



MULTIPLE JOB HOLDERS

An analysis of second jobs in the European Community

1982



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by

Jeremy Alden and Richard Spooner

The University of Wales,
Institute of Science and Technology,
Cardiff

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FOREWORD

The project to which this report relates is one of a number of studies of Community labour market statistics carried out or commissioned by Eurostat - the Statistical Office of the European Communities. The reports are being published to facilitate analysis of the labour market and to improve understanding of the various compilations of statistics. This study was carried out by the University of Wales, Institute of Science and Technology, Cardiff, Wales.

Other reports in the series include a volume on "definitions of registered unemployed" published early in 1982* and reports in course of preparation on notified vacancies, industrial disputes, an annotated bibliography of sources of wage statistics in the European Community, a similar bibliography of sources of statistics of hours of work, and (with OECD) a report on statistics of lay off and short-time working.

The authors alone are responsible for this report which does not necessarily reflect the views of the Commission or commit it in any way.

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No meaningful comparison of second jobs within the European Community could have been undertaken without the assistance of individual member countries themselves. In addition to analysis of data from the Labour Force Survey an integral component of the research project involved a visit to each member country which included questions on second jobs in their Labour Force Survey for the European Community. The authors wish to acknowledge the co-operation and assistance given by the various officials working on the Labour Force Survey for the European Community in their respective countries. In particular, the authors acknowledge the help given by Mr. Bradley at the Office of Population Censuses and Surveys in London for the U.K., Mr. O'Hanlon at the Central Statistical Office in Dublin for Ireland, Mr. Corpeleijn at the Centraal Bureau voor de Statistiek in Voorburg for the Netherlands, Mr. Mayer at the Statistisches Bundesamt in Wiesbaden for West Germany, Mrs. Degalle at the Institut National de Statistique in Brussels for Belgium, Dr. Arangio-Ruiz at the Istituto Centrale di Statistica in Rome for Italy, Mr. Kerschenmayer at STATEC in Luxembourg for that country, Mr. Grais at the Institut National de la Statistique et des Etudes Economiques in Paris for France, Mr. Evans at OECD also in Paris, and Mr. Henning Larsen at the Danmarks Statistik in Copenhagen for Denmark.

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ABSTRACT AND SUMMARY OF MAIN FINDINGS

1. *Abstract*

The main purpose of the study has been to analyse the data on second jobs which has been collected through the operation of the Labour Force Survey for the European Community with particular reference to 1977 and 1979. The study has focussed upon four principal issues:

- (a) to identify the concepts and methods used by member countries to collect data on second jobs from their Labour Force Surveys;
- (b) to analyse the data on second jobs to assess the main features of this activity and examine its relationship to other labour force variables;
- (c) to examine the compatibility of EEC Labour Force Survey data with other national sources of data on second jobs;
- (d) to compare the EEC Labour Force Survey with the American Current Population Survey as sources of data on second jobs given the longstanding work of the USA in this field, and to comment on the adequacy of the EEC data.

2. *Summary of main findings*

Section 1 Introduction to scope and nature of the study.

- (i) there is increasing interest being shown by member countries of the EEC in the incidence of second jobs.
- a number of reasons may account for this increased interest;

- (ii) the need for employment data to count jobs rather than numbers of people in the labour force;
- (iii) the attempts made by member governments to measure more accurately those in employment as well as those out of employment;
- (iv) concern over increasing levels of unemployment has raised questions over the extent to which those with second jobs may deprive the unemployed of a first job. There seems little evidence however to support this view;
- (v) member countries are becoming more concerned at the likely implications for second jobs which may result from changing patterns of working time. Evidence available suggests that such changing patterns may increase the activity of second jobholding.
- (vi) the phenomenon of second jobs has become closely linked to the current debate in many countries on the 'black' or 'informal' economy. Those persons having two paid jobs have become closely identified with tax evasion and unrecorded economic activity;

Section 2 Concepts, methods and sources of data on second jobs.

- (i) a thorough understanding of the concepts and methods used in the compilation of data on second jobs from the EEC Labour Force Survey is essential to any meaningful analysis of such data;

- (ii) while the SOEC devises the programme for analysing the results and is responsible for processing and disseminating the information on second jobs, it is the national statistical institutes in member countries who are responsible for collecting the Labour Force Survey data and actually decide the methods and definitions used;
- (iii) while the Labour Force Survey is synchronized in so far as when survey work is carried out, the actual period during which survey work is done varies between countries. This has important implications for data on second jobs. In particular the estimates of second jobs made by individual member countries based on continuous all the year household interview surveys may be expected to be higher than those provided by the EEC Labour Force Survey;
- (iv) member countries vary in their use of reference periods for collecting data on second jobs. For purposes of recording economic activity the reference period is a week. However, some countries use a fixed reference week while others adopt a mobile reference week. Furthermore, while six out of seven countries in 1977 collected data on second jobs on a *de facto* (last week) basis, the Netherlands used a *de jure* (present) basis. These differences in the type of reference period used and choice of reference week have important implications for member country estimates of double jobholding and comparability of data between countries;

- (v) there are some important problems in trying to compare national sources of data on second jobs with the data from the EEC Labour Force Survey, for example, use of different wording for questions both between countries and within countries over different periods of time, the different times when surveys are held, and the fairly widespread practice of using proxy interviews on the Labour Force Survey;
- (vi) the main interest over second jobs is in relation to paid second jobs. A weakness of the EEC Labour Force Survey is the lack of data on earnings from either the first or second job in terms of hourly rates of pay or average weekly earnings. It must be recognised however that the Labour Force Survey is primarily a survey of economic activity in relation to employment rather than incomes or expenditure;
- (vii) most member countries have alternative sources of data on second jobs to that provided by the EEC Labour Force Survey. The most usual alternative source of data on second jobs is the Family Budget type survey. However these often adopt different concepts and definitions on second jobs to the EEC Labour Force Survey and must be interpreted with care. For these reasons and others given in this report, it is extremely difficult to compare different sources of data on second jobs for any one country for a given year. The choice of which source of data to use should therefore be closely linked to the concept being measured. As the Family Budget

surveys are a survey of incomes and expenditure they do have the advantage of including income data on first and second jobs;

- (viii) there is some variation between member countries in how surveys distinguish between the main job and the second job. Few of the Labour Force Surveys by member countries are very explicit in helping either the interviewer or respondent in distinguishing the second job from the main job. While a number of factors are taken into account the principal factors are the number of hours worked and the remuneration received. However, while the extent of a second job can be measured in terms of hours from the Labour Force Survey, no measure can be made in terms of income from the second job;
- (ix) one of the problems encountered by the national statistical institutes in operating the EEC Labour Force Survey has been its cost. The interviewing time on the Labour Force Survey is therefore kept to a minimum. This raises a number of problems for the questions on second jobs which do require considerable interview time of the respondent himself or herself. The use of proxy interviews, e.g. a wife deciding whether her husband has a second job or not, and distinguishing a second job from overtime, on a subject such as second jobs seems particularly problematic;
- (x) the relatively large size of the samples for the EEC Labour Force Survey has been one of its most attractive

features to the potential user, particularly in relation to national sources of data in member countries which often use relatively small sample sizes;

- (xi) while SOEC does make every effort to harmonize the survey results there is not perfect comparability of Labour Force Survey data on second jobs either between surveys for individual countries or between countries for any given survey year;
- (xii) both the USA and Japan provide examples of countries with a comprehensive range of data on second jobs. Together with the EEC Labour Force Survey these three sources may be regarded as the best available. The American data appears to be the most extensive, available on an annual basis, and being the only source to include questions on the motivation for holding two jobs. While both the American and EEC data on second jobs have a *de facto* basis this is not the case with Japan which adopts a *de jure* concept. While there is no single internationally accepted definition of second jobs most countries have adopted the *de facto* definition. The EEC Labour Force Survey therefore share a common basis with survey data for many other countries;
- (xiii) a common feature shared by the EEC, USA and Japanese data is the remarkably stable rate of second jobholding over time;
- (xiv) while the EEC Labour Force Survey is undertaken every two years not all countries include questions on second

jobs. In the 1977 Labour Force Survey seven out of nine countries included questions on second jobs; for the 1979 survey only four countries included such questions. No questions on second jobs were included by France or Denmark in either 1977 or 1979;

Section 3 The extent of double jobholding.

- (i) The highest rates of double jobholding in 1977 were found in Luxembourg and Ireland, followed by Italy, Netherlands and Belgium, with the lowest rates recorded for West Germany and the UK. There was little change in these rates between the two survey dates 1977 and 1979;
- (ii) in all but one country the rate of double jobholding was higher for males than females. The UK recorded by far the highest proportion of female double jobholders. Both the UK and USA have experienced a rising proportion of double jobholders who are women;
- (iii) for most countries in the EEC between 60-90 per cent of second jobs were found to be *regular* jobs rather than *occasional* jobs. The exception to this pattern was Italy. Again, for most member countries male and female double jobholding was found not to differ with respect to the regularity of their second job;
- (iv) in five out of seven countries double jobholders were found to work an average of between 11-14 hours a week in their second occupation. The two exceptions, West Germany and Ireland, had considerably higher figures with

an average of some 20 hours a week. For both these countries males tended to work much longer hours in their second job than did females;

- (v) an analysis of hours worked in the second job by industrial sectors has shown that for most countries the longest hours worked by double jobholders in each country were in agricultural rather than in industrial or service-based second jobs;
- (vi) the rates of double jobholding for member countries were correlated with rates of unemployment and labour activity rates. The correlation coefficients between unemployment and double jobholding were not statistically significant. However, rates of male double jobholding were found to coincide with low rates of participation by women in the labour force.

Section 4 The sectoral distribution of main and second occupations held by double jobholders.

- (i) It was found useful to consider double jobholders as *originating* in a main occupation and *moving* to a second job. The sectoral distribution of outgoing flows was found to be quite different from that of incoming flows;
- (ii) the data on sectoral distributions showed that agriculture tended to be a net gainer, i.e. flows into agriculture in the form of second jobs exceeded the flows out of agriculture as main jobs. The same was true of service jobs but quite the reverse for industrial jobs. For four countries, Netherlands, Belgium, Luxembourg and UK,

the bulk of second jobs were found in the service sector whose first jobs were either in industry or who already worked in the service sector. Two marked exceptions to this pattern were West Germany and Ireland, where the bulk of second jobs were found in agriculture;

- (iii) the probability of any person having two jobs varies according to the sector in which he or she has their main occupation. In five out of seven countries, persons with a main job in agriculture have a higher than expected probability of having a second job. However, there is no simple pattern to which each country conforms;
- (iv) chi-squared tests show there to be a significant difference between the sector of the main job of male double jobholders and the sector of the main job of female double jobholders. In all seven countries female double jobholding tends to be over-represented in the service sector main jobs;
- (v) given that the service sector is the sector which provides most main jobs in all seven countries it might be expected that most second jobs would also be found in the service sector. This was found to be the case for five out of the seven countries. The exceptions were West Germany and Ireland where the service sector was under-represented in second jobs;
- (vi) Females tend to be under-represented in agricultural second jobs and over-represented in services as compared with males.

- (vii) a marked feature of double jobholding in member countries is the extent to which second jobs are held in a self-employed capacity compared to the employment status of first jobs. The relatively high proportion of self-employed jobs in West Germany and Ireland particularly reflect the importance of agriculture;
- (viii) second jobs occupied by men tend to be of a different employment status to those of female double jobholders. For most countries women were over-represented in the *employee* status category on second jobs and under-represented as *self-employed* persons. This was the reverse situation to second jobs held by males;
- (ix) the employment status on both first and second jobs was analysed by sector. In addition to being able to classify the seven countries into those whose agricultural second jobs are most dominant and those where service sector second jobs predominate, this sectoral cleavage is reinforced on the basis of employment status.

SECTION 1. INTRODUCTION TO SCOPE AND NATURE OF THE STUDY.

Increasing interest in Second Jobs.

1.1 There has been considerable interest shown in recent years by many countries in the practice of some members of the labour force to hold more than one paid job. This practice has become known as *moonlighting*, a term first used in the USA and still widely used in the literature on labour theory¹. This report provides the first comprehensive analysis of the nature and extent of second jobs among member countries of the European Community.

1.2 There are a number of reasons why the phenomenon of people holding two or more paid jobs has attracted increased interest in many countries, and before identifying the scope and nature of the study itself, the developing interest in this field of study is briefly reviewed. This review illustrates the various aspects of the labour market which have become associated with the phenomenon of second jobs.

1.3 Firstly, analysis of employment data has traditionally been a count of persons rather than a count of actual jobs which exist in the economy at any one time. For example, in Britain between 1948-1971 employment data was based on the count of national insurance cards, i.e. persons rather than jobs. However, with many countries now collecting data on jobs, questions have been raised as to just how many people hold two jobs and whether or not this constitutes a significant activity². In Italy the Istituto Centrale di Statistica (ISTAT) has made attempts recently to collect data on pluralism in employment. Since January 1977 the ISTAT has regularly produced a list of persons engaged in two or more paid activities at the same time, on

the basis of the three-monthly manpower surveys. Information on the second paid activity or on pluralism in employment is collected at interviews in accordance with two criteria based on different reference periods (a) the reference year and (b) the reference week.

1.4 Secondly, attempts have been made in recent years to measure more accurately those in employment as well as out of employment, and to standardise methods of measurement between countries. The OECD have been particularly active in this field, publishing in 1979 a report on member country approaches to the measurement of employment and unemployment³. Particular interest has been focussed upon the monitoring of unrecorded employment. Dr. Arangio-Ruiz of the Italian Istituto Centrale di Statistica has documented recent developments in the survey techniques used in Italy for measuring the volume of employment which is normally unrecorded⁴. Because of the attempts made by member countries' labour force statistics to place people into either economically active or economically non-active categories, such statistics tend to fail to reflect activity at the margins of the labour market. The activities of unrecorded work of foreigners and unrecorded secondary employment have both attracted interest in the European Community. Professor Pettenati has shown that foreign workers in Italy are now estimated at between a minimum of 280,000 and a maximum of 400,000 although the number of foreign workers holding residence permits and belonging to the labour force was under 74,000 in 1975 according to the Ministry of the Interior⁵.

1.5 Thirdly, relatively high levels of unemployment in many countries since 1970 (see Table 1.1) have led trade unions to demand a reduction

	West Germany	France	Italy	Netherlands	Belgium	Luxembourg	UK	Ireland	Denmark	EUR.9
Registered unemployed as a percentage of the civilian working population TOTAL	1970	0.6	1.3	4.4	1.0	2.2	0.0	5.8	1.0	2.0
	1971	0.7	1.6	5.1	1.3	2.2	0.0	5.6	1.2	2.5
	1972	0.9	1.8	5.2	2.3	2.8	0.0	6.5	1.2	2.7
	1973	1.0	1.8	5.0	2.3	2.9	0.0	6.0	0.7	2.5
	1974	2.2	2.3	4.9	2.8	3.2	0.0	6.3	2.0	2.9
	1975	4.2	3.9	5.3	4.0	5.3	0.2	8.7	4.6	4.3
	1976	4.1	4.3	5.6	4.3	6.8	0.3	9.8	4.7	4.9
	1977	4.0	4.9	6.4	4.1	7.8	0.5	9.6	5.8	5.3
	1978	3.9	5.3	7.1	4.1	8.4	0.8	8.9	6.7	5.6
						%				
MALES	1970	0.6	1.1	4.3	:	1.9	:	:	1.4	:
	1971	0.6	1.4	4.9	:	2.0	:	6.1	1.6	2.7
	1972	0.8	1.6	4.9	:	2.5	:	7.2	1.7	3.0
	1973	0.9	1.4	4.7	2.5	2.3	0.0	6.7	1.0	2.5
	1974	2.0	1.7	4.4	3.0	2.3	0.0	7.0	2.5	2.9
	1975	3.9	3.2	4.8	4.4	3.9	0.2	9.7	5.6	4.3
	1976	3.6	3.3	5.1	4.5	4.5	0.3	11.0	5.1	4.7
	1977	3.3	3.7	5.8	4.1	4.9	0.5	10.8	5.8	5.0
	1978	3.1	4.1	6.2	3.8	5.3	0.6	9.9	6.4	5.0
FEMALES	1970	0.6	1.6	4.5	:	2.8	:	:	0.5	:
	1971	0.9	2.0	5.6	:	2.8	:	4.1	0.6	2.1
	1972	1.1	2.3	5.9	:	3.4	:	4.5	0.6	2.4
	1973	1.3	2.5	5.7	1.6	4.1	0.1	4.0	0.4	2.3
	1974	2.6	3.2	5.8	2.1	4.9	0.1	4.3	1.2	2.9
	1975	4.6	5.0	6.5	3.1	7.9	0.2	6.2	3.2	4.4
	1976	5.1	5.9	6.7	3.6	10.8	0.4	6.7	4.2	5.2
	1977	5.2	6.7	7.8	4.2	12.7	0.8	6.8	5.7	6.0
	1978	5.1	7.1	9.1	4.6	13.7	1.1	6.4	6.8	6.4

in the standard working week. This has raised questions as to what extent those persons with two jobs may be taking first jobs away from the unemployed. As far as unemployment is concerned, Alden⁶ has shown in relation to Great Britain and the USA, that the marked rise in unemployment in recent years has not been matched by any corresponding rise in second jobs. While the unemployment rate in the USA rose from 3.5 per cent in 1969 to 5.8 per cent in 1979, the rate of moonlighting fell slightly from 5.2 per cent to 4.9 per cent. However, the numbers of moonlighters actually increased despite the fall in the rate because of a substantial rise in the size of the American labour force. In Great Britain the rate of moonlighting also remained stable from 1971-1978 (3.0 per cent and 3.0 per cent respectively) while the rate of unemployment increased from 3.4 per cent to 6.1 per cent during the period. Alden has also suggested that there is little evidence to indicate that second jobs deprive the unemployed of a first job. Firstly, both the American and British data have shown that over 30 per cent of second jobs are held in a self-employed capacity which provide few opportunities for the unemployed whose skills and financial resources often preclude them taking on even a small business. Secondly, while most second jobs are held for only a small number of hours and also low pay, the unemployed are seeking full-time paid work. Thirdly, the moonlighter by increasing his income may be expected to increase his expenditure as this is the main motivation for this activity. It might be expected therefore that there will be a multiplier effect in increasing jobs generally which would benefit the unemployed.

