9	56.8	53.1	47.4	53.2	46.4	7.9	10.4	11.6	13.4	10.9	14.0	12.2	13.9
Mining	38.4	41.7	36.6	34.1	34.5	40.9	34.8	37.5	65.8	64.8	57.5	57.4	64.5	65.6	65.0	63.0
Construction	23.0	21.8	20.9	21.4	23.9	22.3	21.4	20.6	56.6	53.1	52.2	52.6	55.9	55.1	54.5	51.0
Manufacturing	30.1	27.3	21.5	25.7	28.0	27.7	27.1	22.3	69.9	66.7	59.9	67.3	68.4	66.7	67.9	61.9
Durable goods	31.3	28.7	20.6	25.3	28.7	28.6	28.2	22.5	73.7	70.3	62.6	69.5	70.4	70.0	70.9	64.2
Nondurable goods	28.3	25.1	22.8	26.4	27.1	26.2	25.5	21.8	63.4	60.4	56.1	64.1	65.2	60.9	62.5	58.3
Service producing	28.5	27.4	26.0	25.4	26.6	26.9	25.8	22.9	27.3	28.9	26.9	26.6	29.6	31.3	30.4	30.9
Transportation and public utilities	27.1	26.2	23.3	24.1	26.2	28.7	29.1	23.6	53.6	53.2	48.4	44.1	51.1	49.8	49.7	52.5
Wholesale and retail trade	39.3	37.1	35.9	35.7	36.6	35.8	34.6	31.4	27.5	30.0	28.3	28.5	31.0	32.0	31.3	31.3
Finance, insurance, and real estate	21.7	20.4	21.6	20.5	22.2	21.8	20.9	18.2	16.2	21.2	19.8	18.4	19.3	21.3	20.4	20.2
Miscellaneous services	26.2	25.9	24.0	22.7	23.7	24.3	22.9	20.5	18.8	19.9	18.8	19.0	22.0	24.0	21.6	23.4
Professional ²	23.4	23.5	22.0	20.6	21.6	22.5	21.0	19.1	15.3	16.4	16.5	16.4	18.5	20.4	18.2	20.7
Other ³	34.4	33.1	30.6	29.2	30.6	29.9	28.9	25.1	25.8	27.7	24.4	24.6	29.8	32.0	29.2	30.0
Public administration	17.1	17.0	15.5	15.5	16.6	16.7	15.7	15.5	36.9	34.8	35.9	37.5	36.2	43.4	40.7	40.7
Federal	15.0	13.5	11.4	13.4	14.8	15.2	14.6	15.2	58.1	57.3	53.1	58.8	53.0	58.7	52.3	51.7
Postal	20.4	12.9	9.0	16.7	18.1	21.3	18.1	20.9	68.2	59.1	(⁴)	76.4	78.3	80.8	78.4	73.9
Other Federal	12.1	13.8	12.4	11.9	13.4	12.6	13.1	13.0	49.1	56.6	46.6	48.0	38.4	43.3	37.7	38.2
State	15.8	14.7	14.3	11.4	11.1	12.1	9.7	10.3	24.0	16.5	11.2	17.9	18.9	31.0	41.5	30.1
Local	21.4	23.9	21.7	20.3	21.6	21.1	20.3	18.5	18.1	19.5	30.3	23.2	25.5	32.7	29.8	31.7

¹ Data are not strictly comparable to those of earlier years.

² Includes health, education, and welfare services.

³ Includes forestry and fisheries, business and repair services, entertainment, personal services, and private household workers.

⁴ Percent not shown where base is less than 75,000.

Table 6. Multiple jobholders and multiple jobholding rates, May 1970 to May 1980

[Numbers in thousands]

Year	Total employed	All multiple jobholders	At least one job in agriculture	Two jobs in nonagricultural industries			Multiple jobholding rate ¹				
				Total	Two wage and salary jobs	Wage and salary and self employed	Both sexes	Men	Women	White	Black ²
1970	78,358	4,048	943	3,105	2,356	749	5.2	7.0	2.2	5.3	4.4
1971	78,708	4,035	851	3,184	2,288	896	5.1	6.7	2.6	5.3	3.8
1972	81,224	3,770	831	2,939	2,066	873	4.6	6.0	2.4	4.8	3.7
1973	83,758	4,262	987	3,275	2,410	865	5.1	6.6	2.7	5.1	4.7
1974	85,786	3,889	848	3,041	2,169	872	4.5	5.8	2.6	4.6	3.8
1975	84,146	3,918	890	3,028	2,131	897	4.7	5.8	2.9	4.8	3.7
1976	87,278	3,948	819	3,129	2,191	938	4.5	5.8	2.6	4.7	2.8
1977	90,482	4,558	922	3,637	2,515	1,122	5.0	6.2	3.4	5.3	2.6
1978	93,904	4,493	905	3,587	2,513	1,074	4.8	5.8	3.3	5.0	3.1
1979	96,327	4,724	871	3,852	2,650	1,203	4.9	5.9	3.5	5.1	3.0
1980	96,809	4,759	835	3,923	2,674	1,235	4.9	5.8	3.8	5.1	3.2

