

# Understanding multiple job holding in Australia: the role of gender

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# Motivation

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- Like the UK the Australian labour market is highly deregulated and in recent years has seen a growth in:
  - Employment insecurity
  - Under employment (workers wishing to work more paid hours)
  - Income inequality
- MJH is a potentially important adjustment mechanism
  - Help meet financial needs if under-employed in primary job
  - Buffer against potential job loss if employment insecure
  - May open up new job opportunities (new networks etc.)

# Motivation continued

- Notwithstanding the potentially important role of MJH as a labour adjustment mechanism, the determinants of MJH are poorly understood (particularly outside of the USA).
- The lack of interest may reflect the fact that:
  - The incidence of MJH appears to be relatively small; &
  - The MJH rate shows little variation over time, suggesting that MJH is perhaps a benign activity.
- Understanding the determinants and trends is an important exercise, particularly if the patterns vary for different labour market groups.
  - If MJH a response to under-employment or precarious employment this raises questions as to the quality of primary jobs

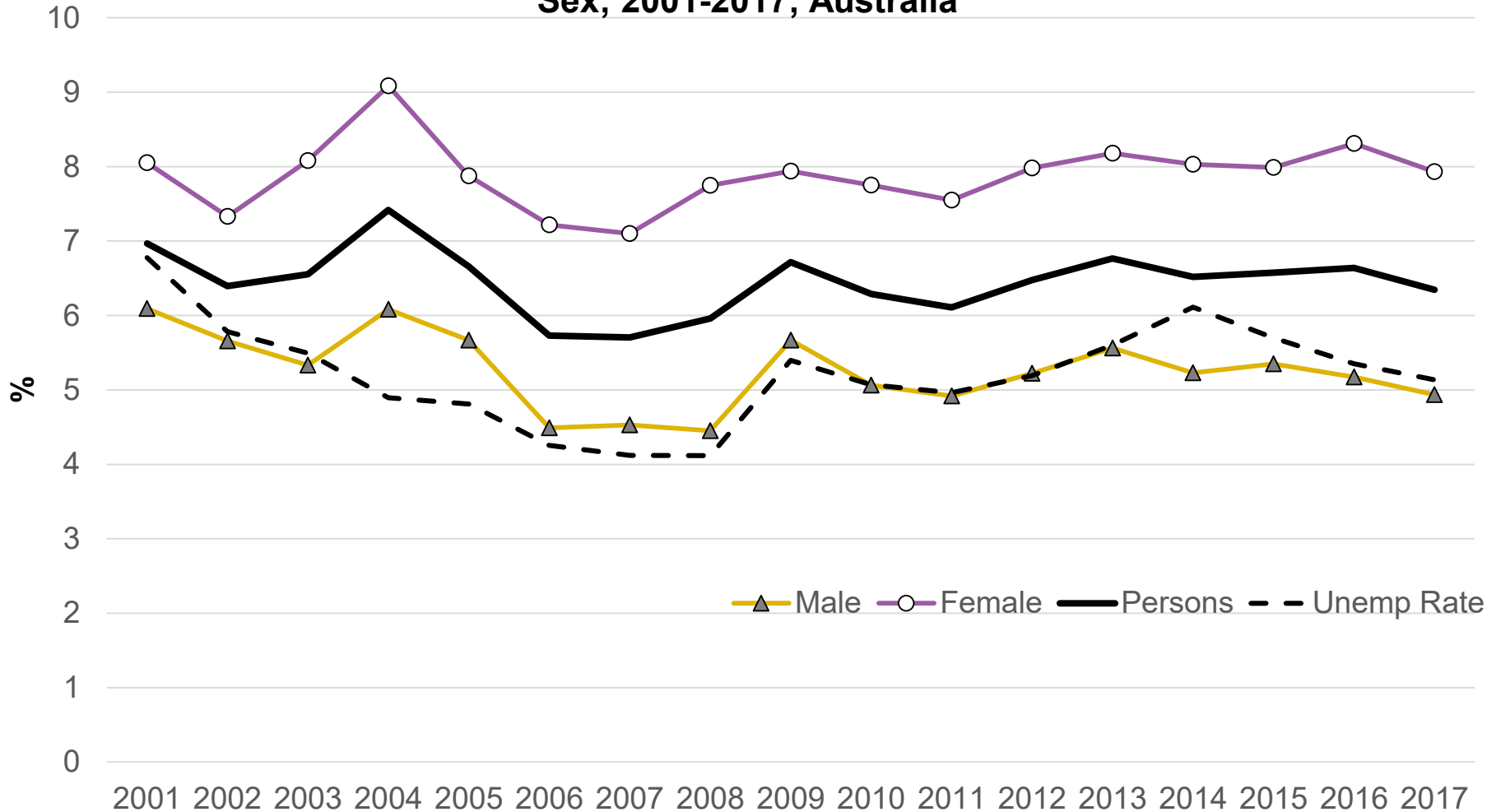
# Motivation & Aim

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- Understanding the determinants and trends is an important exercise, particularly if the patterns vary for different labour market groups.
  - If MJH a response to under-employment or precarious employment this raises questions as to the quality of primary jobs
- Paper uses data from the Household, Income and Labour Dynamics in Australia Survey (HILDA) to examine incidence, determinants and trends in MJH.
- Paper contributes to the broader literature on job quality and decent working time.

# Trends in the MJH rate (& Unemp Rate), Australia

Multiple Job Holding as a % of Total Employed; Adults (aged 20-64); by Sex; 2001-2017; Australia



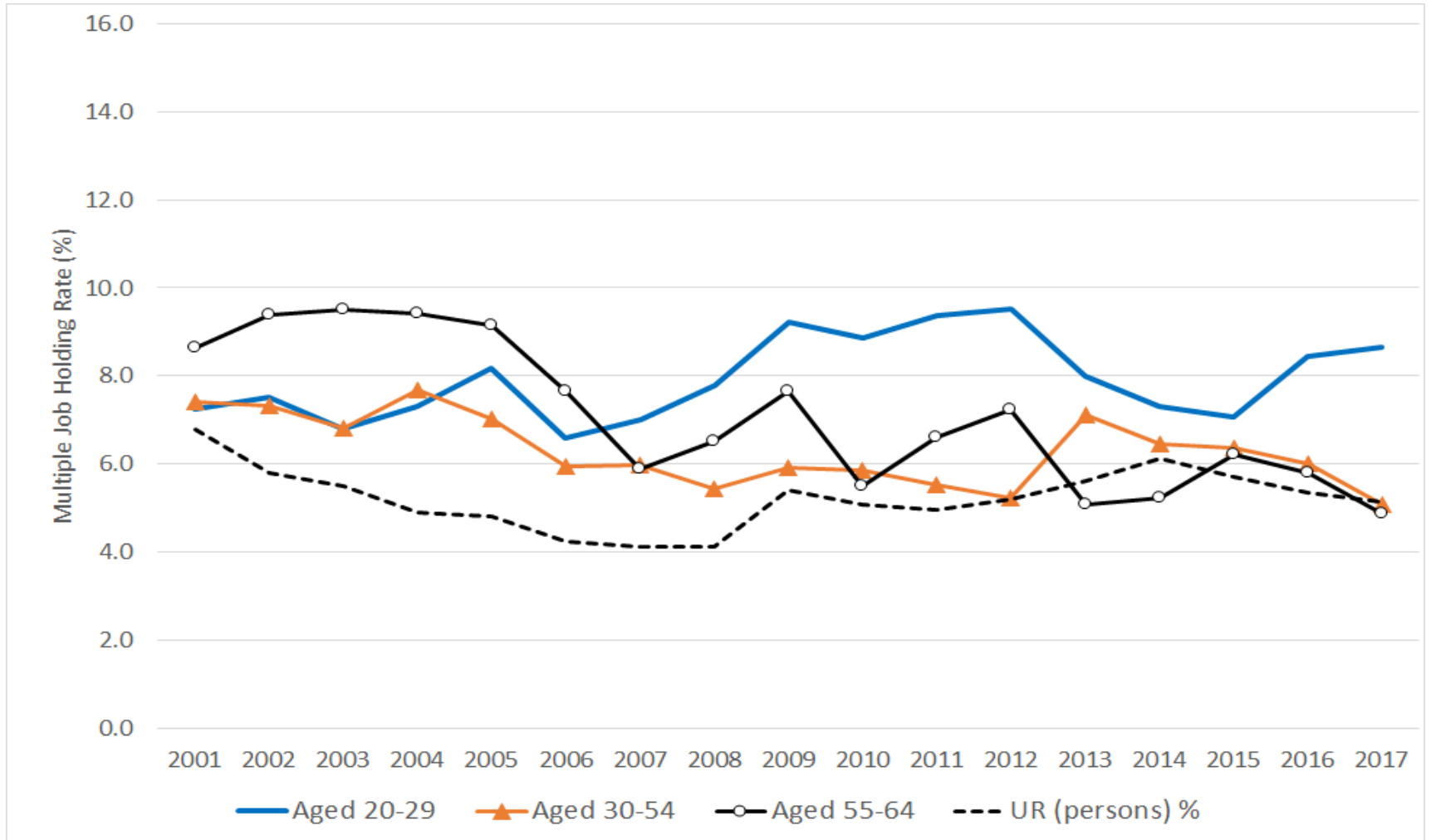
Source: HILDA. Weighted estimates.