1.6 The issue of unemployment has also raised the question to what extent any reduction in the standard work week will encourage workers to take extra work rather than extra leisure (i.e. the familiar income versus substitution effect in labour theory). There has been considerable interest in the likely effects of changing patterns of working time and its implications for fringe labour supply such as double jobholding, not only in Western Europe but other countries too, especially the USA⁷. The Department of Employment in the UK published a report in 1975 which illustrated the extent of innovations in patterns of working hours in Britain, focussed upon more flexible working hours, the compressed work week and staggered hours. The report emphasised the diversity in patterns of working hours in Britain with some variations on the fixed 9-5 working day such as overtime, shift-work and part-time work not only firmly established but expected to become more widespread in the future with implications for the holding of two jobs.

1.7 Riva Poor is her well known book on the 4-day week⁸ found people working this schedule had a moonlighting rate of 14 per cent, compared to 4 per cent on normal 5-day weeks. In addition, the May 1974 Current Population Survey in the USA showed that workers on 4-day weeks were almost twice as likely as all full-time workers to hold a second job with figures of 8.6 per cent and 4.7 per cent respectively. Furthermore, the 1974 CPS has illustrated the extent to which finishing a main job before 5.00 p.m. can confer greater opportunities to take on a second job. The rate of moonlighting for men was found to be 11.3 per cent for those who finished their main job between 7.00 a.m. and 1.00 p.m. and 8.3 per cent for those finishing their main job between 2.00 p.m. and 3.00 p.m. In Italy workers for public authorities largely work a

schedule based on a six day week working from 8.30 a.m. to 2.00 p.m., leaving many workers the opportunity to take on a second job.

1.8 In both the USA and Great Britain interest in the changing pattern of working hours has focussed particularly upon the economic effects of a shorter working week. A recent working paper published by the UK Treasury has examined⁹ the impact which a reduction in working hours may have on output, productivity, prices, incomes and employment. In the USA use of work-sharing, either to reduce unemployment or stemming from a direct interest in reducing hours of work by shortening either the work-day or workweek, has received increasing attention, including reports on this issue being prepared by the US Department of Labor for Congress¹⁰. The implications of work-sharing in the USA for unemployment and the rate of economic growth have been analysed in some detail by Perloff and Wachter¹¹. Their analysis focussed in particular on the extent to which work-sharing may increase the number of workers who would opt for two jobs. To the extent that the work-sharing did not evolve from a desire for shorter hours among individuals, the likely impact would be a significant increase in moonlighting. If workers filled-in with second jobs there would be no reduction in overall labour supply. It is also likely that work-sharing will differentiate between the unskilled and skilled labour markets. Any increase in moonlighting which results from workers attempts to maintain their hours of work will not fall evenly across skill levels. As Michelotti has shown¹², there is a tendency for workers to moonlight in less skilled occupations, for except among professional, technical and similar workers, moonlighters do not tend to work in their primary occupation. This is also supported by Alden's analysis of data from the General Household Survey in the UK. The 1971

General Household Survey has shown that 75 per cent of males and 50 per cent of female moonlighters held their second jobs in a different occupation to their first job. Given this pattern of moonlighting, work-sharing would put downward pressure on the lower skilled sectors. It may even be that the shift to second jobs could more than offset any wage increases in those sectors that employ the part-time unskilled. The result therefore may be greater job competition and lower wages in precisely those demographic and occupational groups that are supposed to benefit from work sharing.

1.9 Fourthly, the theoretical literature on labour supply distinguishes clearly¹³ between the supply of hours of work and the supply of number of workers in terms of volume of labour supply. Although the labour force has grown in numbers in many countries, including both the UK and USA, estimates have shown¹⁴ that shorter hours, longer holidays and more part-time working have led to a fall in the actual amount of work put in by all workers when measured by the total number of hours worked in a year. If extra labour input is required to supplement growth by productivity in achieving economic growth targets, then interest may become focussed upon increasing the hours of work of those already in employment (for example, by people holding a second job) rather than attempting to find extra hours of work from the economically inactive. It should also be recognised that moonlighting occupies a special place in labour theory. While both the moonlighter and the overtime worker share a common feature in that they are both willing to supply extra hours of work above normal hours, only the moonlighter is willing to do this at rates of pay below that for the normal work week, while the overtime worker supplies extra hours of work only at premium rates of pay. There is a significant

difference between the rates of pay on first and second jobs for the moonlighter.

1.10 Lastly, there is much concern in many countries about the size and observed growth of unrecorded economic activity and the associated problems of tax evasion. This unrecorded economic activity has been given different names in different countries, e.g. *hidden economy* in Sweden, *hidden incomes* in Japan, *fiddle* in the UK, *travail noir* in France, *lavoro nero* in Italy and *underground* or *irregular economy* in the USA.

1.11 Until recently the economic aspects of the informal sector were almost exclusively the subject of discussion in the context of the developmental problems of less developed countries¹⁵. This is because the size of the informal sector is generally inversely related to Gross Domestic Product per capita levels. It might be expected that the scope for informal economic activity during the process of economic growth will be reduced as countries rundown their labour force in agricultural employment; increase the number of wage and salary earners (i.e. the dependant labour force); increase the rigidity of working patterns (i.e. working hours, annual leave etc.) in urban areas and industry; and the increasing dependance and need for a regular income.

1.12 In the UK, in March 1979 the Chairman of the Board of Inland Revenue told the House of Commons Expenditure Committee that tax evasion was estimated at some 7.5 per cent of GNP, i.e. some £11,000 million¹⁶. More recently the Central Statistical Office, in its first official report on the subject, put the estimate of the hidden economy at 3.5 per cent of GNP¹⁷. The Central Statistical Office in the UK concluded that

the hidden economy has grown over the last twenty years and especially since 1970, with greater adjustments for tax-evaded income being made in the UK national income accounts than in previous years. In the USA the size of the hidden economy has been estimated by Gutmann at over 10 per cent of GNP and even higher estimates suggested by Feige¹⁸.

1.13 A survey of the literature on clandestine employment mainly related to Western Europe has been made by De Grazia¹⁹, who like other authors, found it a topic that does not lend itself easily to analysis.

1.14 The attempts to measure the size and growth of the hidden economy in the UK and USA have been essentially macro-approaches looking at the divergence between expenditure and income estimates of GNP; the relative magnitude of currency to demand deposits; the relative magnitude of large denomination notes as evidence of the rising cash economy; and the relationship between income and total transactions. However, there are some micro-approaches to examining the hidden economy. If the hidden economy is expanding then it might be expected that those who can most benefit from such work and can avoid detection are also increased in numbers. In this respect particular attention has focussed upon the self-employed and the moonlighter i.e. those persons holding two or more jobs. Many observers have asked the question: what is the incidence of second jobs, either recorded in official statistics or those unrecorded?

1.15 It must be recognised that the authors' study of second jobs in the EEC is based primarily on data collected in the Labour Force Survey of the European Community i.e., recorded data. However, attempts have been made in many countries to measure the extent of unrecorded economic activity.

A priori, one may identify a number of groups in the hidden economy:

- (i) the unemployed - who draw unemployment benefit and work for an undeclared income in addition rather than have a main paid job in the formal sector of the economy;
- (ii) the self-employed - with their own business who may take payment in cash to keep down figures for recorded income;
- (iii) people who properly declare income but claim expenses which are excessive or fictitious;
- (iv) immigrant workers - who are obliged to accept irregular work if they have entered a country illegally or legally but in either case without a work permit, or if their work permit has expired;
- (v) women who are willing to offer part-time services, either working at home or as a domestic help;
- (vi) pensioners - in many countries a pensioner taking a job and declaring it would have his pension reduced;
- (vii) the moonlighter - with a formal first job and a second one hidden from the tax man, with this second job often being held in a self-employed capacity.

1.16 The importance of people holding two jobs to the problem of unrecorded employment has been illustrated well by Pettenati²⁰, particularly in relation to Italy which is generally regarded as having the largest informal economic sector of any country in the EEC. Pettenati has shown that the number of workers with two or more jobs in Italy was about one million or 5.2 per cent of total employment in 1974, according to the DOXA Survey (by the DOXA Institute) and 1,310,000 or 6.9 per cent of total employment in 1977 according to the new ISTAT Survey. However he has also shown that

the percentage of workers with second jobs were much higher from local surveys, with figures of 14 per cent in the Marche region²¹ and 25-30 per cent in Piedmonte²². It is generally recognised that local surveys conducted by independent researchers are usually more successful in identifying persons with second jobs than are surveys conducted by persons who represent Government.

1.17 Many further examples can be found in the EEC of the increasing interest being taken by Governments and other agencies in the phenomenon of second jobs; just a few of these may be quoted here. In West Germany the 1980/81 *report of experts* on the annual review of the economy (Sachverständigenrat Zur Begutachtung der Gesamtwirtschaftlichen Entwicklung Jahres Gutachten 1980/81) included for the first time a section on the hidden economy. The report (see especially paragraph 296) examined a number of aspects of second jobs, both legal and illegal ones, and focussed particularly on the cyclical nature of second jobs.

1.18 In Ireland the activity of people holding two paid jobs has been studied in some detail by Ryan at the College of Industrial Relations in Dublin²³. The first part of this study involved an assessment of double jobholding based upon a survey of employees, and this was followed by an assessment of the attitudes of trade unions, employers and institutions towards people holding a second job, as well as a description of the types of jobs held by them. Although Ryan considered different definitions of double jobholding he finally adopted one based on the concept of a second job which yielded a gross sum equivalent to not less than 25 per cent of the gross sum earned in the principal job. It must be recognised therefore that many small second jobs would not be covered by this

definition, and that no member country of the European Community adopts such a restrictive concept of a second job. However, the study by Ryan is interesting from a socio-economic viewpoint in terms of the perceptions by different groups of the labour market towards second jobs.

1.19 While France has not included any questions on second jobs in recent EEC Labour Force Surveys there has been increasing interest in recent years in this activity. This interest has culminated in the French Government asking a supplementary set of questions in the 1981 Labour Force Survey on second jobs in agriculture. France has also conducted Family Budget Surveys which include data on incomes from secondary employment, and the results of the 1979 Survey will be available before the end of 1981. An example of the concern shown by employers in France towards secondary employment can be seen by the special study undertaken by the Assemblée Permanente des Chambres de Commerce et d'Industries, based in Paris. In April 1980 this employers association sent a report²⁴ on clandestine employment (Le Travail Clandestin) to the French President. The report documented the disadvantages and dangers of double- jobholding, for both the Government and employers, and examined what the employers saw as the cause and consequences of unrecorded work.

1.20 Reference has already been made to the growing concern in recent years in Italy to the problem of illegal and unrecorded work. The measurement of the extent of second jobs and pluralism in the Italian labour market has been made by the Government through the survey work of the Central Statistical Institute, surveys carried out by the Bank of Italy, Censis and Doxa, and research by university institutes. Since 1977 the Central Statistical Institute has regularly produced tabulations

of persons engaged in two or more paid activities at the same time, on the basis of the three-monthly manpower surveys.

1.21 The phenomenon of second jobs and unrecorded economic activities has also attracted considerable interest in the UK. On April 9th, 1979 The Financial Times published an article by Freud²⁵ on a guide to *underground economics* and the estimate made by the Chairman of the British Revenue Board to a House of Commons Select Committee that it was not implausible that the black economy now totalled $7\frac{1}{2}$ per cent of GDP in the UK, or something over £11,000 million in the 1978-79 financial year. Such a figure was similar to those quoted by independent researchers for other countries, ranging from 10 per cent of GNP for the USA to 20 per cent for Italy. The London Evening News on 5th March, 1980 ran a front page headline - *'Britain's black economy - fiddles ranging from office perks to fraud is running at £5,000 million a year'*, with the biggest offenders being the moonlighters and the self-employed. The moonlighter was clearly identified with the black economy and tax-evasion. The London Evening News article was based on the article by the Central Statistical Office published in *Economic Trends*²⁶. This focussed upon an analysis of the national income accounts to estimate the size of the hidden economy. This article by the Central Statistical Office was the first official one to appear on this subject in the UK.

1.22 Lastly in this section, it should be noted that many countries throughout the world have also been showing an increased concern over the phenomenon of second jobs and unrecorded economic activity. In terms of second jobs covered by official Government statistical services, outside the EEC Labour Force Survey and national surveys by individual

member countries, the authors have examined in particular data regularly collected and analysed by Governments for the USA, Japan, and Australia. For example, while the UK has collected data on second jobs on a regular basis only since 1971 from its General Household Survey and since 1973 from its EEC Labour Force Survey, the USA has collected and analysed data on an annual basis since 1943, and publishes the results of its findings in the Monthly Labor Review of the US Department of Labor.

Aims of the Study.

1.23 The main purpose of the research project has been to analyse the data on second jobs which has been collected through the operation of the EEC Labour Force Survey for 1977 and 1979, and to identify the concepts and methods adopted by individual member countries when including questions on second jobs in the Labour Force Surveys.

1.24 The principal aims of the study have been:

- (a) To identify the concepts and methods used by member countries to collect data on second jobs from their Labour Force Surveys.
- (b) To analyse the data on second jobs from the Labour Force Surveys; to examine the main features of second jobs in member countries of the EEC; and to examine the phenomenon of second jobs in relation to other labour force variables.
- (c) To examine the compatibility of EEC Labour Force Survey data with other national sources of data on second jobs in the countries concerned.

- (d) To compare in particular the American Current Population Surveys and the EEC Labour Force Surveys as sources of data on second jobs given the longstanding work of the USA in this field of study and to comment on the adequacy of the EEC data.

Organisation of the Study

1.25 It was agreed with the SOEC to commence the study by examining the data on second jobs from the EEC Labour Force Survey for four countries, namely West Germany, Ireland, Netherlands and the UK. To these countries were then added the remaining countries of the EEC although recognising that neither France or Denmark have included questions on second jobs in their Labour Force Surveys.

1.26 It was agreed therefore for purposes of the study to analyse the data for the seven countries which collected data on second jobs from the Labour Force Survey in 1977, i.e. West Germany, Ireland, Netherlands, UK, Belgium, Italy, Luxembourg. It was also agreed to examine, where available, data on second jobs from the 1979 Labour Force Survey. While in 1977 all member countries had been asked by SOEC to include questions on second jobs in their Labour Force Surveys, by 1979 these questions had become optional. In fact only four countries included questions on second jobs in their 1979 Labour Force Survey, these being West Germany, Belgium, Italy and the UK.

1.27 However, both France and Denmark have participated in the author's study even though they did not include any questions on second jobs in

either the 1977 or 1979 EEC Labour Force Surveys. It was an integral element of the study to identify any national sources of data on second jobs in member countries as well as the EEC Labour Force Survey itself.

1.28 For purposes of examining the concepts, methods and definitions of second jobs used by member countries in operating their Labour Force Surveys, as well as reviewing what, if any, other sources of data were available on second jobs for member countries, a visit was made to each country for discussions with relevant officials. To facilitate a common pattern to these visits and the interviews with officials, a standard format for questions was adopted. The study was commenced in October 1980, and the visits to member countries were made on the following basis:-

UK	November 1980	Mr. Bradley, at the OPCS in London
IRELAND	November 1980	Mr. O'Hanlon, at the Central Statistical Office in Dublin.
NETHERLANDS	December 1980	Mr. Corpeleijm, at the Centraal Bureau de Statistick in Voorburg.
WEST GERMANY	December 1980	Mr. Mayer, at the Statistisches Bindedamt in Wiesbaden.
BELGIUM	March 1981	Mrs. Degalle, at the Institut Nationale de Statistique in Brussels.
LUXEMBOURG	March 1981	Mr. Kerschermayer, at STATEC in Luxembourg.
ITALY	May 1981	Dr. Arangio-Ruiz, at the Istituto Centrale di Statistica in Rome.

1.29 In addition a visit was made to France to discuss the study with Mr. Grais at the Institute Nationale de la Statistique et des Etudes

Economique in Paris during April 1981, and with Mr. Evans at the OECD also in Paris. The authors after consultation with SOEC in Luxembourg decided not to visit Denmark as the amount of data available on second jobs was likely to be small and unlike France there was no knowledge of any other work currently being undertaken there in this field of study. The authors therefore corresponded with Mr. Hemming-Larsen at the Denmark Statistic in Copenhagen. The Danish authorities confirmed that no questions on second jobs have been included in their Labour Force Surveys and that while their Family Budget Survey did cover all incomes they could not identify second jobs as a single category.

1.30 These visits to officials responsible for the Labour Force Survey in member countries proved extremely useful in clarifying the concepts, methods and sources of data on second jobs. It is particularly difficult to interpret the Labour Force Survey data in a meaningful way without a thorough understanding of the basic material. It would also have been very difficult to identify sources of data on second jobs in member countries other than the Labour Force Survey without these visits.