¹ Multiple jobholders as a percent of all employed persons.

² Starting with 1977, data are for black workers only. Data for prior years are for persons of black and other races except white, about 90 percent of whom are black.

Married men continued to be the most likely workers to extend their workweeks on second jobs (table 7), although their dual jobholding rates declined from 7.8 to 6.2 percent between 1970 and 1980. In contrast, the rates for married women rose from 1.8 to 3.4 percent over the same period. Dual jobholding rates also increased for women who were divorced, separated, or widowed, from 3.0 to 4.6 percent.

Occupations of dual jobholders. Wage and salary workers whose primary jobs were in professional or technical occupations were most likely to hold more than one job. Workers in these occupations tend to have both highly marketable skills and relatively flexible work schedules. Nearly 1 in 12 professional or technical workers held a second job in May 1980. For half of them, the second job was in the same occupation as their first job.

Teachers below the college level were particularly likely to hold a second job. About 11 percent of all teachers, and nearly 1 in 5 men in this profession, were moonlighters. Workers in the protective services (police, guards, and firefighters) and farmworkers also had higher than average rates of dual jobholding in 1980 (9.6 and 6.4 percent).

Factory operatives and clerical workers were the least likely to hold second jobs. For factory operatives, the greater availability of premium pay for extended workweeks undoubtedly is a factor in their lower incidence of multiple jobholding. In the case of clerical workers, the relatively high proportion of women in the occupation tends to lower the proportion of those holding two jobs. The dual jobholding rate for clerical workers was 3.8 percent, the same as for all women.

Self-employment and multiple jobholding. Two-fifths of all dual jobholders were self-employed on one of their

jobs.⁷ About 7 percent held primary self-employed positions; 34 percent were self-employed, on a second job.

The proportion of dual jobholders who were self-employed on a second job in agriculture was much higher than that in the nonagricultural sector (table 8). One half of all dual jobholders whose primary jobs were in agriculture were self-employed compared to 1 in 20 whose self-employment was in a nonagricultural industry.

Median hours worked at a self-employed second job were 13 per week in 1980, the same as for wage and salary second jobs. The average of those self-employed in agricultural second jobs, however, was 16 hours per week, compared to 11 hours per week for those in nonagricultural self-employed jobs. About one dual jobholder in eight who was self-employed on a second job in agriculture worked full time on both jobs. This compares to only 1 in 20 second jobholders in the nonagricultural sector who held two full-time jobs.

Reasons for working a second job. About 2 of every 5 persons working two jobs reported they did so to meet regular expenses or pay off debts. Another fifth said they wanted to save for the future or buy something special with their extra earnings. There is evidence that some multiple jobholders work a second job in preparation for a career change. More than 8 percent of the men and 6 percent of the women reported working two jobs in order to gain the necessary experience to meet the skill requirements of the second job. Another 17 percent stated that enjoyment of their second job was the main reason for dual jobholding.

Black workers, especially women, were more likely than white workers to report economic reasons as their prime motivation for working more than one job. Almost one-half of the black men and three-fifths of black women reported meeting regular expenses or paying off

Table 7. Multiple jobholders by sex, age, marital status, race, and Hispanic origin, May 1980

[Numbers in thousands]

