

Characteristics of multiple jobholders, 1995

Data from the Current Population Survey indicate that relatively well paid, highly educated persons have more than one job because their schedule allows it, because their expertise is in demand, or because their financial reasons extend beyond meeting basic living expenses and paying off debts

Thomas Amirault

According to the 1995 Current Population Survey (CPS), 7.9 million persons,¹ or 6.3 percent of all employed workers, held more than one job. Why do people work at more than one job? The motive that first comes to mind for most people is financial necessity—that they need the earnings from more than one job to meet basic living expenses. Past CPS supplements to the May questionnaires asked multiple jobholders about their reasons for working multiple jobs. While their responses included: paying off debts, meeting current expenses, saving for the future, getting experience, building up a business, or other reasons, the surveys showed that they cited financial reasons² for working more than one job 37 percent of the time in 1979 and 44 percent of the time in 1989.³ Questions concerning motivation for additional work were not asked as part of the 1995 CPS, but examination of the data reveals that nonfinancial motivators may be at least as strong as financial motivators when it comes to reasons for working more than one job.

This article examines the educational attainment, earnings, occupations, and industries of employment of persons who held more than one job in 1995. For that year, the multiple jobholding rate was consistent with long term trends.⁴ Those trends, as well as trends in multiple jobholding by age, sex, race, marital status, and class of worker are explored in an article by John F. Stinson elsewhere in this issue.

Multiple jobholders are significant to the analysis of the labor market because they add several million jobs to the economy. Moreover, analysis of multiple jobholders by educational attainment and earnings has produced some interesting results. The percentage of workers holding multiple jobs increased with education and remained stable over earnings classes. While earnings and education are somewhat related, one would expect that as the earnings received from the primary job increased, the motivation to work an additional job for financial reasons would decrease. Although financial and nonfinancial reasons for multiple jobholding surely exist at all earnings and education levels, there may be a shift in the relative importance of reasons for multiple jobholding from financial to nonfinancial as one ascends the earnings/education ladder.

Education

As stated earlier, the tendency to work multiple jobs increases with education. Three percent of workers with less than a high school education had more than one job, compared with nearly 10 percent of workers holding a Ph.D. The only exception to this trend is for those with professional degrees (for example, physicians and lawyers), who have a rate lower than that of all other college graduates.

Thomas Amirault is an economist in the Office of Employment Projections, Bureau of Labor Statistics.

Table 1. Multiple jobholders by educational attainment, 1995 annual averages

[Numbers in thousands]

Educational attainment	Total employed	Multiple jobholders	Percent
Total, all employed	125,004	7,924	6.3
Less than high school	15,968	519	3.3
High school graduate or equivalent	40,821	2,077	5.1
Some college, no degree ..	26,101	1,940	7.4
Associate's degree	10,096	793	7.9
Bachelor's degree	21,470	1,683	7.8
Master's degree	7,109	648	9.1
Professional degree	2,036	132	6.5
Ph.D.	1,402	132	9.4

Table 2. Wage and salary workers holding multiple jobs, by earnings quintile of primary job, 1995 annual averages

Weekly earnings quintile	Total wage and salary workers		
	Employment	Multiple jobholders	Percent
1st (\$0 - \$210)	22,838	1,462	6.4
2nd (\$211 - \$333)	21,017	1,295	6.2
3rd (\$334 - \$493)	22,354	1,354	6.1
4th (\$494 - \$730)	21,605	1,297	6.0
5th (\$731 and over)	21,818	1,288	5.9

Persons who have taken the time to get an education, presumably to increase their knowledge and earnings potential, may benefit from their effort in terms of marketability for secondary jobs. (See table 1.) Workers with more education may have financial reasons for working more than one job. However, nonfinancial reasons may strongly influence their multiple jobholding. Beyond gaining experience, their main occupation might have a schedule that permits multiple jobs and they might have skills or knowledge in sufficient demand to cause employers to seek their expertise even though they are already employed.