1.31 Section 2 examines the concepts, methods and sources of data on second jobs for member countries in the European Community. The section also provides a brief comparison of the availability of data on second jobs in the EEC with some other countries, particularly the USA and Japan.

SECTION 2. CONCEPTS, METHODS AND SOURCES OF DATA ON SECOND JOBS.

2.1 Any analysis of labour force data requires an explanation of the main concepts, methods and sources of data used, and this is particularly the case with the phenomenon of second jobs.

Background to the EEC Labour Force Survey

2.2 As the countries of the European Community have different labour market policies and administrative practices they do not produce their national statistics of employment and unemployment on a consistent basis. A sample survey of the population was therefore seen as the most practical means of obtaining near comparable statistics. Such comparable statistics were felt to be essential if community policies were to be based on a firm factual basis. While some member countries had traditionally used the household survey method of obtaining labour market information others (e.g. the UK) had not previously done so.

2.3 The original six member countries of the European Community held the first labour force survey in 1960 and annual surveys were carried out in most countries in the years 1968 to 1971. Since then a biennial programme has been established with surveys in 1973, 1975, 1977 and 1979, and currently in 1981. Some data on second jobs was collected in the earlier labour force surveys. For example, the 1968 survey, published in 1969, showed the proportion of the labour force with second jobs to be 3.1 per cent in West Germany, 2.2 per cent in Italy, 3.6 per cent in Netherlands, and 4.2 per cent in Belgium (see Table 111/4 of the report on the 1968 survey for more detailed information on second jobs).

2.4 The new members of the European Community were not required to take part in the 1973 survey but the UK did so. However, all nine members participated from 1975 through to 1981. Each survey has consisted of two parts; a basic set of questions and a series of supplementary questions. As already mentioned in Section 1, while each member country was required to include some questions on second jobs in the 1975 and 1977 surveys, they were not required to do so in the 1979 or 1981 surveys. However, France and Denmark did not include any questions on second jobs in their surveys. The data on second jobs for 1977 therefore is restricted to seven countries, namely West Germany, Netherlands, Belgium, Luxembourg, Italy, Ireland and the UK. When the questions on second jobs became optional in 1979, three countries, namely Ireland, Netherlands and Luxembourg, did not ask the second jobs questions and the 1979 data is therefore restricted to just the four countries, West Germany, Belgium, Italy and the UK.

2.5 The methods and definitions used in the Labour Force Survey have been described in some detail by the Statistical Office of the European Community (Labour Force Sample Survey : Methods and Definitions, EUROSTAT, 1977). The technical aspects of the implementation of the survey are laid down in agreement with the national statistical institutes. On the basis of proposals from the Statistical Office of the European Communities in Luxembourg, the Working Party on the Labour Force Sample Survey determines the content of the survey, the list of questions and the common coding of individual replies.

2.6 The national statistical institutes are responsible for selecting the sample, preparing the questionnaires, conducting the direct interviews among households and forwarding the results to the SOEC in accordance

with a standard coding scheme. While the SOEC devises the programme for analysing the results and is responsible for processing and disseminating the information forwarded by the national institutes, it is important to recognise that it is the national statistical institutes in member countries who are responsible for collecting the labour force survey data and actually decide the methods and definitions used.

2.7 As mentioned in Section 1, a visit was made for purposes of the research project on second jobs to the national statistical institute of each member country. The purpose of these visits was to identify and discuss the concepts, methods and sources of data on second jobs. The common set of questions asked of each member country included the following; definitions of first job and second job; sample size; number of households in the sample; addresses visited and interviews held; use of proxy interviews; time reference used; date when data collected; whether all second jobs are included (i.e. any cut-off point for trivial second jobs); the base used for the denominator when calculating a percentage rate of second jobholding; and a comparison of any national sources of data on second jobs with that of the EEC Labour Force Survey. It was a particular aim of the research project to identify sources of data on second jobs in member countries other than the Labour Force Survey. The responses of the various national statistical institutes to these questions have largely provided the information which is examined in the following paragraphs.

Date of the Survey Data.

2.8 The Labour Force Survey is synchronized in so far as survey work is carried out in the spring in all countries. However, as shown in Table 2.1, the actual period during which survey work is undertaken varies between countries as determined by the national statistical institutes.

TABLE 2.1 DATE OF SURVEY FOR 1973 - 75 - 77

	<u>1973</u>	<u>1975</u>	<u>1977</u>
West Germany	April	May	April
France	February/April	April	March
Italy	April	April	April
Netherlands	March/June	March/June	March/June
Belgium	June	April	April
Luxembourg	May	May	May
United Kingdom	May/July	April/May	April/June
Ireland	*	May	April
Denmark	*	April	April

* Ireland and Denmark took part in the community survey for the first time in 1975.

It is important to recognise therefore that surveys may not be strictly comparable from one year to another in terms of date either for individual countries or between countries. The implications of this for second jobs may be important in so far as the availability of second jobs will depend partly on the time of year i.e. seasonal variations. The date

of survey, i.e. during particular months of the year, may also help to partly explain why national sources of data based on continuous household interviewing may give higher estimates of second jobholding than those provided by the EEC Labour Force Survey.

Reference period for Second Jobs.

2.9 The reference period used in the EEC Labour Force Survey depends on the type of information required. During the actual interview reference is made to a reference day, for the recording of individual characteristics. This date corresponds to the date of the interview or a given day in the reference week. For the purposes of recording economic activity, however, the reference period is a week. The reference week comprises a normal week, i.e. excluding midweek holidays. In some countries the reference week is the one preceding the week of the survey and, as the survey week extends over a period of time, the mobile reference week method is used. For example, the UK uses a reference week which is the last complete week prior to the interview week. As the interviewing is carried out over a period of several weeks (as it is in all countries) not all the interviews relate to the same point in time. However, in Italy, the reference week remains the same, i.e. the first week of a month without a holiday, and the interview week is the following week. However, if all the interviews can not be completed in this interview week, the reference period remains the same. West Germany also uses one specific reference week to which respondents refer back, raising problems of memory recall for some.

2.10 The extent of second jobholding depends largely on the time period used. For example, in Britain there are two sources of data on second jobs

often quoted other than the EEC Labour Force Survey. These are the General Household Survey (GHS) and the Family Expenditure Survey (FES). While the GHS identified 3.4 per cent of the labour force in Britain as having a second job in 1977 the FES put the corresponding figure at 7.5 per cent for the same year. It is interesting to see that the EEC Labour Force Survey produced a 1977 figure for Britain of only 1.6 per cent. It is confusing to have three widely varying estimates of second jobs for a particular year.

2.11 The main reason for the significant difference between the FES and GHS estimates of second jobs in Britain concerns the reference period involved. While the GHS measures second jobs on a *de facto* last week basis, the FES relates to the *de jure* present basis. The adoption of the holding of a *second job last week* is more precise and restrictive a concept than *do you have a second job?* Consequently the FES catches more occasional second jobs than does the GHS. People may regard themselves as *having* second jobs even though they are not currently involved actively in them. Table 2.2 shows clearly this difference between the FES and GHS data on second jobs in Britain.

2.12 Of the seven countries who included questions on second jobs in their Labour Force Survey in 1977, only one country did not use a time reference for the holding of a second job, and as seen in Table 2.3, this was the Netherlands. While the other six countries asked a similar question, e.g. the UK in 1977 asked '*Did you have any other paid employment last week for any number of hours other than the job you've just told me about?*' (Question B8). The

TABLE 2.2 FES AND GHS RATES OF DOUBLE JOBHOLDING IN 1977 :
GREAT BRITAIN.

	<u>Male</u>	<u>Female</u>	<u>Total</u>
FES	5.8	9.7	7.5
GHS	3.5	3.1	3.3

Source: Department of Employment for FES data and GHS Annual Report by the Office of Population Censuses and Surveys.

Netherlands question in their 1977 survey was '*do you have, besides the job you have just told me about, another second paid job, or work for yourself, or in the firm of your husband or elders*'.

TABLE 2.3 TIME REFERENCE USED FOR QUESTION ON SECOND JOBS

West Germany	de facto
Italy	de facto
Netherlands	de jure
Belgium	de facto
Luxembourg	de facto
United Kingdom	de facto
Ireland	de facto

2.13 While there is no internationally accepted definition of moonlighting, i.e. the holding of a second paid job, the USA, Australia

and Canada, for example, in their studies on second jobs, adopt the British GHS and EEC type definition. The *de jure* definition of a second job therefore stands out in marked contrast to the other more widely accepted *de facto* basis. However, for those using data on second jobs, for example in the UK, the choice of source of data is not an easy one. Increasing attention is being focussed in the UK upon the EEC Labour Force Survey because of its sample size. Where, as the British FES covers some 0.05 per cent of households in Britain and the GHS 0.08 per cent of households, the Labour Force Survey is a sample of 0.50 per cent or some 93,000 households.

2.14 Unfortunately, there are some inherent problems in trying to compare national sources of data on second jobs (e.g. the GHS and FES in Britain) with data on second jobs from the EEC Labour Force Survey. The reasons why these surveys give different figures for the same year for a particular country (for example, in Britain where the GHS and the EEC Labour Force Survey adopt similar definitions) may include (a) the use of slightly different wording for the questions on second jobs; (b) the different times when the surveys are held; and (c) the use of proxy interviews on a fairly extensive basis in the EEC Labour Force Survey.

Definitions of second job and use of Proxy Interviews

2.15 The definition of the second job (and therefore also of the first job) is critical to any comparison of second jobs between countries. The preceding paragraphs have shown the extent to which countries differ in their dates of collecting the data as well as

the use of reference period, although most countries do adopt a *de facto* definition.

2.16 The research project has shown that while differences obviously exist between countries in the definitions they use for the question on second jobs, they also vary over time within countries. In the UK, for example, the 1977, 1979 and 1981 Labour Force Surveys have a different wording for the question on second jobs.

e.g. UK 1977	Question B8	'Did you have any other paid employment last week for any number of hours other than the job you've just told me about?'
e.g. UK 1979	Question B6	'Did you have any other paid job last week for any number of hours other than the one you've just told me about?'
e.g. UK 1981	Question B34	'Last week did you have any other paid job or business in addition to the one you have just told me about?'

2.17 Between 1977 and 1979 the UK question on a second job changed the wording from other paid *employment* to other paid *job*. In 1981 the question was changed more markedly, to add the words *or business* as well as *other paid job*. This inclusion of *or business* was an attempt to catch more self-employed second jobs which might have not been recorded by the earlier definition. The EEC Labour Force Survey has consistently recorded a lower proportion of second jobs held in a self-employed capacity for the UK than has the General Household Survey. The amendment to the question on second jobs in the 1981 Labour Force Survey brings the question onto a similar basis to that of the General Household Survey. This is an example of synchronizing

a national source of data with its EEC counterpart. This amendment by the UK to its 1981 question on second jobs might also help to increase the percentage rate of second jobs, recorded at 1.6 per cent for both 1975 and 1977 and 1.5 per cent for 1979.

2.18 The 1981 UK question on second jobs will now be more comprehensive than hitherto and more comparable to that asked by other member countries. While the Netherlands operate on a *de jure* rather than *de facto* basis, the wording of their question does specifically refer to a second job held as an employee, self employed or as a family worker. As shown later in this report, family workers are not a significant group in the UK. The Netherlands 1977 question on a second job (no question was included in the 1979 survey) was -

'Do you have, besides your job about which we have just talked, another second paid job, or work for yourself, or in the firm of your husband or elders?'

On the other hand, Ireland in its 1977 survey (which like the Netherlands dropped the questions on second jobs in its 1979 survey) asked a question similar to the 1979 UK question, namely -

'Did person have a second job in the reference week and, if so, was this a regular job?'

2.19 Another concept of a second job has arisen over whether or not the second job is a paid second job or perhaps unpaid. This issue particularly surrounds family workers. The West Germany survey for 1979 included a question (Question 41 on the Mikrozensus) which asked 'was a second gainful activity practised?' during the reference week (Wird eine 2 Erwerb statigtheit ausgeubt?). However, the Belgium

survey for 1979 included a question (Question 13 of the Enquete sur les forces de Travail) which asked 'have you worked in another activity during the reference week for remuneration or not?' (En plus de l'activite declaree a la question 7a avez-vous exerce une autre activite au cours de la semaine du 2 au 8 avril 1979 inclus (activite remuneree au non)?). While most of the member country labour force surveys are quite specific on the question of a paid second job, the Belgium survey does have a rather ambiguous ending to the question.

2.20 The Italian Government have taken particularly thorough steps in an attempt to collect data on the second paid activity. Since 1977 the Central Statistical Institute has regularly produced a list of persons engaged in two or more paid activities at the same time, on the basis of the three-monthly manpower surveys. Information on the second paid activity is collected at interviews in accordance with two criteria based on different reference periods, i.e. the reference year and the reference week.

2.21 As regards the reference year, information is obtained by asking a specific question in the course of the interview, namely, 'in addition to your principal paid activity, have you engaged in any other paid activities during the year?'

2.22 With regard to the reference week, two questions are asked to obtain information on the second, or the second and subsequent paid activities. The first of these relates to the total number of hours worked during the reference week (see Question 11 of 1981 Survey Schedule) in the combined activities for which the person interviewed or his family

receives remuneration, and the second to the hours worked in the principal activity (see Question 15 of the 1981 survey schedule). The difference, if any, between the answers given in the two questions makes it possible to identify persons who have engaged in more than one paid activity during the reference week.

2.23 The main interest over second jobs is in relation to paid second jobs. However, *family workers* are taken to be unpaid members of the family provided that they have worked more than 14 hours during the reference week. It should be noted that in the United Kingdom the *unpaid family workers* category is practically non-existent, so that the only distinction possible is that between self-employed and employed persons.

2.24 There is some variation between member countries in how surveys distinguish between the main job and the second job. For example, is the first or main job the one which earns the most income or the one on which the respondent spends the most time? (The second job may be paid at a substantially lower rate of pay than the first or main job). Few of the surveys are very explicit in the advice given to interviewers in distinguishing the second job from the main activity. The UK EEC Labour Force Survey, for example, asks the respondent to identify the main activity, and does not define the second job in terms of income or hours. This is also the case in some other member countries. Indeed, a variety of factors may determine how the respondent defines a second job in the UK. He/she may define the second job in terms of the job on which he/she spends most time, or earns most money, or even enjoys doing most. Clearly, the onus here is very much on the respondent.

However, the UK General Household Survey does define the second job for purposes of that survey and this is in terms of the less remunerative job. In Ireland, as in the UK, the respondent is initially asked to identify the second job and distinguish it from the first or main job, although if this proves a difficulty then the second job is usually defined as the one at which the person spends least time.

2.25 In fact, of the seven countries which included questions on second jobs in 1977, they all lean heavily on the respondent in the first instance to distinguish the second job from the first job. However, when asked to identify the most decisive factor in distinguishing the second job, five out of the seven countries identified *most time spent* as shown in Table 2.4. In the case of Italy a number of factors are taken into account. While money earned is the main factor identified, others include steadiness of the job plus pension rights. The overall concept used in Italy to distinguish the main job from the secondary job is that which provides the *most resources*.

TABLE 2.4 FACTOR MOST DECISIVE IN DISTINGUISHING SECOND JOB FROM FIRST JOB.

West Germany	Time
Italy	Earnings
Netherlands	Time
Belgium	Time
Luxembourg	Time
UK	Variety of Factors
IRELAND	Time

2.26 The Department of Employment in the UK publish the data on second jobs from the Family Expenditure Survey (although the Office of Population Censuses and Surveys actually collect the data on behalf of the DE, as they do for the EEC Labour Force Survey on behalf of the DE, and also for the General Household Survey on behalf of the Central Statistical Office). As already shown in Table 2.2 the FES provides a much higher estimate of second jobs for the UK than does either the General Household Survey or the EEC Labour Force Survey. One of the main reasons given for the discrepancy between the FES figures and those for the GHS or EEC Labour Force Survey was the *de jure* basis to the FES definition of second jobs. The Department of Employment in the UK have claimed that the FES therefore catches many occasional jobs which are missed by the GHS which is operated on a *de facto* basis. Moreover, while both the FES and GHS are continuous household surveys operated throughout the year, the EEC Labour Force Survey is restricted to only a few weeks of the year and again can be expected to catch fewer second jobs than even the GHS (which adopts a similar definition to the EEC Labour Force Survey, i.e. both adopt a reference week).

2.27 Moreover, the Department of Employment in the UK prefers the use of either the GHS or EEC Labour Force Survey for data on second jobs because of the extent of what may be called *trivial* second jobs counted by the FES. Table 2.5 shows that in 1977 74 per cent of female second jobholders in the UK earned under £2 per week on their second jobs, with a corresponding figure of 36 per cent for men. These are indeed small sums of money. The authors asked each of the member countries which had included questions on second jobs in the 1977 or 1979 surveys whether

TABLE 2.5 THE EXTENT OF SECOND JOBS BY EARNINGS IN BRITAIN
(PER WEEK) 1977.

	<u>Under £2</u>	<u>£2 and under £5</u>	<u>£5 and Over</u>	<u>TOTAL</u>
Male	36%	17%	47%	100
Female	74%	18%	8%	100

Source: Department of Employment, Family Expenditure Survey.

or not they included *all* second jobs or perhaps operated some cut-off point for so-called *trivial* second jobs. All the countries included all second jobs irrespective of the time spent on doing them; no cut-off points were used. This issue did raise an interesting feature of the EEC Labour Force Survey (EEC LFS) which is that there is no data on income from the survey. While the extent of a second job can be measured in terms of *hours* spent on the job no measure can be made of *income* from the second job.