Characteristic	Both sexes			Men			Women		
	Total employed	Multiple jobholders		Total employed	Multiple jobholders		Total employed	Multiple jobholders	
		Number	Percent		Number	Percent		Number	Percent
Age									
Total, 16 years and over	96,809	4,759	4.9	55,782	3,210	5.8	41,027	1,549	3.8
16 and 17 years	2,900	92	3.2	1,609	53	3.3	1,291	39	3.0
18 and 19 years	4,434	169	3.8	2,321	95	4.1	2,113	73	3.5
20 to 24 years	13,509	640	4.7	7,236	382	5.3	6,273	258	4.1
25 to 34 years	26,058	1,450	5.6	15,129	943	6.2	10,930	507	4.6
35 to 44 years	19,318	1,132	5.9	11,075	813	7.3	8,243	320	3.9
45 to 54 years	16,220	797	4.9	9,606	564	5.9	6,614	233	3.5
55 to 64 years	11,417	414	3.6	6,992	307	4.4	4,424	107	2.4
65 years and over	2,954	65	2.2	1,815	52	2.9	1,139	13	1.1
Marital status									
Single	23,123	1,015	4.4	13,031	616	4.7	10,092	398	3.9
Married, spouse present	61,121	3,142	5.1	38,080	2,356	6.2	23,041	786	3.4
Other marital status	12,565	602	4.8	4,671	237	5.1	7,894	364	4.6
Race and Hispanic origin									
White	85,955	4,401	5.1	50,172	2,990	6.0	35,783	1,410	3.9
Black	9,116	290	3.2	4,706	176	3.7	4,409	114	2.6
Hispanic origin ¹	4,985	147	3.0	3,043	104	3.4	1,942	43	2.2

¹ Persons of Hispanic origin may be of any race; hence, their numbers are included in the data for whites and blacks.

debts as their main reason for dual jobholding. White men and women reported these reasons about 40 percent of the time.

Age has a different effect on the motivations of men and women for multiple jobholding. For men, economic incentives to work a second job increase with age through the 25- to 34-year-old group, then decrease. For women, there is no similar pattern. More than two-fifths of women multiple jobholders reported that they worked two jobs to meet regular expenses or pay off debts. In general, more older than younger workers, both men and women, reported that enjoyment of their second job was the reason for dual jobholding.

Marital status also has different effects on the motivations of men and women for working second jobs. Married men were more likely to report economic reasons

than married women (41 versus 34 percent). Single, divorced, separated, and widowed women, however, were much more likely than men of similar status to work two jobs out of economic need (49 versus 30 percent).

Underground economy—hidden employment

It is not known to what extent the estimates of moonlighting understate the true level of multiple jobholding in the United States. Some underestimating may result from nonreporting of work in the “underground” or “hidden” economy in an effort to avoid the payment of taxes or to draw unemployment compensation while employed. However, a large part of the hidden economy may simply represent the production of goods and services in an informal manner. Louis A. Ferman and others provide some information on the

Table 8. Multiple jobholders by type of industry and class of worker, May 1980

[Numbers in thousands]

Primary job	Total employed	Multiple jobholders		Second job in agriculture			Second job in nonagriculture		
		Number	Percent of employed	Total	Wage and salary	Self employed	Total	Wage and salary	Self employed
Total	96,809	4,759	4.9	722	173	549	4,036	3,024	1,012
Agriculture	3,458	180	5.2	67	42	25	113	107	6
Wage and salary	1,455	67	4.6	44	19	25	23	17	6
Self-employed	1,677	94	5.6	23	23	(¹)	71	71	(¹)
Unpaid family	326	20	6.1	0	0	(²)	20	20	(²)
Nonagriculture	93,351	4,578	4.9	655	131	524	3,923	2,917	1,006
Wage and salary	86,024	4,328	5.0	649	124	524	3,680	2,674	1,006
Self-employed	6,847	236	3.4	6	6	(¹)	229	229	(¹)
Unpaid family	479	14	3.0	0	0	(²)	14	14	(²)

¹ Self-employed persons with secondary businesses or farms, but no wage or salary jobs, were not counted as multiple jobholders.

² Persons whose primary jobs were as unpaid family workers, were counted as multiple jobholders only if they also held wage or salary jobs.

types of jobs and motivations of persons who work in the regular economy but moonlight in the hidden economy. They state that most of these moonlighters were "concerned primarily with meeting actual or perceived needs."⁸ As to the extent of the hidden economy, estimates have ranged from 10 to 33 percent of the gross national product.⁹

Summary

Among all employed persons, men are far more likely than women to exceed the standard workweek. Women who work extended hours are slightly more likely than men to do so through multiple jobholding than on one job alone. Multiple jobs for women often consist of two part-time jobs, whereas men usually combine a full-time and a part-time job.