Earnings

Data on multiple jobholders by earnings indicate that the percentage of workers with multiple jobs declines only slightly as earnings increase. (See table 2.) (The cps collects earnings information for only the job at which a person worked the longest hours in a reference week. Also, earnings data are collected from wage and salary workers only.) If the primary motivation to have more than one job was "to meet basic living expenses," one would expect to see a far sharper decline as weekly earnings decreased. However, this does not happen. The stability

over the weekly earnings quintiles is attributed to the large number of relatively well paid people who work second jobs because their schedule allows it, because their expertise is in demand, or because of financial reasons beyond meeting basic living expenses and paying off debts.

Occupation

Those holding primary jobs in professional specialty, technician, and service occupations were the most likely to hold more than one job and also to have the greatest number of multiple jobholders. (See table 3.) Many professional specialty occupations, such as college faculty, elementary and secondary school teachers, and registered nurses, have work schedules (such as predictable or flexible work hours or considerable time off) that would allow for second jobs. The same is true for health technologists and technicians, and for service occupations such as firefighters and police.

Extending the traditional view of multiple jobholding as a function of earnings to occupations, one would expect persons in high earning occupations to be least likely to have more than one job, compared with those in low earnings occupations. Also, one would expect persons with one job to earn more in their primary job than what multiple jobholders earn

Table 3. Comparison of single and multiple jobholders by median earnings and occupational group of primary job, 1995 annual averages

Occupational group of primary job	Number of multiple jobholders	Percent	Median primary job earnings		
			Single jobholders	Multiple jobholders	Dollar difference
Total employed	7,924	6.3	\$407	\$400	\$7
Executive, administrative, and managerial	1,072	6.2	659	607	52
Professional specialty ..	1,648	9.1	654	604	50
Technicians and related support	301	7.7	511	456	55
Sales	867	5.7	322	285	37
Administrative support, including clerical	1,188	6.5	354	325	29
Private household workers	51	6.1	130	161	-31
Service workers, except private household	1,152	7.1	228	268	-40
Farming, forestry, and fishing	191	5.2	256	296	-40
Precision production, craft, and repair	633	4.7	507	506	1
Machine operators, assemblers, and inspectors	327	4.1	352	381	-29
Transportation and material moving occupations	263	5.1	434	366	68
Handlers, equipment cleaners, helpers, and laborers	230	4.6	277	277	0.0

in their primary job. Table 3 shows that this is not necessarily the case. While weekly earnings in primary jobs for single jobholders were \$7 higher than those of multiple jobholders for all occupations, single jobholders earned more than multiple jobholders in 7 of the 12 of the occupational groups. Professionals had the second highest primary-job median earnings and the highest multiple jobholding rate; they are easily able to supplement their primary incomes in well paying consultant and teaching occupations. On the surface, multiple jobholders in services appear to follow the conventional assumption that persons in low paying occupations have two jobs. But the multiple jobholding rate of the service group is dominated by relatively well paid protective services workers such as police and firefighters. The high rate of multiple jobholding for technicians is driven by the demand for health-related technicians, such as licensed practical nurses. In general, the data indicate that an occupational pattern of multiple jobholding exists that is driven more by the opportunities that highly trained and educated workers have to obtain additional jobs than by a need for earnings to meet basic living expenses.

Occupations with more than 100,000 persons working secondary jobs include many that one would expect to find (such as writers, artists, waiters, and waitresses), as well as those in which workers often have schedules that permit other jobs, such as elementary and secondary school teachers, college and university faculty, police and detectives, and registered nurses. Some of the other occupations listed in table 4 have low median earnings that might cause individuals to seek supplemental work to support a family, such as waiters and waitresses and retail sales occupations. Persons in construction trades may find that additional work is easy to find because of the seasonal and cyclical nature of the construction industry. The 23 occupations listed in table 4 account for 48 percent of all multiple jobholders.