2.28 One of the problems encountered by the national statistical institutes in operating the EEC Labour Force Survey has been its cost. The interviewing time on the Labour Force Survey is therefore kept to a minimum. For example (in the UK where all the survey work for the FES, the GHS and the EEC LFS is undertaken by the Office of Population Censuses and Surveys) while a lengthy interview is conducted on the GHS, and regular contact made with respondents on the FES, the EEC LFS interview is a relatively short one. The EEC LFS interview takes an average of 20-25 minutes compared to 60 minutes on the GHS. The

GHS does contain more questions and does not permit proxy interviews. This appeared to be the position facing other member countries too in operating the EEC LFS. The main implication of this situation has been the need to accept proxy interviews, i.e. for one person in a family to answer questions on behalf of another member of the family. Again referring to the UK, where no proxy interviews are allowed on the FES, and being very rare on the GHS, some 61 per cent of interviews in the UK EEC LFS for 1977 were made on a proxy basis. All the other member countries used proxy interviews for their EEC LFS on an extensive basis. In the Netherlands the proportion of proxy interviews has been some 40 per cent and in West Germany some 50 per cent. While the other countries could not provide readily available comparative figures, all national statistical institutes agreed that extensive use was made of proxy interviews.

2.29 The use of proxy interviews to collect data on second jobs is particularly problematic. The most difficult persons to contact and interview are adult men, due to their availability. In many cases the wife in a family will be the person deciding whether or not her husband has a second paid job, and will, for example, have to decide whether his extra hours of work were perhaps overtime on the first job rather than extra hours of work on a second job. Of all the questions asked in the EEC LFS the question on second jobs appears to be one of those most at risk in terms of response errors, made worse by the use of proxy interviews.

2.30 In the UK a question on second jobs was included in the national 10 per cent sample Census of Population in 1966. Unfortunately, as the quality check later showed, this question (Question 17) was very poorly answered, to the extent that the OPCS did not publish the results. One of the main lessons learned from the 1966 Census in the UK was the problems involved with sample survey work, and in particular the necessity for pre-testing of questions as well as post-testing by quality checks. The question on second jobs was not pre-tested in the 1966 Census, and the post-test quality check found that the respondents were confused over just what constituted a second job. The quality check concluded that on a complex issue like second jobs, household interviews were required. As shown in Table 2.6, the UK quality check found a correction factor for those with a second job as an employee of 1.902, which was higher than that for the self-employed at 1.576, both excessively large. The correction factor for the number of non-double jobholders at 0.978 was not substantial. Subsequently the question on second jobs was not included again in the 1971 or subsequent Censuses. The use of proxy interviews in the EEC LFS together with the absence of quality checks due to the cost involved, all contribute to the user being unaware of the response errors contained in the survey.

Sampling Methods, Sample size, and Comparability of Data.

2.31 The statistical unit of the EEC LFS is the household. However, it is not considered necessary to adopt a common community definition of the household, and so use is made of the definitions in force in the various countries.

TABLE 2.6 CORRECTION FACTORS FOR 1966 CENSUS DATA ON
SECOND JOBS (ENGLAND AND WALES).

From the 1966 Census Tables		Quality Check	Correction
Classification Used	Unpublished Census figures (a)	Estimate * (b)	Factor (b) (a)
no second job	21,309,540	20,841,000	0.978
second job as employee	348,600	663,000	1.902
second job as self-employed	267,850	422,000	1.576
total persons with a main job.	21,925,990		

For method of estimation, see Appendix to Quality Check Report.

Source: Compiled from, A Quality Check on the 1966 Census:
P. Gray and F. Gee, Table 4.5, p.86, HMSO, 1972.

.32 The sampling methods (e.g. size of sample, selection and sampling of households, degree of reliability of the results etc) are determined by the national statistical institutes. A full account of these methods is contained in the Eurostat publication 'Methods and Definitions' (1977). As regards the size of the sample, which has been one of the attractions of the EEC LFS compared to national sources of data, the relevant regulations of the community laid down the following limits for the 1973,

TABLE 2.7 SAMPLE FIGURES FROM EEC LFS : 1977 AND 1979.

	<u>1977</u>		<u>1979</u>	
W. Germany	<u>298,000</u> 62,656,000	0.48%	<u>285,000</u> 60,200,000	0.47%
France	<u>169,400</u> 51,279,000	0.33%	<u>166,000</u> 50,930,000	0.33%
Italy	<u>251,800</u> 55,755,000	0.45%	<u>256,000</u> 55,660,000	0.46%
Netherlands	<u>175,000</u> 13,549,000	1.29%	<u>135,000</u> 13,620,000	0.99%
Belgium	<u>144,500</u> 9,823,000	1.47%	<u>130,000</u> 9,670,000	1.34%
Luxembourg	<u>29,300</u> 355,000	8.25%	<u>28,788</u> 356,971	8.06%
Ireland	<u>152,400</u> 3,189,000	4.75%	<u>116,500</u> 3,272,000	3.56%
UK	<u>241,400</u> 54,958,000	0.44%	<u>228,569</u> 55,041,000	0.42%
Denmark	<u>72,800</u> 5,085,000	1.43%	<u>67,411</u> 5,053,000	1.33%

1975 and 1977 surveys:

- (a) between 60,000 and 100,000 households for West Germany, France, Italy and the UK;
- (b) between 30,000 and 50,000 households for Belgium and the Netherlands (and for Ireland in 1977);
- (c) between 30,000 and 40,000 households for Ireland and Denmark;
- (d) 10,000 households for Luxembourg.

2.33 In terms of the population covered by the EEC LFS the sample size ranges from some 8.0 per cent for Luxembourg to just over 0.3 per cent for France, and some 0.4 per cent for West Germany, Italy and the UK. These sample sizes together with population estimates are given in Table 2.7 for 1977 and 1979.

2.34 As with all sample surveys the EEC LFS is subject to random errors which can be measured in terms of probability with a view to determining the degree of reliability of the results, and this has been done for various data in this report. However, in view of the size of the samples the EEC LFS data does provide sufficiently accurate estimates for the levels and structures of the various aggregates into which the labour force is divided. It should be noted that the data which forms the basis of this report are not the original survey data, but the gross estimates relating to the whole population as supplied by SOEC in Luxembourg. Consequently, any test statistics the authors derive have been scaled to reflect our estimate of the *original* sample sizes. Furthermore it should be recognised that the grossed estimates provided by SOEC do not exactly total because they represent the grossing-

up of replies to questions which have had different response rates.

2.35 As the SOEC themselves have indicated (see Methods and Definitions 1977), perfect comparability of the results from country to country is not possible among the member countries except by means of a single direct survey, carried out at the same time, on the basis of the same questionnaire and in accordance with a single method of recording. This degree of comparability can not be achieved with the EEC LFS in its present form. However, the SOEC does attempt to harmonize the survey results by laying down a particular period of time in which the survey is to be carried out; determines the same characteristics to be recorded; adopts similar definitions for the various aggregates; uses common classifications; and SOEC processes the data from member countries. Nevertheless, as illustrated in this section of the report, the concepts, methods and definitions used by member countries to identify and measure the nature and extent of second jobs do vary and these variations must be taken into account in analysing the data and in its interpretation. It seems true to say that of all the questions used in the EEC LFS, the questions on second jobs poses perhaps the greatest problems for member countries.

2.36 Some mention should also be made of the comparability of the results of successive surveys. For purposes of this report on second jobs, the survey data for 1977 and 1979 has been used. While the series of EEC Labour Force Surveys constitute a fairly uniform series, it is difficult to determine figures in terms of absolute values. The population figure used in grossing up is revised at intervals on the basis of new population censuses; difficulties are caused by differences in the reference

period between surveys and between countries; and the wording of the questions also may change from one survey to another.

National Sources of Data on Second Jobs for Member Countries other than the EEC Labour Force Survey.

2.37 An integral element of the research project was to examine the extent to which member countries held sources of data on second jobs in addition to the data they had from the EEC LFS. Table 2.8 shows that of the seven countries which included questions on second jobs in their Labour Force Survey for 1977, six of them, the exception being Luxembourg, also held other sources of data on second jobs.

TABLE 2.8 COUNTRIES HAVING SOURCES OF DATA ON SECOND JOBS OTHER THAN EEC LFS.

West Germany	Yes
Italy	Yes
Netherlands	Yes
Belgium	Yes
Luxembourg	No
UK	Yes
Ireland	Yes

2.38 In the UK a choice faces the user of data on second jobs as three sources of data are available. These sources are the Family Expenditure Survey which is a household budget survey, the General Household Survey, and the EEC LFS. As illustrated already in this section, these sources

of data vary in their methods and definitions of second jobs and therefore their estimates of this activity.

2.39 The authors asked those member countries which included questions on second jobs in either the 1977 or 1979 LFS whether or not they also held other sources of data on this phenomenon. As Table 2.8 shows, six of the seven countries do have alternative sources of national data on second jobs. In all cases this alternative source of second jobs was, or included, data from a Household Budget type survey. For example, in Ireland the Household Budget Survey is managed by the Central Statistical Office as is the EEC LFS. While the EEC LFS does not explicitly define the second job in Ireland, the Household Budget Survey does do so, in terms of earnings (i.e. second job is the less remunerative job), and this was a feature found common to the Household Budget type surveys operated by member countries. In Ireland these surveys have been undertaken since 1974 on an annual basis on a relatively small scale, and every seven years (e.g. 1973 and 1980) on a larger scale basis.

2.40 Another important feature of the Household Budget type surveys is that they often adopt a *de jure* concept of second job, i.e. *do you have a second job* rather than the *de facto* concept used by most member countries on the EEC LFS referring to a reference week. Ireland is an example of a country collecting second jobs data on a *de jure* basis, as too does the UK. The Irish survey is a survey of all incomes, as with other member countries, and is used to calculate the retail price index. This is again a common feature of the use of Household Budget Surveys in member countries. While the percentage rate of second job-holding could be calculated from the Household Budget Survey in Ireland

this would require extra tabulations by their Central Statistical Office. Again, the authors found that the Household Budget Surveys are primarily surveys of incomes and expenditure rather than economic activity. While the incidence of second jobholding can be estimated, such estimates are often not readily available and would require a special exercise to be made.

2.41 In the Netherlands the Household Budget Survey, called the *budgetonderzoek*, collects data on both regular and irregular second jobs. The 1974/75 survey (it is annual from 1979) did contain some estimates of second jobholding, although the survey covered a rather special group, nearly all men. While the Netherland EEC LFS produced a rate of second jobs for men of 2.4 per cent the 1974/75 Household Budget type survey produced a figure of 9.0 per cent. While both surveys adopted a *de jure* basis to their definition of a second job the two sample populations were very different.

2.42 While most member countries operate both the EEC LFS and a Household Budget type survey, the UK and West Germany have additional surveys. As already mentioned, the UK has the General Household Survey in addition to the EEC LFS and the Family Expenditure Survey. However, West Germany seems to possess the greatest number of sources of data on second jobs. These sources include:

- (a) the EEC LFS, obtained from the Mikrozensus. While the data is collected for 1 per cent of households the EEC find only 0.5 per cent and it is this data which is sent to SOEC;

- (b) the Censuses of Population, for example for 1970 and 1981. The 1970 Census did not contain a reference period for definition of a second job;
- (c) the survey of income and expenditure, undertaken in 1969, 1973 and 1978 (Einkommens-und Verbranchstichprobe). The national statistical institute (Statistisches Bundesamt) could provide data from the 1983 survey about the number and kind of persons with second jobs, and the incomes for first and second jobs. This would, however, require special tabulations;
- (d) the Census of Agriculture, Forestry and Fishing, undertaken every two years (Land-und Forstwirtschaft Fischerei Arbeitskrafte). The national statistical institute consider that while agricultural second jobs may be recorded fairly accurately this does not seem to be the case with the service and industrial sectors. This view was also expressed by the Central Statistical Office for Ireland;
- (e) the survey of employees covered by old age, health and unemployment insurance (Versicherte in der Kranken-und Rentenversicherung). Unlike the other sources quoted above, this data is not published but has been available since 1974. The data on second jobs from this survey refer to a period of one year and relate to a situation where both jobs are covered by the insurance system.

2.43 Belgium also operates a Family Budget Survey (Enquete Sur Les Budgets Des Menages). The most recent Family Budget Surveys for Belgium were made for 1973-74 and 1978-79. Again, these survey collect data on the incomes of first and second jobs unlike the EEC LFS. The 1973-74

survey identified the highest rate of second jobs for retired persons (some 7 per cent), then for employees (just below 4 per cent), with the lowest rates for the self-employed (under 2 per cent). It might also be noted here that France also undertakes a Family Budget Survey (Etude Sur Les Conditions De Vie Des Menages: Enquete Budgets De Famille).

2.44 Reference has already been made to the relatively low estimate of the rate of second jobholding (i.e. second jobs as % of this with a main occupation) for the UK given by the EEC LFS, e.g. 1977/UK

(i) LFS = 1.6%

(ii) GHS = 3.3%

(iii) FES = 7.5%

The rates for all EEC countries may appear quite low, as shown in Table 2.9 below. Some of the reasons for the possible under-estimation of the LFS have already been discussed. For the UK, for example, the EEC LFS and GHS used similar definitions but yielded very different estimates. While the data on second jobs in EEC Member countries produces relatively low rates of second jobholding, they are comparable for example with the Australian data which the authors have examined. The data from the Australian Bureau of Statistics in Canberra has shown that in August 1979 an estimated 185,900 persons, or 2.9 per cent of the labour force were reported as having more than one job. The main job was defined as the job at which most hours were usually worked. As with the EEC LFS the reference period was a specified week preceding that in which the interview took place.

2.45 Since January 1977 Italy has attempted to produce more reliable estimates of persons with two or more paid activities. This work of the

TABLE 2.9 SECOND JOBS AS A PERCENTAGE OF THOSE WITH A MAIN OCCUPATION.

	<u>1975</u>	<u>1977</u>	<u>1979</u>
West Germany	1.9	1.9	1.7
Italy	2.7	2.9	2.0
Netherlands	2.1	2.2	-
Belgium	2.7	2.5	2.1
Luxembourg	3.7	3.6	-
UK	1.6	1.6	1.5
Ireland	3.6	3.2	-

Source: Eurostat 1980
Labour Force Sample Survey
1973-75-77, and SOEC for 1979 data.

Central Statistical Institute has already been touched upon earlier in this section. The data obtained during the first two trial years 1977 and 1978, showed that the number of employed persons in plural employment varied from between 6 and 7 per cent when the criterion was the *reference year*, and about 3 per cent, when the criterion was the *reference week* (i.e. similar to the UK EEC LFS estimate and FES estimate, which adopt a *de facto* and *de jure* criterion respectively). Apart from the Central Statistical Institute there are other bodies concerned with the phenomenon of persons with two or more jobs in the context of national sample surveys. The Bank of Italy has investigated second jobs as part of its annual survey of incomes and savings of Italian families. The results of the survey for 1977 showed 4.4 per cent of those employed having one or more secondary activities. A

joint survey by Censis and Doxa in 1974, based on a random sample of 7,500 households produced an estimate of 5.2 per cent of those employed having two or more paid activities. Local surveys in Italy have produced much higher estimates for the percentage of workers with second jobs, with figures of 14 per cent in the Marche region and 25-30 per cent in Piedmonte.

Availability of data on second jobs in the USA and Japan.

2.46 The main source of data on second jobs in the USA is the Current Population Survey, a survey conducted each month by the Bureau of the Census for the Bureau of Labor Statistics. In contrast to EEC countries, and particularly the EEC LFS, the time series of data on two or more paid jobs in the USA extends back to 1943, and annually since 1946. The sample for the American Current Population Survey comprises some 65,000 households, approximately 0.1 per cent of all households. The question on second jobs is included in the May of each year's Current Population Survey (CPS), and adopts a similar definition of second jobs to member countries in the EEC LFS by asking those respondents already with a job whether they worked at more than one job in the week preceding the interview. The results of the annual surveys of second jobs in the USA are published in some detail each year in the USA in the Department of Labor's Monthly Labor Review, and represent the most comprehensive set of readily available data on second jobs.

2.47 The EEC data and American data on second jobs share one marked common feature. The EEC LFS for 1975, 1977 and 1979 have shown a remarkably stable rate of second jobs for member countries. This has also been the experience of the USA, as shown in Table 2.10, although the rate of second jobholding recorded in the USA has been consistently higher than that for EEC member countries.

TABLE 2.10 PERCENTAGE RATES OF SECOND JOBHOLDING IN EEC COUNTRIES AND USA 1975-79.

	<u>1975</u>	<u>1977</u>	<u>1979</u>
West Germany	1.9	1.9	1.7
Italy	2.7	2.9	2.0
Netherlands	2.1	2.2	-
Belgium	2.7	2.5	2.1
Luxembourg	3.7	3.6	-
UK	1.6	1.6	1.5
Ireland	3.6	3.2	-
USA	4.7	5.0	4.9

Source: SOEC Luxembourg, and U.S. Department of Labor.

2.48 The main deficiencies in the data on second jobs in member countries, both from the EEC LFS and national sources of data, refer to the reasons why people hold two or more jobs. The USA appears unique in analysing second jobs in terms of motivation. In the USA information on the motives of second jobholders was collected for the first time in the May 1969 CPS, and on a comparable basis from 1974,

1977 and most recently in 1979. Another deficiency of the EEC LFS data on second jobs has been found in terms of income, both for the first and second job. In the USA data is collected on the main job earnings of people holding two jobs although not for the second job itself. The income earned from the first and second job is however recorded by most member countries of the EEC in the Household or Family Budget type surveys, although the reference period for such surveys is usually a year rather than a week.