# Trends in the MJH rate (& Unemp Rate), Australia

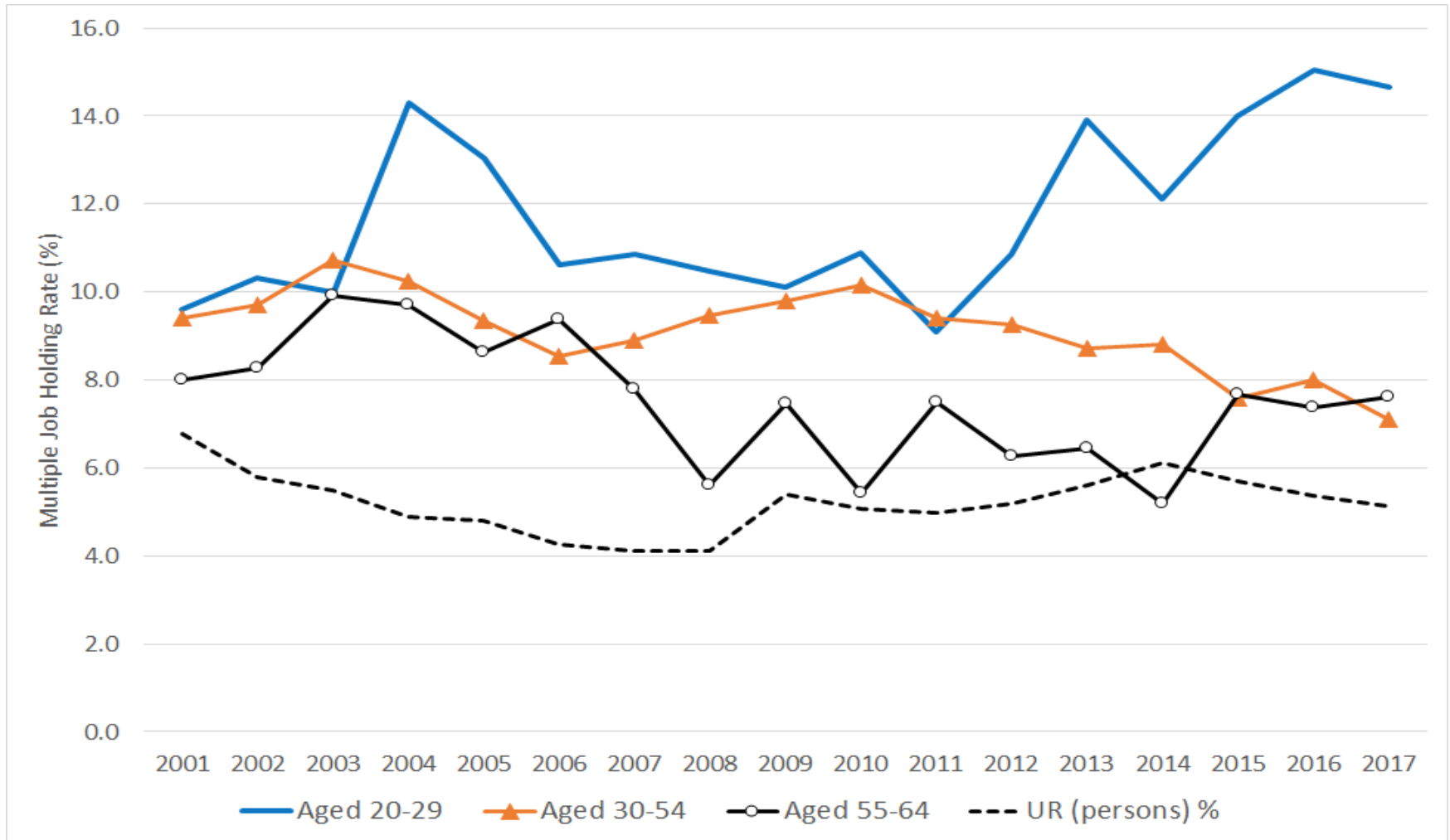
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**But when the data are  
disaggregated by sex and  
age a different story emerges  
– particularly for young  
people**