Certain occupations contain a large proportion of workers who have secondary jobs. (See table 5.) Workers in these occupations totaled slightly more than 13 percent of all multiple jobholders. The list in table 5 in-

Table 4. Primary occupations with more than 100,000 workers holding multiple jobs, 1995 annual averages

Primary occupation	Employment 1995	Number	Percent
Salesworkers, retail and personal services	6,608	400	6.1
Supervisors and proprietors, sales occupations	4,494	230	5.1
Mechanics and repairers	4,426	224	5.1
Motor vehicle operators	3,915	213	5.4
Construction trades	5,116	213	4.2
Secretaries	3,365	201	6.0
Writers, artists, entertainers, and athletes	2,061	191	9.3
Registered nurses	1,978	189	9.6
Teachers, secondary school	1,234	164	13.3
Teachers, elementary school	1,745	154	8.8
Sales representatives, finance and business services	2,399	151	6.3
Health technologists and technicians	1,650	151	9.1
Truck drivers	2,872	137	4.8
Social, recreation, and religious workers	1,305	130	10.0
Janitors and cleaners	2,067	123	6.0
Cooks	2,001	123	6.1
Waiters and waitresses	1,424	122	8.6
Nursing aides, orderlies, and attendants	1,765	120	6.8
Teachers, college and university	843	119	14.1
Bookkeepers, accounting, and auditing clerks	1,773	115	6.5
Accountants and auditors	1,520	113	7.5
Engineers	1,932	108	5.6

Table 5. Primary occupations in which more than 10 percent of persons work multiple jobs, 1995 annual averages

Primary occupation	Employment 1995	Number	Percent
Firefighting occupations	237	67	28.1
Physicians assistants	55	13	23.4
Announcers	50	10	19.3
Artists, performers, and related workers, n.e.c.	103	17	16.0
Psychologists	260	41	15.6
Therapists	466	67	14.5
Dental hygienists	95	14	14.4
Teachers, college and university	843	119	14.1
Teachers, secondary school	1,234	164	13.3
Musicians and composers	162	21	13.0
News vendors	116	14	12.3
Actors and directors	115	14	11.8
Teachers, n.e.c.	727	85	11.7
Supervisors, police and detectives ..	103	12	11.7
Hotel clerks	101	12	11.4
Administrators, protective services ..	57	6	10.9
Police and detectives	940	102	10.8
Dietitians	95	10	10.8
Bartenders	287	31	10.6
Veterinarians	59	6	10.2
Editors and reporters	271	27	10.0
Managers, service organizations, n.e.c.	631	63	10.0
Social, recreation, and religious workers	1,305	130	10.0
Pharmacists	170	17	10.0

n.e.c. = not elsewhere classified.

cludes many occupations that are traditionally considered to be hard to break into and make a living in, such as acting and music, and that often require earnings from a second job to meet living expenses. Although many other occupations on the list, such as teachers, firefighters, protective service occupations, and psychologists generally are paid more than the median for all workers, the occupational work schedule allows for additional jobs. In other occupations such as dental hygienist, therapist, and psychologist, the job market is open to workers who hold more than one job.

Industry

Many of the industries with the highest percentages or greatest numbers of working multiple jobholders are related to many of the occupations discussed earlier. However, industry data on multiple jobholding show considerably less variation than what occupational data revealed. (See table 6.) Industries with significantly higher rates of multiple jobholding tend to be in the service and public administration sectors. The industries associated with educational services and justice, public order, and safety administration have the highest rates, because of the high concentration of teachers and protective service personnel they employ.

Types of secondary jobs

Are workers able to use their primary job skills in their secondary occupation? The association between the primary and secondary occupation is an important aspect of multiple jobholding to labor market analysts.⁵ In table 7, the distribution of secondary jobs is shown for each primary occupation group across each row. For example, 53 percent of those who were professionals in their primary job worked in professional specialty occupations in their secondary jobs also, while less than 2 percent had secondary jobs as technicians. In 7 out of 12 occupational groups, the secondary job was most often in

Table 6. Multiple jobholders by industry of primary job, 1995 cps annual averages