2.49 Finally in this section a brief reference may be made to Japan as it has an availability of second jobs data as good as the EEC and like the EEC, second only to the USA. In Japan the Employment Status Survey has been conducted every three years since 1956, although a survey was conducted in both 1978 and 1979. The survey comprises a sample of some 350,000 households, i.e. about 1.0 per cent of the total households in Japan, and the survey takes place in either September or October, based on household interviews. The national statistical institute is the Statistics Bureau in the Prime Minister's Office. The purpose of the survey is to examine the basic structure of employment at the national and regional levels. The proportion of the total working population who hold a second job in Japan can be seen from Table 2.11.

2.50 The question in the Japanese survey, for example for 1979, asked 'do you have any job(s) other than the one you stated above?' (Question 11). This definition is therefore a *de jure* rather than a *de facto* one, and can be expected to produce a higher estimate of second jobs than the *de facto* based EEC LFS or USA CPS. However, again, the

Japanese data does show a stable pattern for the rate of second jobholding over time as does the EEC and USA data.

TABLE 2.11 INCIDENCE OF SECOND JOBS IN JAPAN 1965-1979

	<u>Total Working Population</u>	<u>Persons with a Second Job</u>	<u>% Second Jobs.</u>
1965	44,779,000	3,118,000	7.0
1968	49,006,000	2,791,000	6.0
1971	50,630,000	3,055,000	6.0
1974	51,341,000	3,465,000	6.7
1977	53,649,000	3,712,000	6.9
1979	54,737,000	3,654,000	6.7

Source: Compiled from Employment Status Surveys 1965-79 for Japan.

SECTION 3. THE EXTENT OF DOUBLE JOBHOLDING.

Rates of Double Jobholding.

3.1 This section examines the extent of double jobholding in member countries in terms of the proportion of workers who hold a second job, the regularity of these second jobs, and the average number of hours per week spent doing them. The section draws upon both 1977 and 1979 Labour Force Survey data.

3.2 The analyses of the Labour Force Survey data in both this section 3 and section 4 is presented on the following basis; firstly the sections contain text and summaries of data in diagramatic form; secondly, Appendices 1 and 2 provide the detailed estimates from which the diagrams were drawn; and thirdly, Appendices 4 and 5 present the original data from the 1977 and 1979 surveys respectively as provided by SOEC in Luxembourg. This data has been included in the report to enable those interested to undertake their own analysis. Appendix 3 provides the results of performing chi-squared tests on contingency tables formed by classifying second jobs by employment status and sector of the main job. Appendices 1-3 therefore present data derived from the original data and Appendices 4 and 5 the original data itself.

3.3 The phenomenon of double jobholding can be measured for each of the seven countries by expressing the number of persons having both a main and a second occupation, as a percentage of all those with a main occupation. This figure was calculated for the total population of double jobholders in each country; and for the male and female populations separately. The detailed results which are given in

Appendix 1 are summarised in Figures 3.1 and 3.2, as estimates enclosed in 99% confidence intervals.

3.4 From the 1977 survey figures, the rate of double jobholding in Luxembourg and Ireland is estimated at over 3%, in Germany and the UK to be less than 2%; and in Italy, Netherlands and Belgium, to be somewhere intermediate. Figure 3.2 shows that there was a slight reduction in these rates between the two survey dates, in the countries of Germany, Italy, Belgium and the UK. In Germany, Italy and Belgium, the difference in rates is statistically significant at $p < .001$; in the UK it is significant only at $p = .05$.

3.5 In all but one country, the rate of double jobholding was estimated to be significantly higher for the male workforce than for the female workforce ($p < .001$). The difference is most marked for Ireland, where it was estimated that 4% of all males having a main occupation, also had a second job; while the equivalent figure for females was less than one percent. The exception, at both survey dates, is the UK where male and female rates was not significantly different from 1.5% ($p < .001$). There is a striking contrast between the UK and Germany. In both countries women occupied more than 36% of all main jobs. But whereas in the UK women occupy an equivalent percentage of *second* jobs, in Germany female double jobholders were outnumbered by men, by a ratio of more than nine to one. Moreover, of the countries surveyed, only one showed any significant change in the ratio of male to female double jobholders, between the two survey dates, ($p = .05$): this was Italy, where the proportion of second jobs occupied by females increased from 17% to 21% (significant at $p = .01$).

3.6 The proportion of second jobholders who are women is shown in Table 3.1 over.

FIG. 3.1 The Extent of double jobholding; 1977.
 (Double jobholders as a % of those with a main occupation).

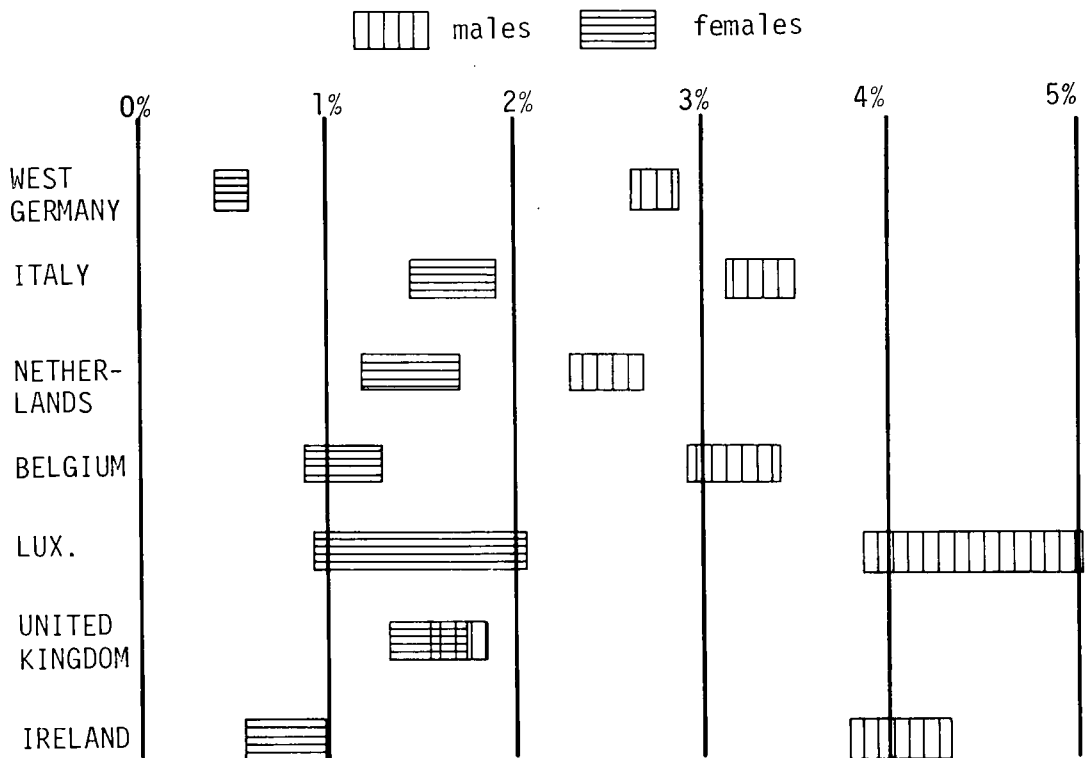
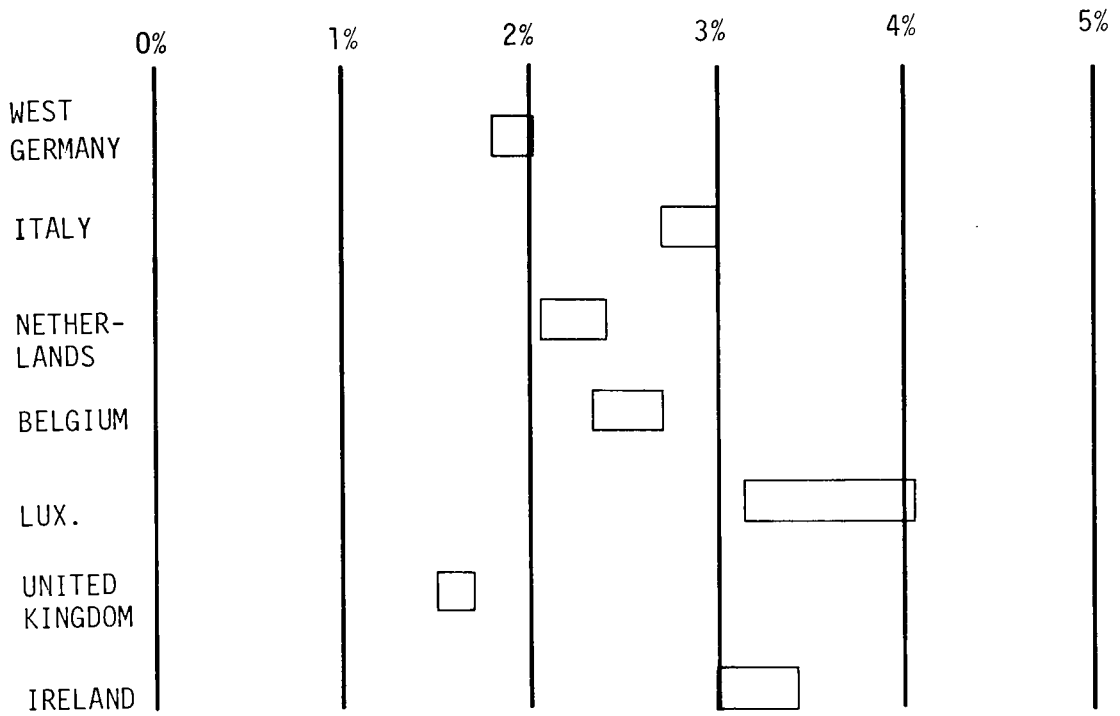


FIG. 3.2 The extent of double jobholding; 1979
 (double jobholders as a % of those with
 a main occupation).

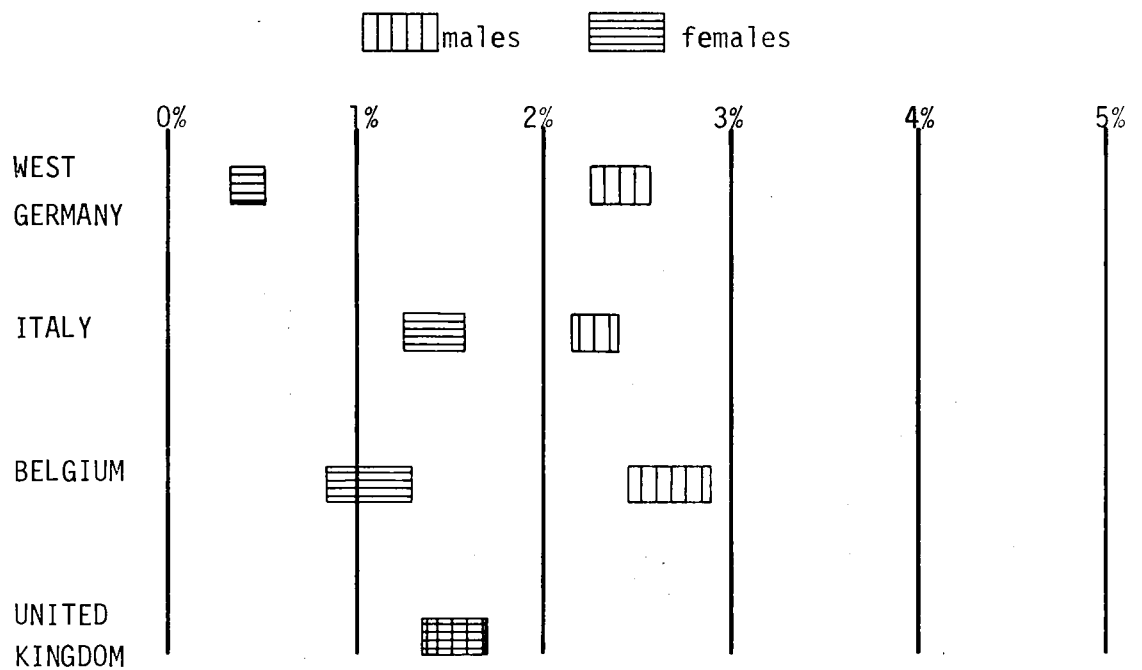
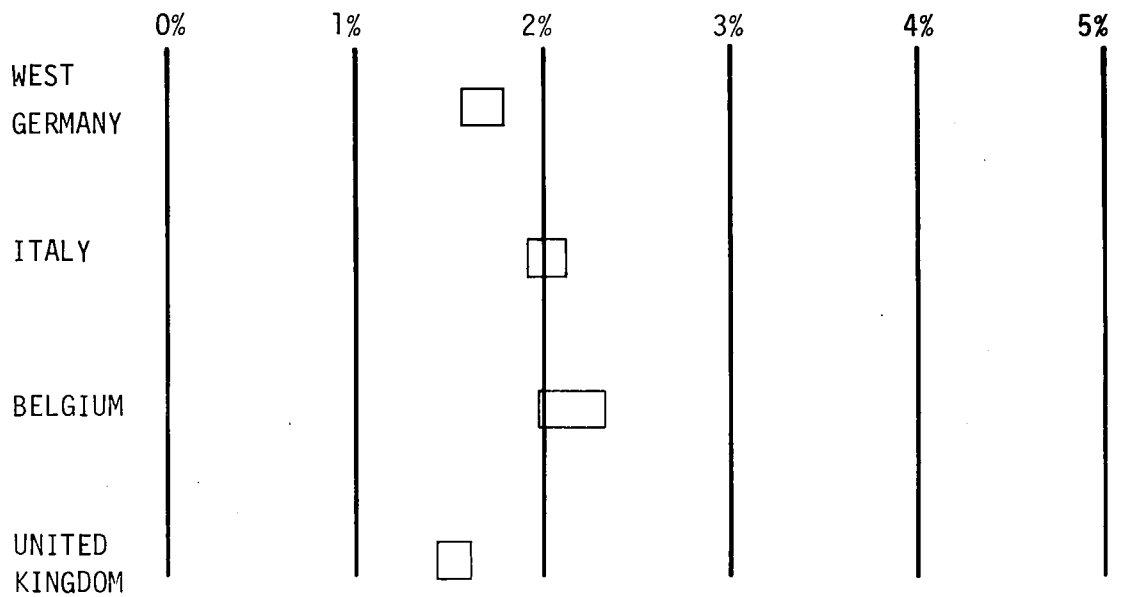


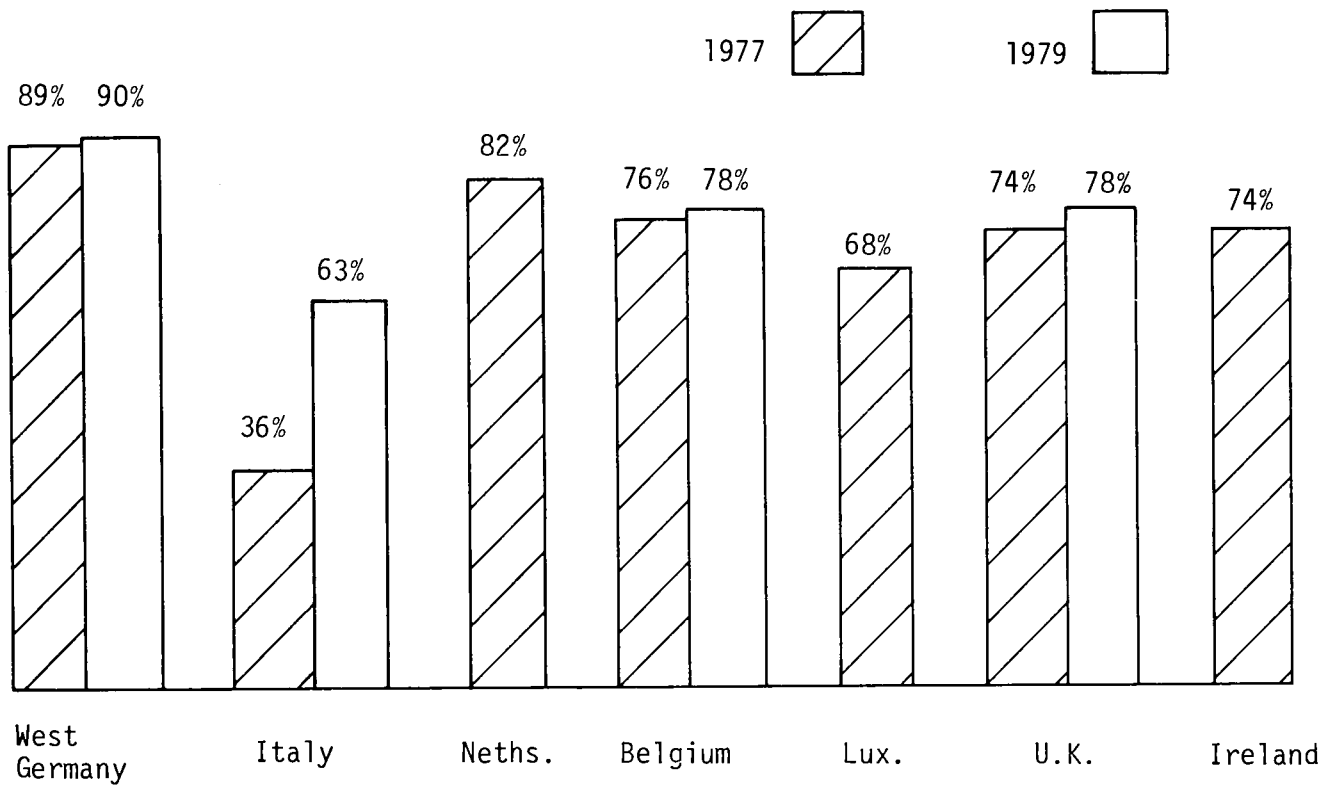
TABLE 3.1 DISTRIBUTION OF SECOND JOBHOLDERS BY SEX - 1977 - %

	<u>Men</u>	<u>Women</u>
West Germany	90.2	9.8
Netherlands	83.4	16.6
Belgium	86.3	13.7
Luxembourg	87.8	12.2
Italy	82.9	17.1
Ireland	93.5	6.5
UK	64.6	35.4
USA	73.0	27.0

Source: 1977 EEC Labour Force Survey and 1977
Current Population Survey for the USA.