The occupational distribution of wage and salary workers on extended workweeks differs markedly between single and multiple jobholders. Managers and administrators who exceeded the standard workweek in May 1980 made up a far larger proportion of single than multiple jobholders (21 versus 11 percent). Salesworkers and operatives also were more heavily represented among single jobholders. In contrast, professional, technical, and service workers were more heavily represented among multiple than among single jobholders working 41 hours or more per week in May 1980. □

FOOTNOTES

¹ The Current Population Survey (CPS) is conducted for the Bureau of Labor Statistics by the Bureau of the Census. Information on the number of hours worked is collected monthly. A May supplement to the survey provided data on the receipt of premium pay for hours in excess of 40 per week and on multiple jobholding.

² Estimates of coverage under the Fair Labor Standards Act are from *Minimum Wages and Maximum Hours, Standards Under the Fair Labor Standards Act: An Economic Effects Study*, submitted to Congress in 1981 (U.S. Department of Labor, Employment Standards Administration, 1981), p. 42. For a history of the act, see Peyton K. Elder and Heidi D. Miller, "The Fair Labor Standards Act: changes of four decades," *Monthly Labor Review*, July 1979, pp. 10-16. The Federal Pay Act (U.S. Code, Title 5, ch. 61) covers Federal employees, while the Walsh-Healey Contracts Act (Public Law 74-846, June 30, 1936) and the Contract Work Hours and Safety Standards Act (Public Law 87-581, Aug. 13, 1961) apply to workers in firms holding Federal Government contracts.

³ *Characteristics of Major Collective Bargaining Agreements, Jan. 1, 1980*, Bulletin 2095 (Bureau of Labor Statistics, May 1981), p. 60.

⁴ See H. G. Lewis, "Hours of Work and Hours of Leisure," *Proceedings of the Ninth Annual Meeting of the Industrial Relations Research Association*, 1956, pp. 196-206; Robert Shisko and Bernard Rosther, "The Economics of Multiple Job Holding," *The American Economic Review*, June 1976, pp. 298-308; and Nand K. Tanden, *Workers with Long Hours*, Special Labor Force Studies, Series A, No. 9 (Ottawa, Ontario, Canada, Ministry of Industry, Trade and Commerce, 1972), pp. 33-37. Information on the overtime provisions in collective bargaining agreements are from *Characteristics of Major Collective Bargaining Agreements*, pp. 60-61.

⁵ Joyce M. Nussbaum and Donald E. Wise, "The Overtime Pay Premium and Employment," *Work Time and Employment*, Special Report No. 28 (National Commission for Manpower Policy, October

1978), p. 322. For a discussion of the fixed costs of labor, see Walter Oi, "Labor as a Quasi-Fixed Factor," *Journal of Political Economy*, December 1962, pp. 538-55 and John D. Owen, "Why part-time workers tend to be in low-wage jobs," *Monthly Labor Review*, June 1978, pp. 11-14.

⁶ See *Minimum Wage and Maximum Hours, An Economic Effects Study* Submitted to Congress, 1979 (U.S. Department of Labor, Employment Standards Administration, 1979).

⁷ By definition, dual jobholders must hold at least one wage and salary job; they cannot be self-employed at two jobs.

⁸ Louis A. Ferman, Louise Berndt, Elaine Selo, *Analysis of the Irregular Economy: Cash Flow in the Informal Sector*, a report to the Bureau of Employment and Training, Michigan Department of Labor, March 1978, p. 3-13.

⁹ Norman N. Bowshner, "The Demand for Currency: Is the Underground Economy Undermining Monetary Policy?" *Review*, Federal Reserve Bank of St. Louis, January 1981, p. 13.

Marital and family patterns of workers: an update

HOWARD HAYGHE

A record 18.4 million women with children under age 18 were in the labor force in March 1981, including nearly half of all mothers with preschool children. The high level indicates the continuing impact that women of the "baby boom" generation are having on the job market. Now in their 20's and early 30's, many of these women are returning to work while their children are still infants. This is also one reason why today every other married-couple family is in the dual-earner category.¹

Over-the-year changes

Wives. Labor force changes during the 12 months ending with March 1981 were typical of those that have been observed in recent years in connection with the entry or re-entry into the job market of women born after World War II. About 25.5 million wives, or 51 percent, were working or looking for work in March, 560,000 above the previous year's level. More than 2 of 3 of these net additions were mothers, and most of them had children under 6 years old. (See table 1 and 2.)

The rise in the number and proportion of working mothers, especially those with preschool children, is partly related to a small rebound in births among women 20 to 34 years old.² During the 1970's, women in this age group tended to delay marriage and postpone childbearing, often acquiring lengthy job experience and strong ties to the labor force. Now most are married

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