Industry of primary job	Employment 1995	Multiple jobholders	
		Number	Percent
Total, all industries	125,004	7,924	6.3
Agriculture, forestry, and fisheries ...	3,619	189	5.2
Mining		32	5.2
Construction	7,686	337	4.4
Manufacturing	20,512	984	4.8
Durable goods	12,037	597	5.0
Lumber and wood products, except furniture	817	36	4.4
Furniture and fixtures	643	24	3.7
Stone, clay, glass, and concrete products	588	31	5.2
Metal industries	2,120	111	5.2
Machinery and computing equipment	2,406	142	5.9
Electrical machinery, equipment, and supplies	1,857	88	4.7
Transportation equipment	2,211	96	4.3
Professional and photographic equipment, and watches	735	40	5.5
Toys, amusement, and sporting goods	174	8	4.4
Nondurable goods	8,475	386	4.6
Food and kindred products	1,703	79	4.6
Tobacco manufactures	53	3	6.6
Textile mill products	672	23	3.5
Paper and allied products	721	31	4.2
Chemicals and allied products	1,293	55	4.3
Petroleum and coal products ..	183	7	4.0
Rubber and miscellaneous plastics products	833	36	4.3
Leather and leather products ..	143	3	2.2
Transportation, communications, and other public utilities	8,698	511	5.9
Transportation	5,575	318	5.7
Communications	1,609	99	6.1
Utilities and sanitary services	1,513	94	6.2
Wholesale trade	4,996	271	5.4
Retail trade	21,094	1,247	5.9
Finance, insurance, and real estate	7,968	479	6.0
Services	43,877	3,329	7.6
Business and repair services	7,537	407	5.4
Personal services	4,395	253	5.8
Entertainment and recreation services	2,248	183	8.1
Professional and related services	29,697	2,486	8.4
Health services, except hospitals	5,984	440	8.4
Hospitals	4,956	418	8.4
Legal services	1,333	68	5.1
Educational services	9,915	1,007	10.2
Social services	2,991	242	8.1
Membership organizations	1,406	129	9.2
Engineering and management services	2,824	165	5.8
Public administration	5,934	547	9.2
Justice, public order, and safety ..	2,288	272	11.9

the same occupational group as the first. This attachment of primary and secondary jobs was strongest in the professional specialty (53 percent); service, except private household (45 percent); and sales (28 percent) occupational groups.

A significant pattern appears when we examine employ-

Table 7. Distribution of the secondary jobs of multiple jobholders by occupational group of primary job, and employment in secondary jobs by occupational group, 1995 cps annual averages

Occupation of primary job	Occupation of secondary job						
	Total employed (thousands)		Executive administrative and managerial	Professional specialty	Technician and related support	Sales	Administrative support
	Number	Percent					
Total employed	7,413	100.0	9.7	20.3	2.5	17.9	9.7
Executive, administrative, and managerial	1,024	100.0	22.2	18.8	1.7	22.0	10.1
Professional specialty	1,540	100.0	9.5	53.3	2.2	11.6	5.6
Technician and related support	281	100.0	7.2	14.5	25.7	14.9	10.7
Sales	833	100.0	10.9	14.5	0.9	28.0	10.0
Administrative support	1,119	100.0	6.7	10.4	1.3	26.6	23.4
Private household	41	100.0	1.9	7.3	0.0	9.3	14.6
Service, except private household	1,063	100.0	5.0	8.0	2.0	13.0	6.2
Farming, forestry, and fishing	168	100.0	8.1	7.4	0.9	12.4	9.9
Precision production, craft, and repair	597	100.0	9.5	10.6	1.2	14.6	3.3
Machine operators, assemblers, and inspectors	300	100.0	4.6	7.5	1.5	14.5	5.2
Transportation and material moving	230	100.0	6.0	5.4	1.0	11.8	5.1
Handlers, equipment handlers, and laborers	217	100.0	2.9	6.6	2.0	13.3	7.1
Number of secondary jobs ¹	7,413	...	719	1,504	187	1,325	717
Percent additional jobs ²	4.0	7.7	4.6	8.1	3.8
	Private Households	Service, except private household	Farming, forestry, and fishing	Precision production, craft, and repair	Machine operators, assemblers, and inspectors	Transportation and material moving	Handlers, equipment handlers, and laborers
Total employed	1.0	18.5	7.5	5.3	1.8	3.2	2.6
Executive, administrative, and managerial	0.2	10.2	7.5	3.2	1.3	1.5	1.1
Professional specialty	0.6	7.7	4.7	2.5	0.7	1.1	0.6
Technician and related support	0.0	13.7	5.4	4.5	1.2	1.3	1.0
Sales	1.3	17.2	5.9	3.4	1.9	2.8	3.3
Administrative support	0.7	18.6	3.9	2.1	1.4	2.9	1.8
Private household	14.0	38.4	4.2	3.3	5.3	1.7	0.0
Service, except private household	2.6	45.2	4.4	4.5	2.0	3.2	3.7
Farming, forestry, and fishing	1.4	13.3	20.3	5.5	2.2	12.3	6.3
Precision production, craft, and repair	0.5	12.3	14.5	21.6	4.0	3.5	4.5
Machine operators, assemblers, and inspectors	0.4	25.9	16.2	9.7	4.9	5.7	3.7
Transportation and material moving	0.0	18.3	20.5	8.2	1.6	16.8	5.3
Handlers, equipment handlers, and laborers	1.5	21.9	15.6	10.0	2.9	5.8	10.4
Number of secondary jobs ¹	73	1,372	556	393	134	238	194
Percent additional jobs ²	8.1	7.8	13.2	2.8	1.7	4.4	3.8