Table 3.1 shows that the proportion of second jobholders who are women is relatively small in member countries, with the exception of the UK. Table 3.1 also shows the position for the USA. A marked feature of second jobholding in the USA and the UK has been the rising proportion of second jobholders who are women. During the 1970s in the USA, womens share of total second jobs increased steadily from 16 per cent of the total (cf. to most EEC countries in 1977) to 27 per cent in 1977. A similar but less marked trend has also been experienced in Britain. The British General Household Survey has shown that in 1971 34 per cent of second jobholders were women, nearly twice the American figure of 19 per cent. However, by 1978 the corresponding British figure had increased to 40 per cent and the American

FIG. 3.3 The percentage of all second jobs classified as "regular".



proportion of women second jobholders had risen to 29 per cent, closing the differential between the two countries.

3.7 The increase in women's share of second jobs in the USA and UK has been partly due to a small increase in the actual rate of female second jobholding, but more importantly also due to an increase in the proportion of women in the labour force. Between 1970 and 1977 the number of employed women in the USA grew by 7.4 million, compared with an increase of only 4.8 million for employed men. A similar trend has been experienced in Britain where the proportion of women in the labour force grew from 36 per cent in 1965 to 41 per cent by 1978. The EEC Labour Force Survey data for 1977 and 1979 show an increase in female employment in member countries. The 1979 Labour Force Survey also illustrates the relatively high female labour activity rates in the UK, which at 58.4 per cent (extended concept for females aged 14 years and over) was second only to Denmark's figure of 64.2 per cent.

Regularity of the Second Job.

3.8 As part of the labour force survey in each country, those identified as double jobholders were asked to classify their second activity as either *occasional* or *regular*. Figure 3.3 shows that in only one instance, Italy in 1977, did the number of second jobs defined as *occasional* outnumber those defined as *regular*. The norm was for between 60% and 90% of second jobs to be *regular* activities. Only in the UK and Italy was there any significant change in the ratio of regular to occasional second jobs between the 1977 and 1979 surveys;

in each case an increase in the proportion of regular jobs ($p = .01$).

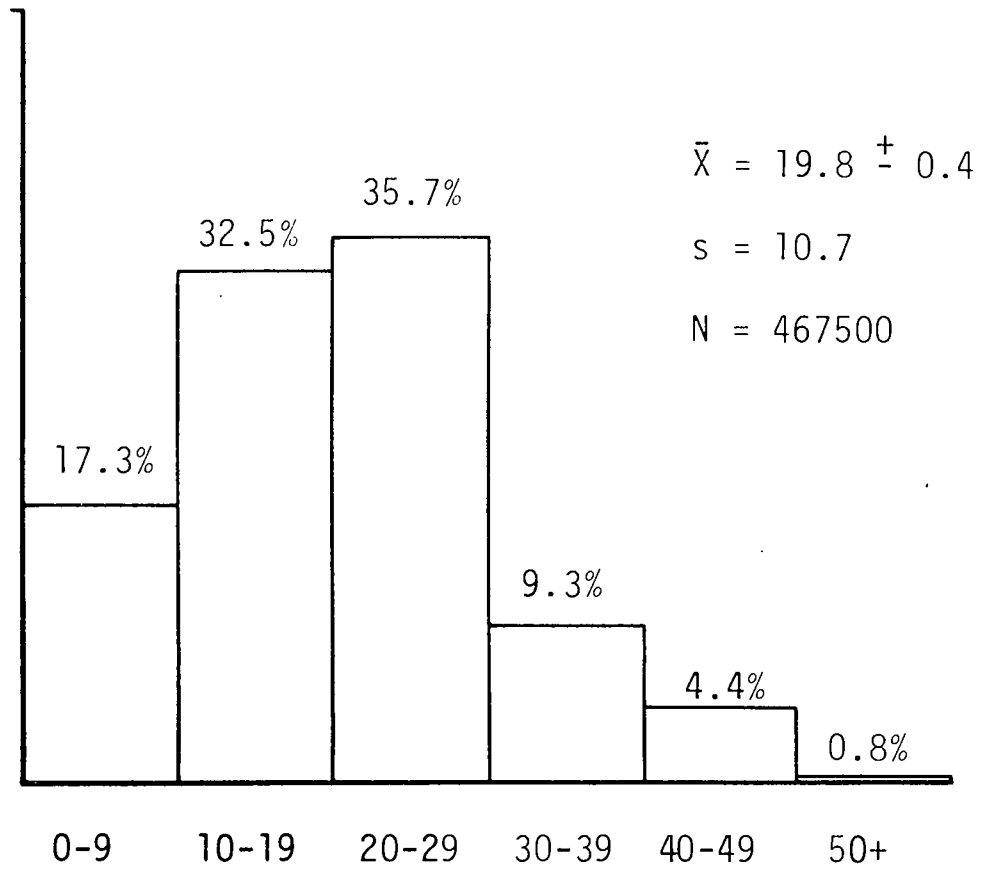
3.9 For most countries, male and female double jobholders were found not to differ with respect to the regularity of their second job ($p = .01$). The anomalies were Luxembourg and Italy (1979), where females tended to be over-represented in regular second jobs relative to males; and Ireland, where the reverse is the case and females were over-represented in occasional second jobs. While these differences are statistically significant at $p < .01$, the total number of female double jobholders in Luxembourg and Ireland was very small: estimated at 600 and 2,000 respectively. In Italy it was some 77,000.

Hours Worked in the Second Activity

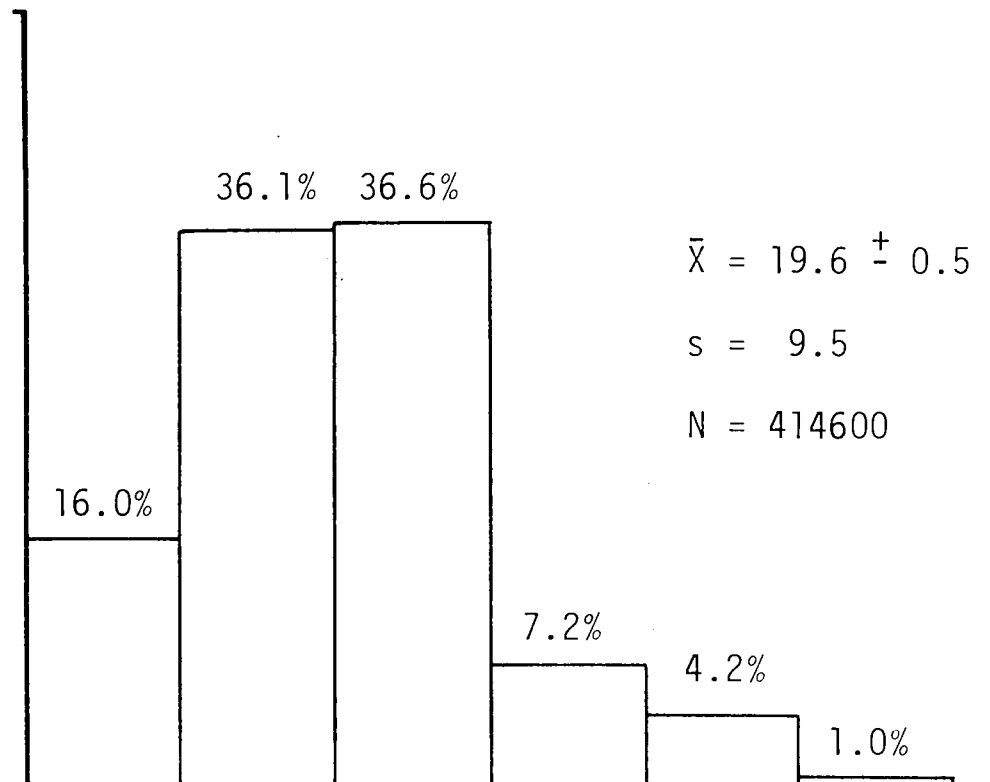
3.10 Double jobholders were asked to state the number of hours that they had worked in their second activity, in the reference week. The findings for each country are shown in Figure 3.4 as frequency distributions, with ten hour intervals. The mean number of hours worked in the second activity has been calculated and is presented alongside each country's distribution, along with the standard deviation and 95% confidence interval about the mean. This basic data on hours of work is recorded in Appendices 1b and 1c.

3.11 In five of the seven countries double jobholders were found to have worked on average between 11 and 14 hours in their second occupation. But in Germany and Ireland double jobholders were estimated to have worked an average of 20 hours per week, and in both these countries, as Figure 3.5 shows, males tended to work much longer in their second

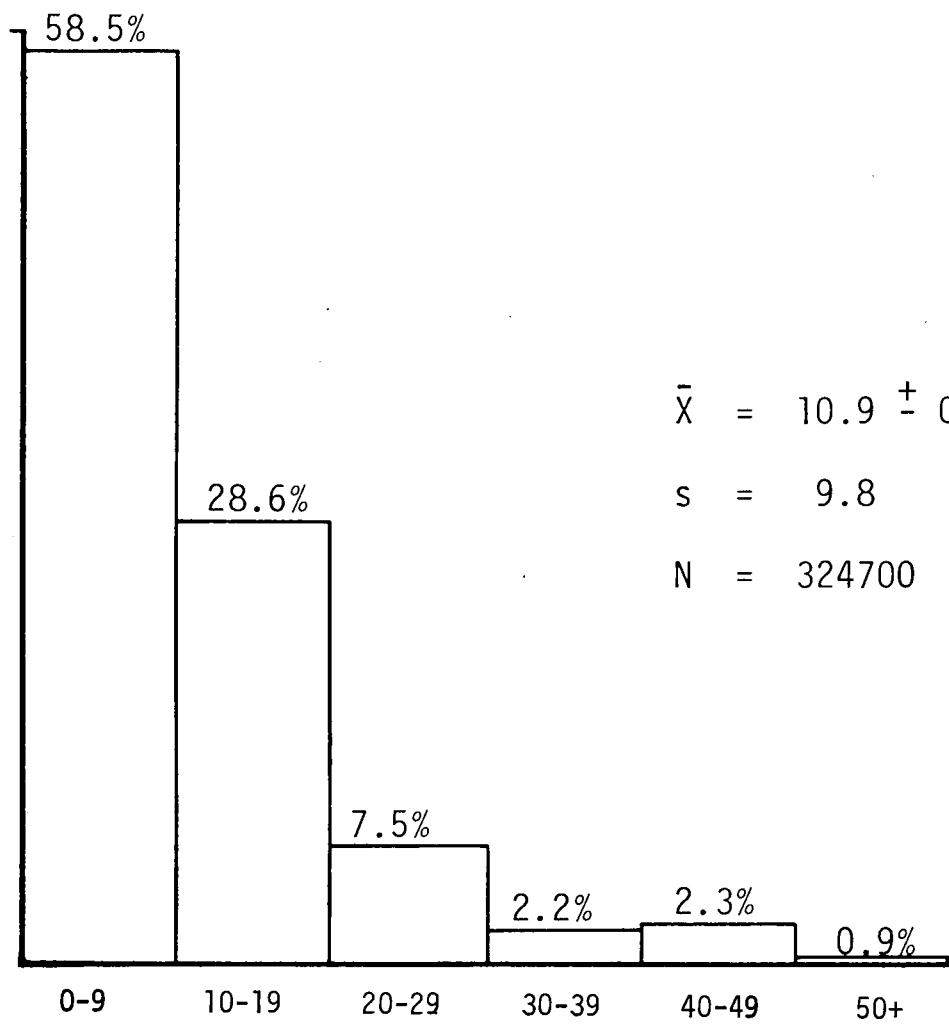
WEST
GERMANY
1977



WEST
GERMANY
1979

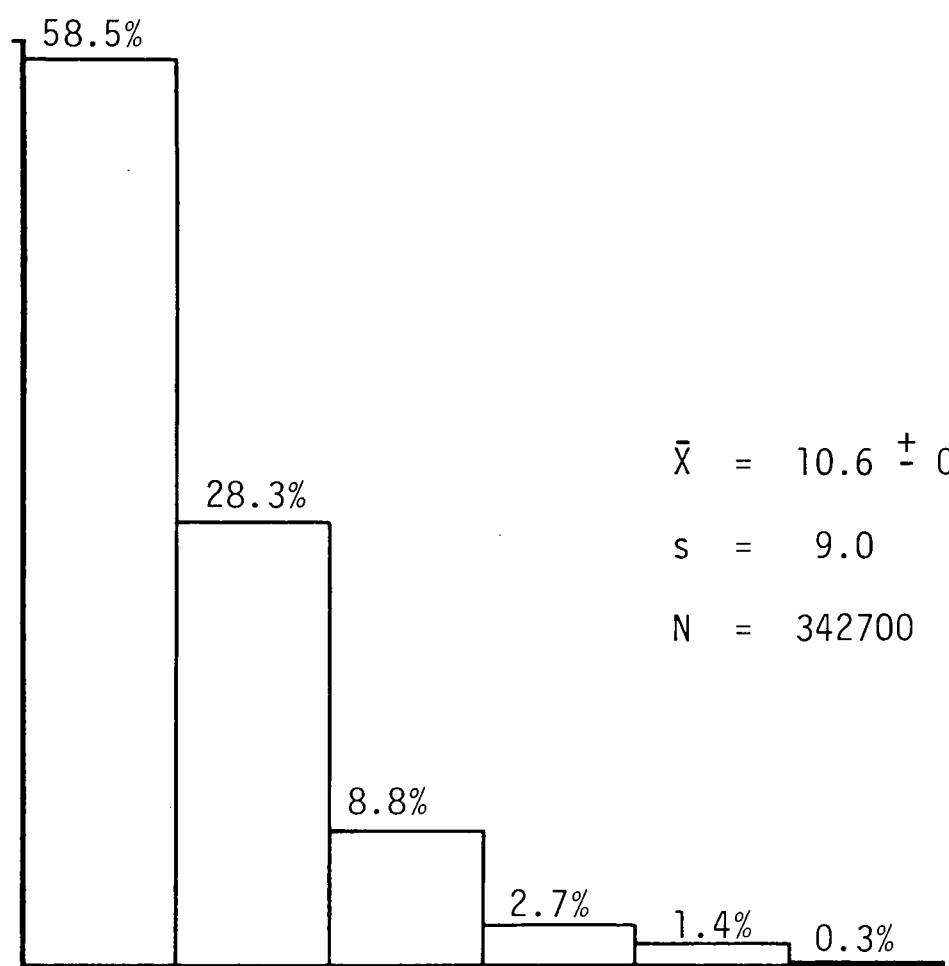


UNITED
KINGDOM
1977



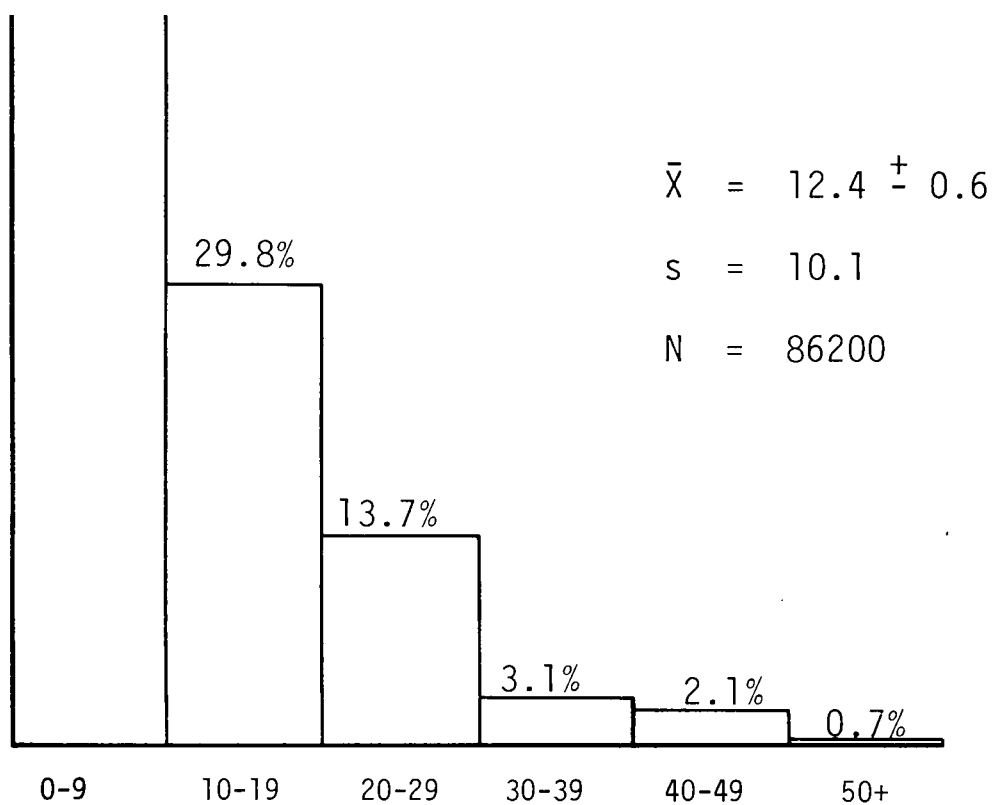
$\bar{X} = 10.9 \pm 0.5$
 $s = 9.8$
 $N = 324700$