# Male MJH rate (%); by age; 2001-2017; Australia



# Female MJH rate (%); by age; 2001-2017; Australia





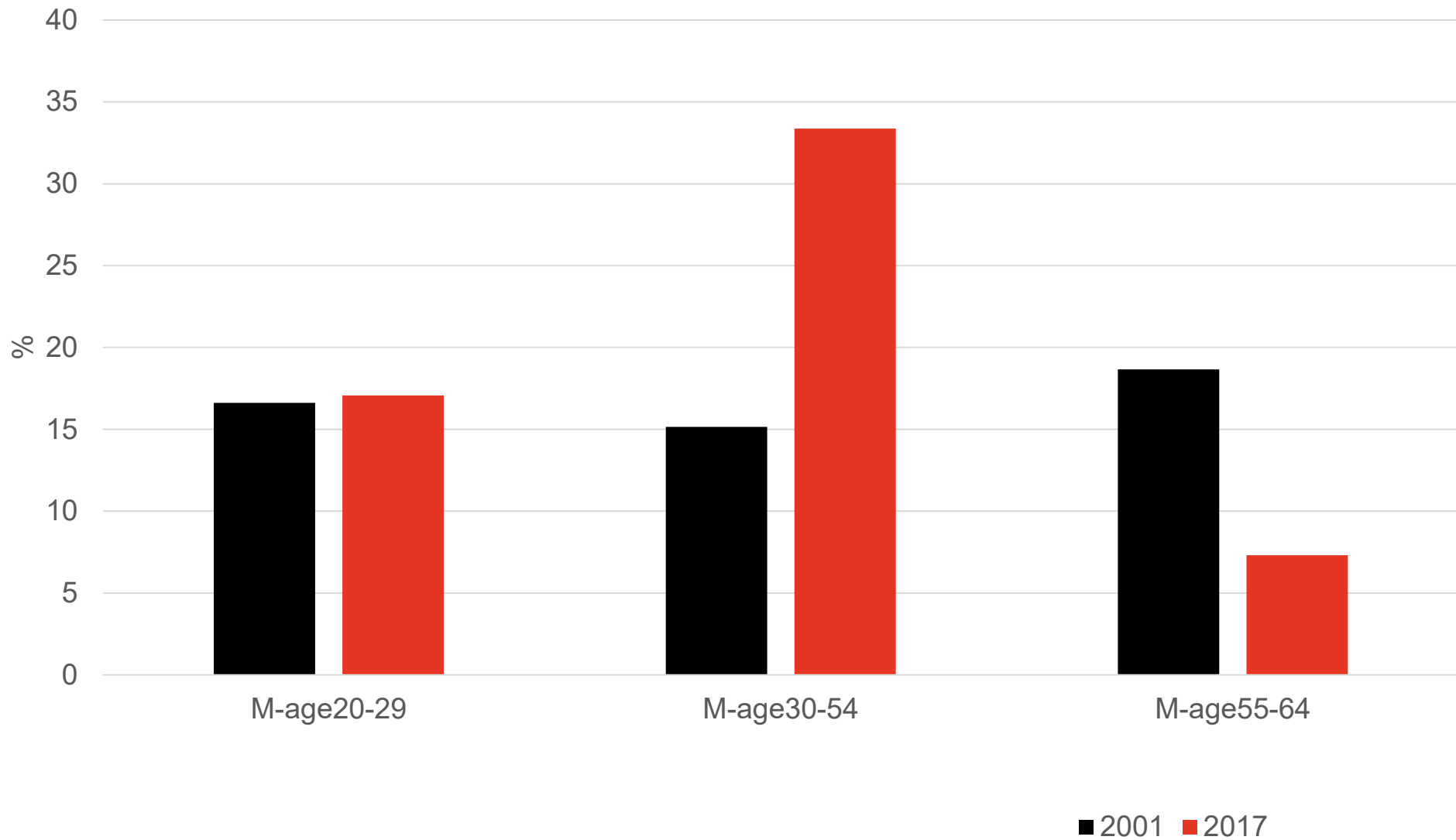
# Descriptives

Of all new secondary jobs created between 2008 (the global financial crisis) and 