¹This category represents the number of persons working secondary jobs in a particular occupational group.

²This is the percentage increase in the total number of jobs when secondary jobs are added to primary jobs in an occupational group.

ment in secondary jobs for the top three occupational groups. Professional specialty occupations are the most numerous secondary jobs because of the large number of professionals who apply their expertise as professionals outside their primary job. Service and sales occupations are the second and third largest secondary job groups because of the large numbers of workers of all backgrounds who seek secondary jobs in these

two groups, and very likely because of the availability of part-time jobs in these occupations.

Effects on total employment

One of the reasons data on multiple jobholders is collected is to try to count the number of jobs in the economy more accu-

rately. According to 1995 CPS data, the number of persons with primary jobs is 125.0 million, the number of people working secondary jobs is 7.9 million, making the total number of jobs held about 132.9 million. This is 6.3 percent higher than regularly published employment numbers. However, the impact of multiple jobholding on each occupational group is quite different, as shown at the bottom of table 7. While the professional specialty occupation group has the largest number of additional jobs (1.5 million), secondary jobs have the greatest impact on the farming forestry, and fishing occupation group, where the 556,000 additional jobs increased the total number of jobs in this group by 13 percent.

Not surprisingly, retail sales is at the top of the list of occupations employing more than 100,000 people in secondary jobs, because many people supplement their earnings working part time at local stores. (See table 8.) Farming and farm work is a popular secondary job, probably because large numbers of smaller family farms cannot survive solely off the farm's earnings. Also, "weekend gardeners" tend to choose farming and farm work as a secondary job because they enjoy growing and selling the produce from their small plot. Many people with specialized expertise supplement their earnings by teaching adult education courses or teaching part time at a university. More than half of all employment in secondary jobs is accounted for by the occupations listed in table 8.

Among the 25 occupations employing the largest proportions of workers in a secondary job, virtually every "artistic" occupation appears. (See table 9.) For example, teachers, not elsewhere classified includes adult education teacher, tutors, part-time music teachers, and so forth—all areas with a large proportion of secondary jobs or part-time work. Similarly, artists, performers, and related workers not elsewhere classified, includes birthday

Table 8. Occupations employing more than 100,000 persons in secondary jobs, 1995 annual averages

Occupation	Primary job employment, 1995	Secondary job employment 1995	Percent in this occupation as a secondary job ¹
Salesworkers, retail and personal services	6,608	891	11.9
Farm operators and managers	1,453	381	20.8
Janitors and cleaners	2,067	275	11.7
Teachers, n.e.c.	727	220	23.3
Supervisors and proprietors, sales occupations	4,494	204	4.3
Street and door-to-door salesworkers	368	176	32.3
Waiters and waitresses	1,424	173	10.8
Sales representatives, finance and business services	2,399	166	6.5
Bookkeepers, accounting, and auditing clerks ..	1,773	164	8.5
Mechanics and repairers	4,426	163	3.6
Construction trades	116	160	3.0
Teachers, college and university	843	151	15.1
Registered nurses	1,978	130	6.2
Nursing aides, orderlies, and attendants	1,765	127	6.7
Truck drivers	2,872	126	4.2
Social, recreation, and religious workers	1,305	125	8.7
Guards	844	123	12.7
Cooks	2,001	108	5.1
Secretaries, stenographers, and typists	4,102	107	2.6
Health technologists and technicians	1,650	106	6.1
Musicians and composers	162	103	39.0

¹ Calculated as: secondary job employment/(primary job employment plus secondary job employment).