UNITED
KINGDOM
1979



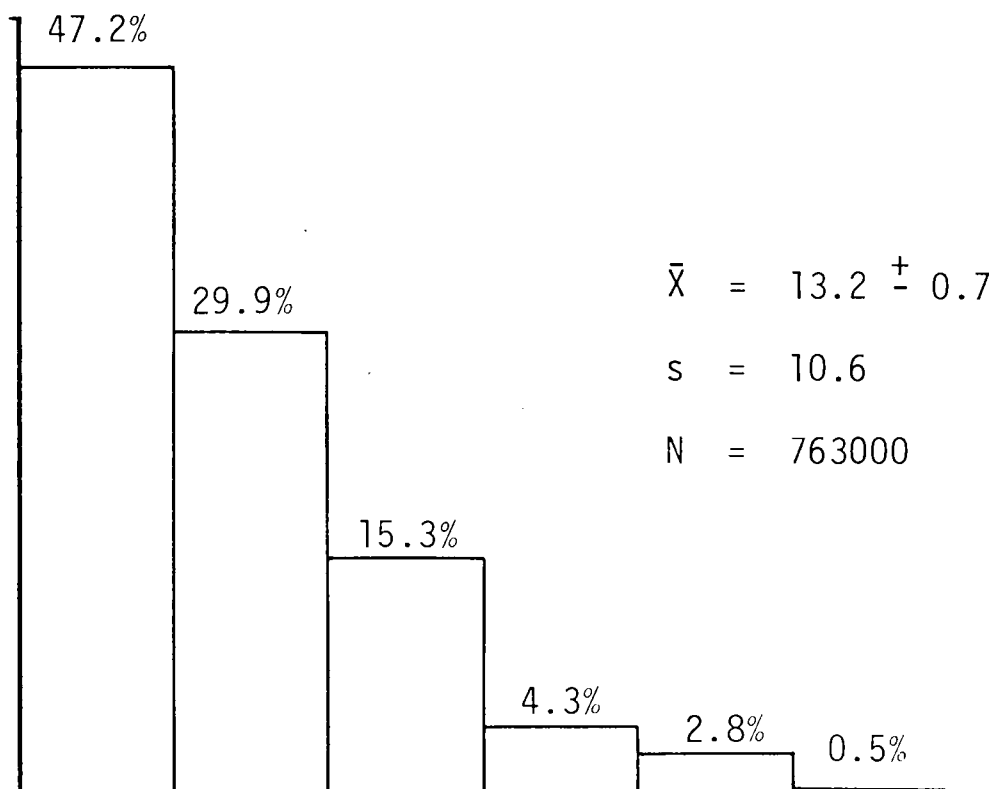
$\bar{X} = 10.6 \pm 0.5$
 $s = 9.0$
 $N = 342700$

1977

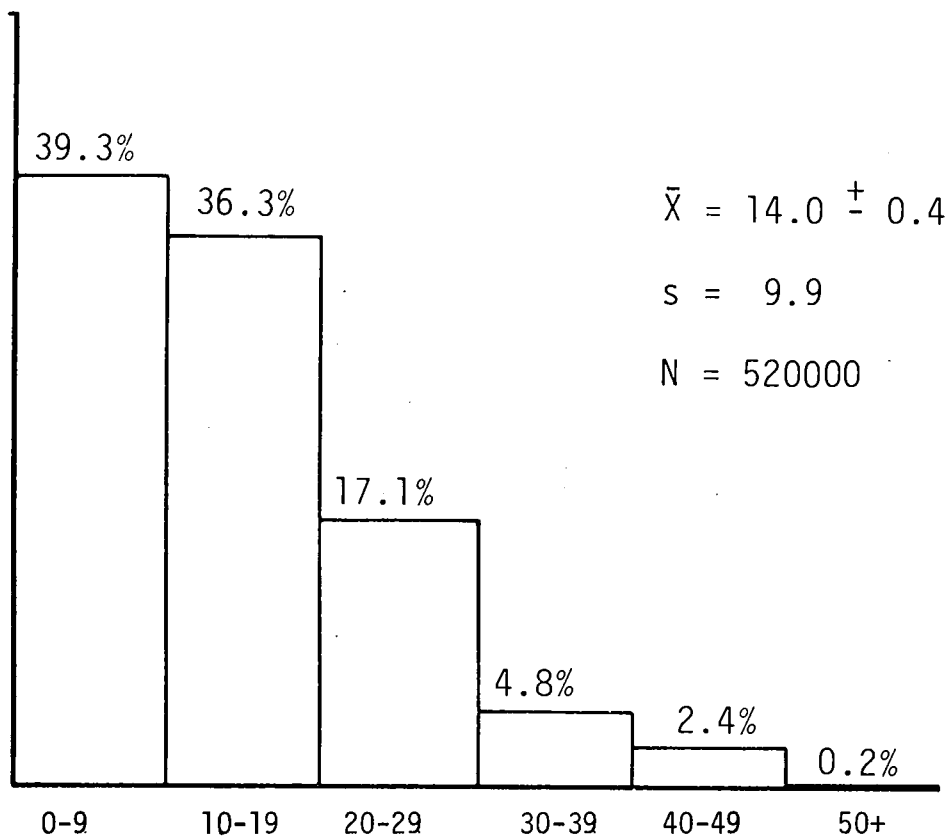


BELGIUM

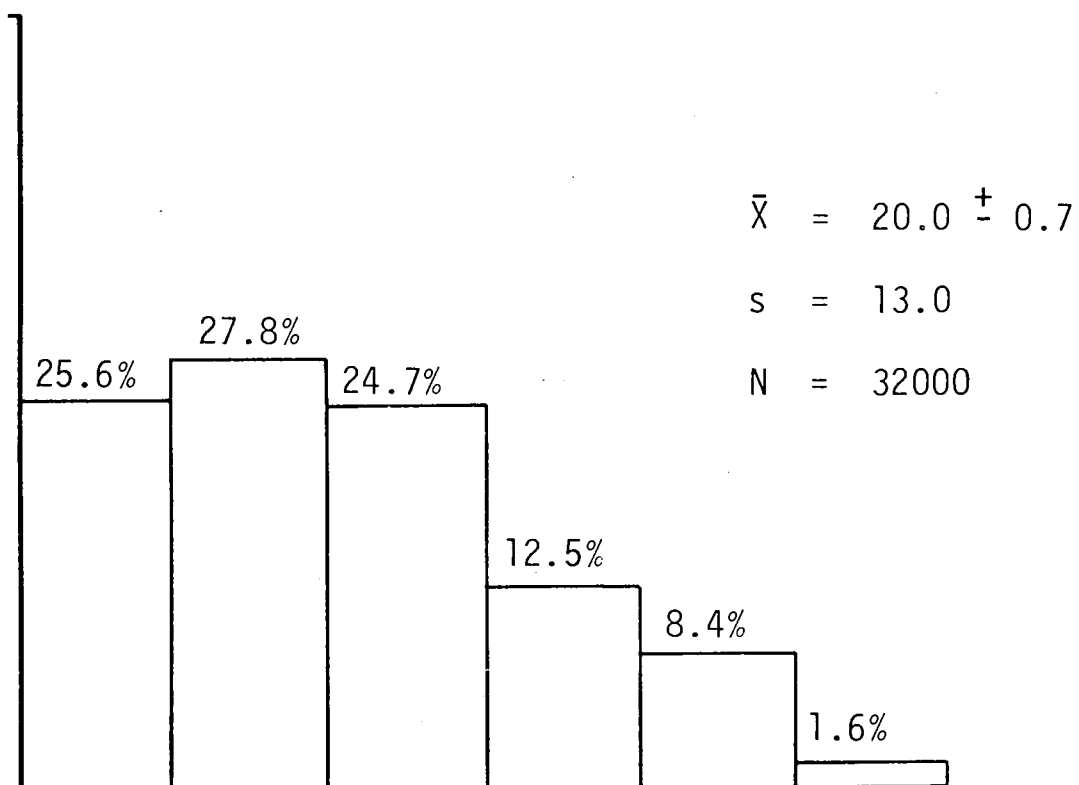
1979



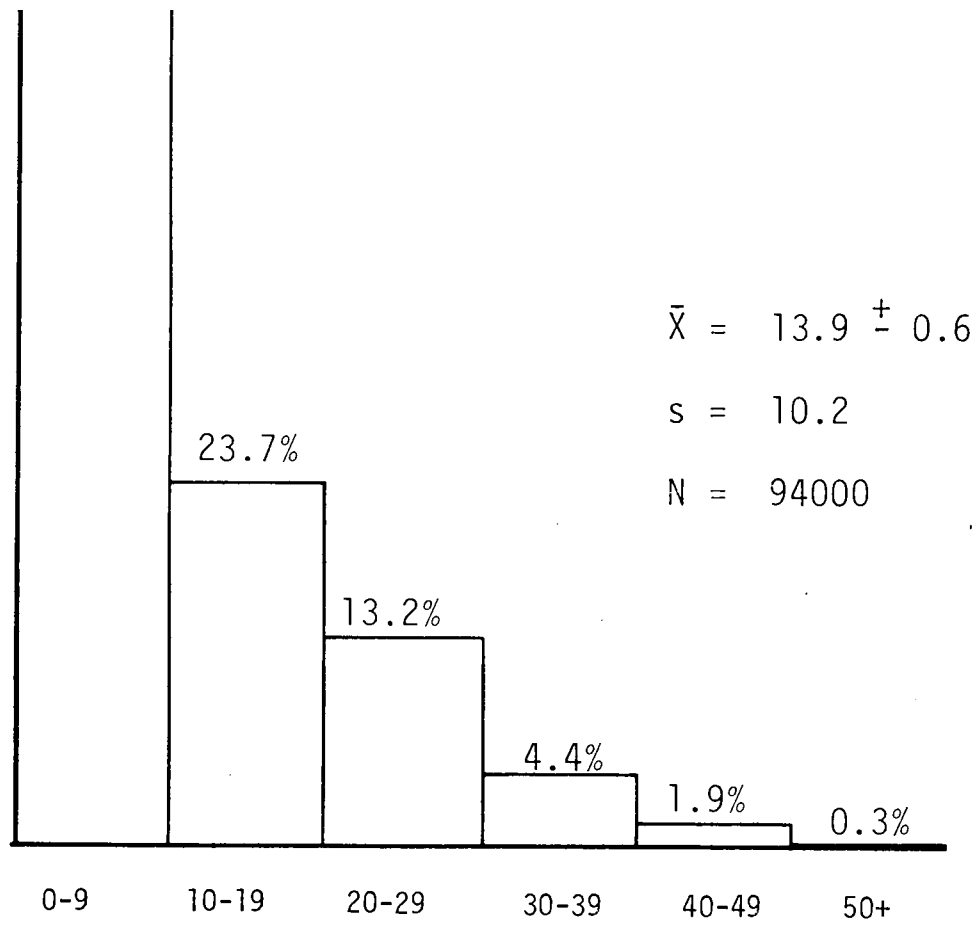
ITALY
1977



IRELAND
1977



//



JXEMBOURG

977

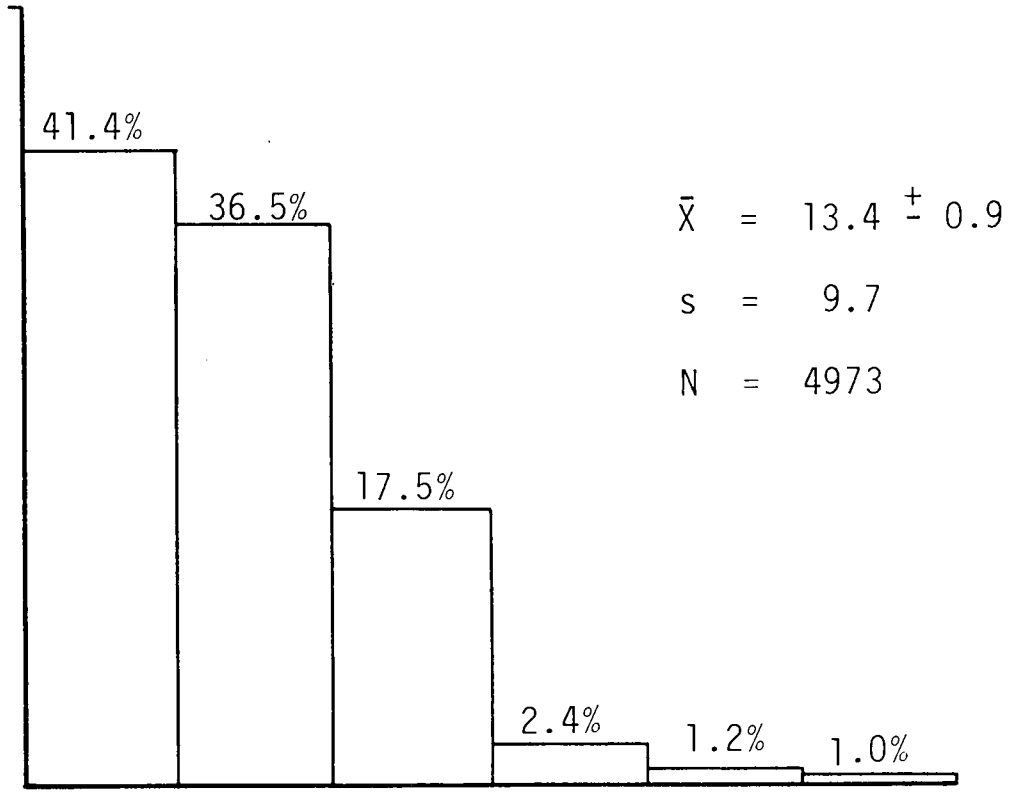
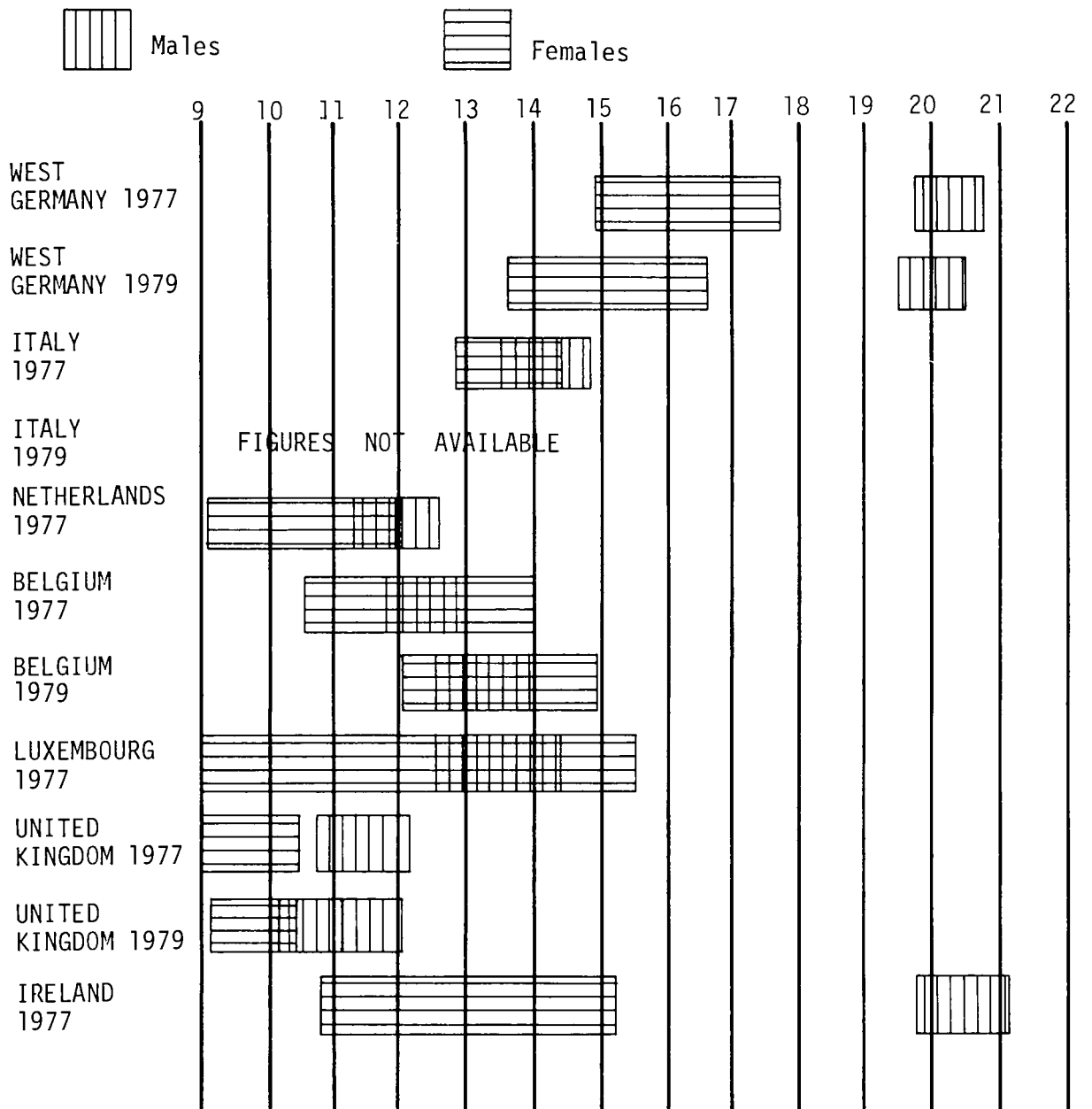


FIG. 3.5 Mean number of hours worked in the second job; males c.f. females.



activity than did females.