2017, the share occupied by each of the different groups was as follows:

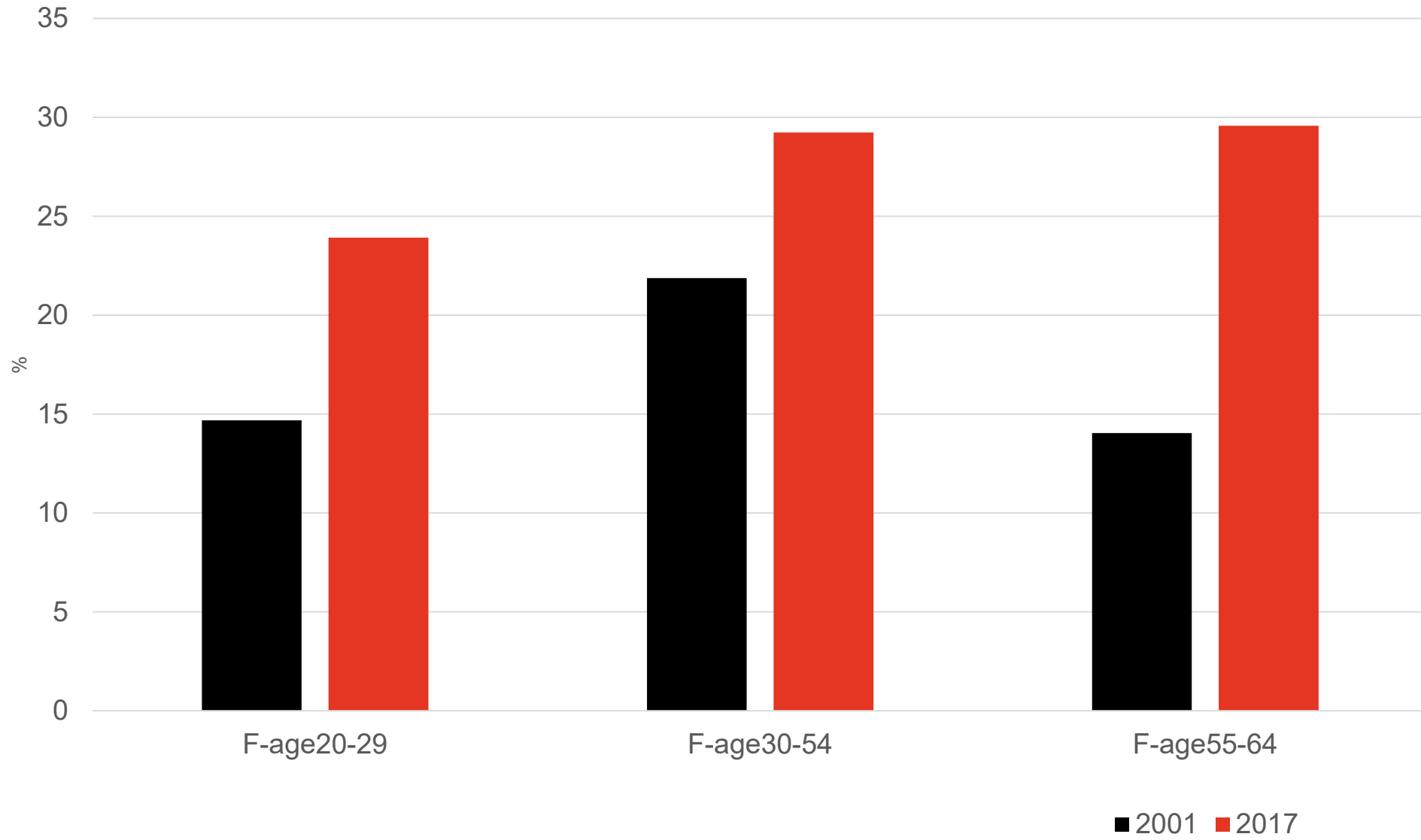
Men aged 20-29	Women aged 20-29	Men aged 30-54	Women aged 30-54	Men aged 55-64	Women aged 55-64
30.5%	62.7%	-1.6%	-25.4%	15.7%	18.2%