Table 9. Occupations with more than 10 percent of all jobs held as secondary jobs, ranked by percent of secondary jobs, 1995 annual averages

[Numbers in thousands]

Occupation	Primary job employment, 1995	Secondary job employment 1995	Percent in this occupation as a secondary job ¹
Musicians and composers	162	103	39.0
News vendors	116	62	35.0
Athletes	87	46	34.4
Announcers	50	25	33.6
Street and door-to-door salesworkers	368	176	32.3
Teachers, n.e.c.	727	220	23.3
Artists, performers, and related workers, n.e.c.	103	30	22.8
Bartenders	287	81	22.0
Farm operators and managers	1,453	381	20.8
Authors	118	29	19.9
Small engine repairers	64	13	17.0
Psychologists	260	52	16.7
Religious workers, n.e.c.	111	21	15.9
Photographers	136	25	15.6
Teachers, college and university	843	151	15.1
Clergy	355	59	14.3
Demonstrators, promoters and models, sales ..	71	12	14.2
Guides	53	9	14.0
Managers, properties and real estate	527	82	13.4
Management analysts	316	46	12.7
Guards	844	123	12.7
Attendants, amusement and recreation facilities	195	26	11.9
Salesworkers, retail and personal services	6,608	891	11.9
Janitors and cleaners	2,067	275	11.7
Editors and reporters	271	35	11.4
Actors and directors	115	15	11.3
Animal caretakers, except farm	122	15	11.0
Waiters and waitresses	1,424	173	10.8
Physicians assistants	55	6	10.6
Therapists	466	54	10.4
Painters, sculptors, craft-artists, and artist printmakers	235	27	10.4
Bus drivers	527	61	10.4

n.e.c. = not elsewhere classified.

¹ Calculated as: secondary job employment/(primary job employment plus secondary job employment).

clowns, psychic readers, comedians, magicians, and so forth. Also, religious workers, not elsewhere classified includes Sunday school teachers, assistant ministers, faith healers, and so forth. Forty-five percent of secondary employment is accounted for by the occupations listed in table 9. A compari-

son of this table with table 5 shows that primary occupations are far more diverse than secondary occupations, meaning that people from a wide variety of primary occupations are targeting a smaller group of secondary occupations for additional employment. □

Footnotes

¹ This number does not agree with official data on multiple jobholding published in the January 1995 edition of *Employment and Earnings* because this analysis was carried out using public use Current Population Survey files and different estimating techniques.

² These include paying off debts, meeting regular household expenses, and saving for the future.

³ John F. Stinson, "Multiple jobholding up sharply in the 1980's," *Monthly Labor Review*, July 1990, p. 4;

⁴ Stinson, "Multiple jobholding," p. 5; and Edward S. Sekscenski, "Women's

share of moonlighting nearly doubles during 1969–1979," *Monthly Labor Review*, May 1980, p. 38.

⁵ The CPS collects occupational information for the first two jobs a person has, although the number of jobs a person may respond to as having is unlimited. Also, the occupation of a respondent's second job is only collected from outgoing rotation groups in the CPS sample, or approximately one-quarter of the sample. The resulting different weights applied to the responses to the questions, "Did you have more than one job?" and "What was the occupation of your second job?," causes the difference in the number of multiple jobholders (7,924) and the occupation-based total of secondary jobs (7,413).

Where are you publishing your research?

The *Monthly Labor Review* will consider for publication studies of the labor force, labor-management relations, business conditions, industry productivity, compensation, occupational safety and health, demographic trends, and other economic developments. Papers should be factual and analytical, not polemical in tone. Potential articles should be submitted to: Editor-in-Chief, *Monthly Labor Review*, Bureau of Labor Statistics, Washington, DC 20212-0001.