- **More than 80% of the new secondary jobs were taken by young women and older women.**

# % of multiple job holders combining part-time jobs to attain full-time hours - men



# % of multiple job holders combining part-time jobs to attain full-time hours - women



# Summary

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- Significant increase in the incidence of MJH amongst women, particularly young women.
- Of total growth in the number of MJH'ers between 2001 and 2017 combining part-time jobs for full-time hours, 43% of the growth is from an increase in young women (aged 20-29) engaged in such employment arrangements.

## → Questions:

- Is the growth in MJH amongst young workers as a result of precarious employment and under-employment in the primary job?
- Why are trends in MJH different for men and women?
- What are the policy implications?

# Why might there be difference in MJH behaviour between men and women?

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- It could be demographic differences – eg. research shows that male MJH'ers are more likely to be married and have children than female MJH'ers
- Could be as a result of labour market segmentation – if women are more likely to be found in precarious jobs and/or jobs with short hour contracts then this may see an increase in MJH'ing by women.

# Data and sample

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Data: Household, Income and Labour Dynamics in Australia (HILDA) data set.

- Advantages: rich set of potential covariates; large and nationally representative; panel (17 waves from 2001-2017).
- Limitations: annual survey; MJH captured at a single point in time; if MJH informal there may be under-reporting of MJH activity; we know nothing about the secondary jobs.

## Sample

- Focus is on persons aged 20-64 disaggregated into three age groups: 20-29; 30-54 and 55-64 years.
- For period 2002-2017 there are 65,030 and 70,754 employed women and men in the sample, of whom 6,198 women and 4,935 men hold more than one job.

# Approach

1. First we estimate the likelihood of being a multiple jobholder using a probit model that accounts for selectivity (into employment) (using the `'heckprobit'` command in Stata).  $Y=1$  if MJH; 0 if SJH.
  - Estimated across waves 2 to 17 with wave fixed effects. All monetary variables in real terms
  - Estimating model controls for standard labour supply controls (age, qualification, marital status, dependent children, ethnicity, location, contract arrangements in primary job (permanent, fixed, casual), perceived level of job security, degree of feminisation of industry, sector of employment & time spent volunteering (noting that for some volunteering may be a substitute for MJH).
  - We assume hours worked in primary job is exogenous → control for hours on RHs
  - Also control for non-labour income

# Blinder & Oaxaca Decomposition (example for linear case) used to shed light on sources of gender gap in MJH

$$(MJH_F) = \alpha_F + \beta_F X_F + \varepsilon_F$$

$$(MJH_M) = \alpha_M + \beta_M X_M + \varepsilon_M$$

Subtracting one from the other:

$$\begin{aligned} (Gap) &= \overline{(MJH_F)} - \overline{(MJH_M)} \\ &= \hat{\beta}_M (\bar{X}_F - \bar{X}_M) + (\hat{\beta}_F - \hat{\beta}_M) \bar{X}_F + (\hat{\alpha}_F - \hat{\alpha}_M) \end{aligned}$$

Explained Unexplained

NB: within Stata the `fairlie` command may be used to compute the Blinder-Oaxaca decomposition in the non-linear case (Jann, 2006)



# Probit: Summary Results (Average Marginal Effects): Aged 20-29

	Male	Female
Employed on a fixed term contract	0.032**	0.015
Employed on a casual contract	0.022**	0.019
Feminised industry	-0.008	-0.018
Male dom. industry	-0.021*	0.033
Private sector	-0.011	-0.017
Occ: Mgr / Professional	0.021*	0.042**
Occ: Personal service worker	0.028*	0.052***
Occ: Clerical	0.028*	0.058***
Volunteer	0.003*	0.001
Sales Worker	0.058	0.017
Hrs0<24	<b>0.148***</b>	<b>0.187***</b>
Hrs24<35	<b>0.135***</b>	<b>0.176***</b>
Hrs35<41	0.028***	0.022
+ controls for human capital, non-labour income and wave dummies	yes	yes
# of Obs	17,476	16,248

## ***Marginal Effect (on the likelihood of Multiple Job Holding) of Part-time Hours in Main Job; By Sex, Age and Year. %***

	<b>Aged 20-29</b>		<b>Aged 30-54</b>		<b>Aged 55-64</b>	
	F	M	F	M	F	M
<b>2002-05</b>						
Hrs<24	10.1%**	14.5%***	18.4%***	27.1%***	23.7%***	22.6%***
Hrs24<35	9.7%**	13.3%**	10.1%***	18.2%***	15.7%**	15.3%***
<b>2015-17</b>						
Hrs<24	29.6%***	18.1%***	21.8%***	23.0%***	8.3%***	11.9%***
Hrs24<35	26.5%***	16.8%***	16.8%***	13.8%***	5.7%***	9.1%***

Notes. Source HILDA, waves 2-17. Estimates Weighted. The regression models control for human capital characteristics, job characteristics, volunteering and non-labour income. Significance levels: \* p<0.10, \*\* p<0.05, \*\*\* p<0.010

***Marginal Effect (on the likelihood of Multiple Job Holding) of Part-time Hours in Main Job; By Sex, Age and Year. %***

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**Shows that for young women in 2015/17, working fewer than 24 hours per week increased the likelihood of being a MJH by 30% (relative to those working 41+ hours per week), up from 10% in 2002/05.**

# Decomposition results: Aged 20-29

	2002/5	2006/8	2009/11	2012/14	2015/17
MJH%Women	11.8%	10.6%	10.0%	12.3%	14.5%
MJH%Men	7.4%	6.9%	9.1%	8.2%	8.1%
Gender Gap %-point	4.4	5.6	0.9	4.0	6.4
% Gender Gap Explained:	70.5%	80.6%	155%	95%	18.8%
Explained Gap: Contribution of Components	Percent contribution				
Human capital vars	-1.7	1.0	-40.2	8.7	-128.0
Job charact. vars	26.8*	39.7*	4.5	32.8*	28.5***
Hours primary job	66.8***	39.0***	152.2***	55.0***	188.2***
Income (wage 1 <sup>st</sup> job and non-labour income)	9.4	0.2	-19.5	4.8	14.2
Year dummies	-1.0	0.1	1.7	0.9	-1.1

Significance levels: \* p<0.10; \*\* p<0.050; \*\*\* p<0.010

# Decomposition results: Aged 20-29

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**Similar findings for those aged 30-54 and 55-64; i.e. gender differences in hours in the main job is key factor driving gender gap in MJH.**

**→ for women MJH is a story of under-employment in the main job**

# Summary & Conclusion

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- In Australia job insecurity and under-employment is on the rise, as is MJH – particularly amongst young women.
- While MJH may be rising on account of non-pecuniary reasons (eg. second job in a band for love of music and entertaining), research shows that key driver of increased MJH amongst women is under-employment in the main job.
- Our research raises more questions than it answers – eg.
  - Why are young women unable to obtain their preferred hours so early in their career?
  - What does this mean for their long run economic security and returns to education
  - How much of it is a result of legislation distorting the way firms organise the workforce and demand labour