3.12 In Figure 3.6 second occupations have been classified into three main sectoral groups and the mean number of hours worked in the second occupation has been computed for each sector in turn. With the exception of Ireland, where an estimated 3,600 persons worked an average of 26 hours in an *industrial* second job, the longest hours worked by double jobholders in each country are in *agricultural* rather than in industrial or service-based second jobs. The basic data for the average hours worked in each industrial sector is given in Appendix 1d.

3.13 The sectoral estimates for the number of hours worked by female double jobholders are subject to large sampling errors (see Appendix 1d). In all cases these estimates were found to be either lower than, or not significantly different from, the equivalent estimates for the male populations.

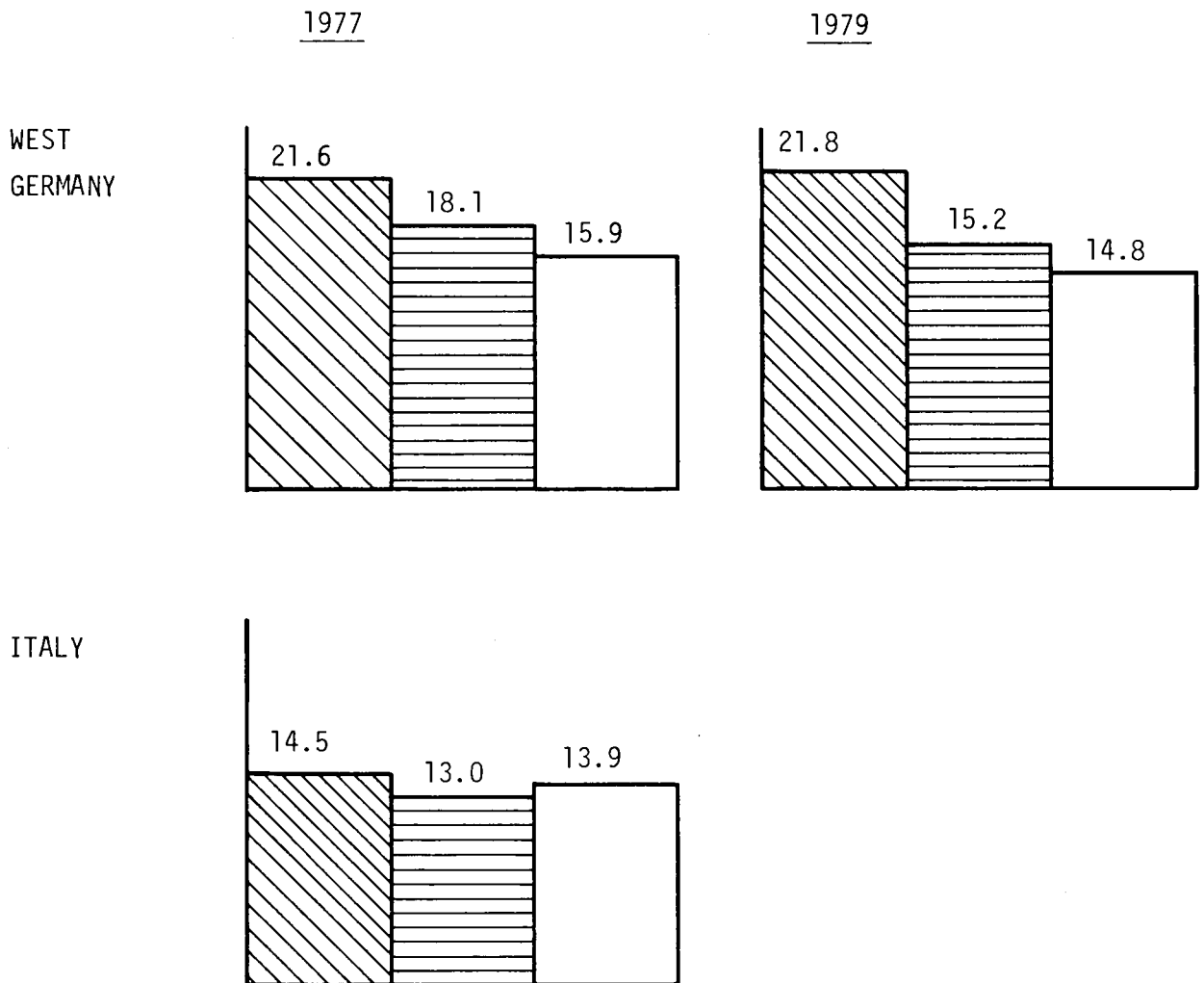
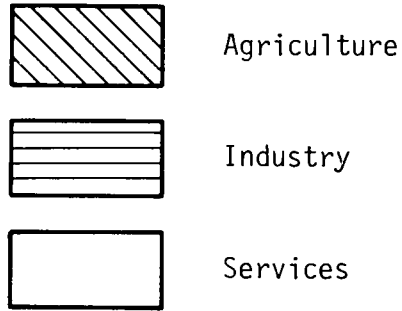
Relationship of second jobs to Unemployment and Participation Rates.

3.14 Table 3.2 presents for each of the seven countries the 1977 survey estimates for the following three variables;

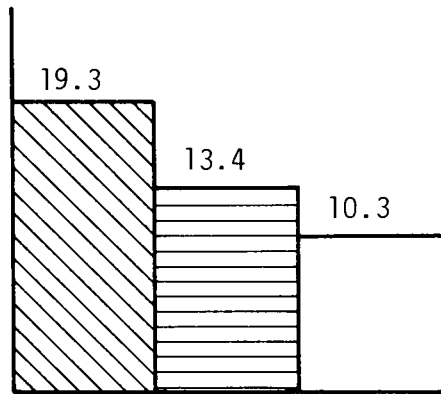
- (a) the labour activity rate
- (b) the rate of double jobholding
- (c) the rate of unemployment

These rates are defined at the foot of Table 3.2, and are the values based on the data contained in Table 3.3. The association between these three variables has been examined by expressing the relation between each pair of variables as a correlation coefficient, and these

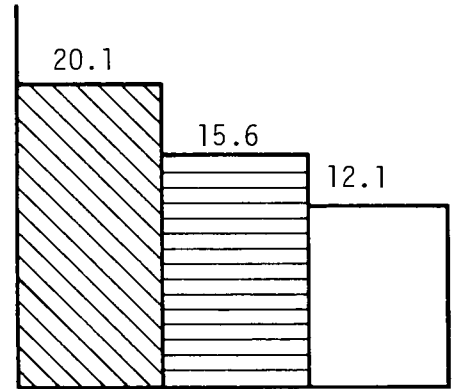
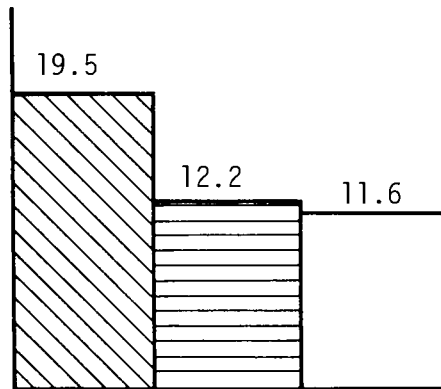
FIG. 3.6 Mean number of hours worked in the second job, by sector.



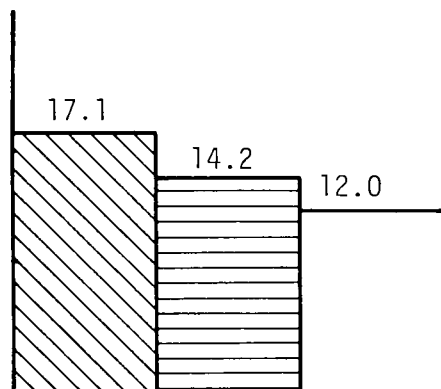
NETHERLANDS



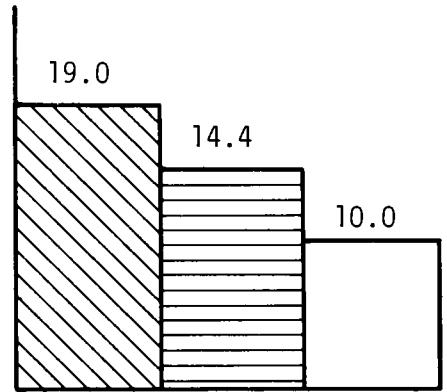
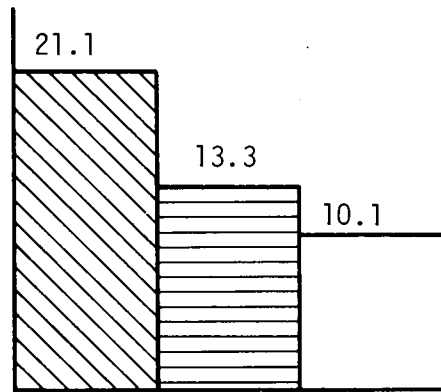
BELGIUM



LUXEMBOURG



UNITED
KINGDOM



IRELAND

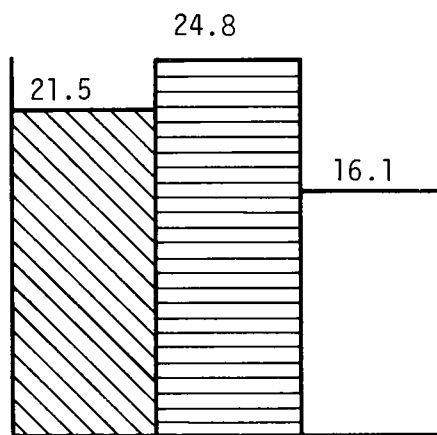


TABLE 3.2 ACTIVITY RATES, RATES OF DOUBLE JOBHOLDING, AND RATES OF UNEMPLOYMENT : 1977

Country	Sex	Activity rate 1	Double Job- holding rate 2	Unemployment rate 3
GERMANY	T	51.4	1.9	2.9
	M	69.6	2.7	2.4
	F	35.4	0.5	3.8
ITALY	T	44.2	2.9	4.4
	M	65.0	3.3	3.3
	F	25.2	1.7	7.0
NETHERLANDS	T	44.7	2.2	3.3
	M	67.5	2.5	3.3
	F	22.4	1.5	3.3
BELGIUM	T	48.8	2.5	5.7
	M	66.6	3.2	3.1
	F	31.5	1.1	10.9
LUXEMBOURG	T	48.0	3.6	1.1
	M	70.5	4.4	1.0
	F	25.0	1.5	1.5
UK	T	58.1	1.6	4.7
	M	74.4	1.7	4.8
	F	43.1	1.5	4.4
IRELAND	T	50.3	3.2	9.2
	M	74.4	4.1	9.8
	F	26.0	0.8	7.4

1 Activity rate = (labourforce/population) x 100

2 Double Jobholding rate = (double jobs/main jobs) x 100

3 Unemployment rate = (unemployed/labour force) x 100

TABLE 3.3 BASE DATA FOR ACTIVITY RATES OF DOUBLE JOBHOLDING AND RATES OF UNEMPLOYMENT : 1977.

x 100

Country		Population Aged 14+	Labourforce Aged 14+	Number persons with a main activity	Number persons with a main and a second activity	Number of persons unemployed
GERMANY	T	496300	254900	247506	4757	7390
	M	231640	161250	157383	4287	3860
	F	264660	93650	90122	470	3530
ITALY	T	432120	191120	182761	5200	8360
	M	207080	134520	130102	4310	4420
	F	225040	56600	52658	890	3940
NETHERLANDS	T	105450	47140	45595	1020	1550
	M	52120	35200	34047	851	1150
	F	53340	11940	11548	169	400
BELGIUM	T	77650	37720	35570	898	2150
	M	37750	25140	24369	774	770
	F	39900	12580	11202	123	1380
LUX.	T	2920	1400	1385.21	49.73	20
	M	1410	990	984.58	43.68	10
	F	1500	410	400.63	6.05	10
UK	T	436970	254010	242197	3920	11810
	M	209650	156010	148469	2532	7540
	F	227320	98000	93728	1388	4270
IRELAND	T	22020	11070	10057	322	1010
	M	11040	8210	7408	301	800
	F	10980	2860	2649	21	211

results are summarised in Table 3.4. It should be noted that each correlation coefficient is calculated on the basis of only seven observations, and this clearly limits the capacity to draw inferences from the data. With just seven observations it would require a value of R of .75 or greater to be statistically significant at $p = .05$; and none of the coefficients reach this figure. Nevertheless it is interesting to see the absence of any relation between double jobholding and unemployment. This supports earlier work by Alden who examined this relationship between double jobholding and unemployment for the UK^{*}. Using General Household Survey data for the UK 1971-78 the Spearman rank correlation coefficient between these two variables was -0.41, and also -0.41 for the Pearsonian coefficient. While neither are significant at the .05 level they are both clearly negative as are the coefficients for the EEC shown in Table 3.4. The Pearsonian coefficient for Family Expenditure Survey based data for the UK 1969-75 between unemployment and double jobholding was also negative (-.20) and again not significant. The evidence so far, therefore, does not support any firm relationship between these two variables.

3.15 A better, though still not statistically significant, correlation is to be found between double jobholding and the labour activity rate. A coefficient of -.52 might suggest that high rates of double jobholding tend to be found in association with low activity rates. More specifically, rates of male double jobholding coincide with low rates of participation by women in the labour force ($R = -.62$, which is significant at $p = .2$).

^{*} See J.D. Alden, A Comparative Analysis of Second Jobs in the USA and Great Britain, Papers in Planning Research, Department of Town Planning, UWIST, Cardiff, December 1980.

TABLE 3.4 THE CORRELATION BETWEEN ACTIVITY RATE, DOUBLE JOBHOLDING RATE, AND THE RATE OF UNEMPLOYMENT IN THE SEVEN COUNTRIES IN 1977

(Expressed as Pearson's r, and, in parenthesis, Spearman's Rho)

		Double jobholding	Unemployment
TOTAL POPULATION	Activity Rate	- .52 (- .54)	.18 (.25)
	Double Jobholding		.06 (- .04)

		Double jobholding	Unemployment
MALES ONLY	A.R.	- .04 (- .02)	.59 (.33)
	D. Jobholding		.10 (- .27)

		Double jobholding	Unemployment
FEMALES ONLY	A.R.	.21 (- .41)	- .01 (.11)
	D. Jobholding		- .18 (-.22)

		MALES		
		A.R.	D.JH.	U.
FEMALES	A.R.	.47 (.43)	- .62 (- .32)	- .04 (- .16)
	D.JH.	- .29 (- .36)	- .10 (.00)	- .31 (.08)
	U.	- .26 (- .18)	.06 (.04)	.38 (.49)

SECTION 4. THE SECTORAL DISTRIBUTION OF THE MAIN AND SECOND OCCUPATIONS HELD BY DOUBLE JOBHOLDERS.

The Relationships between sector of the First and Second Job.

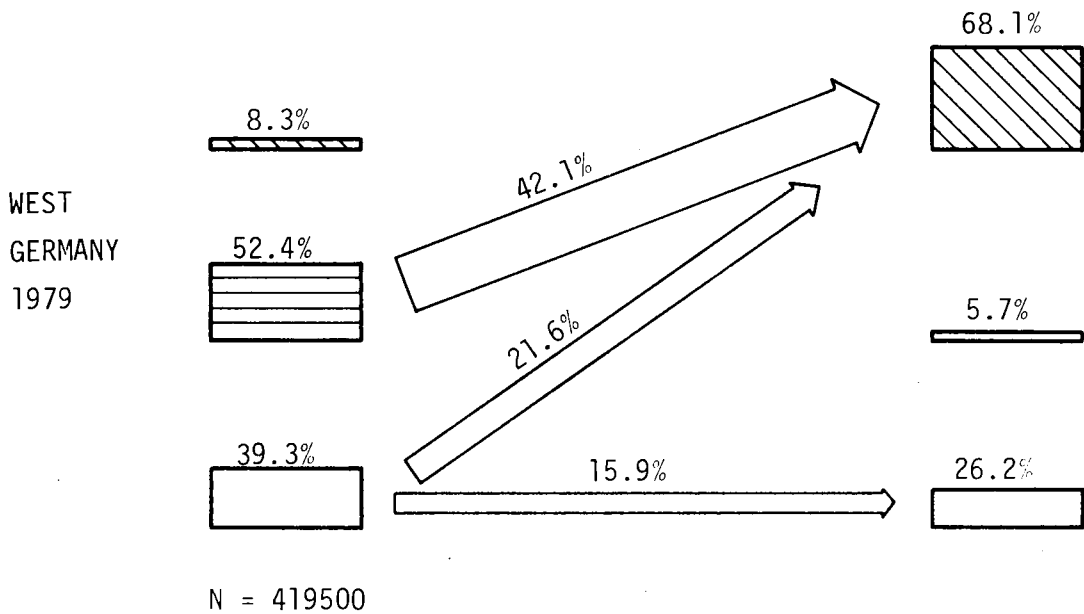
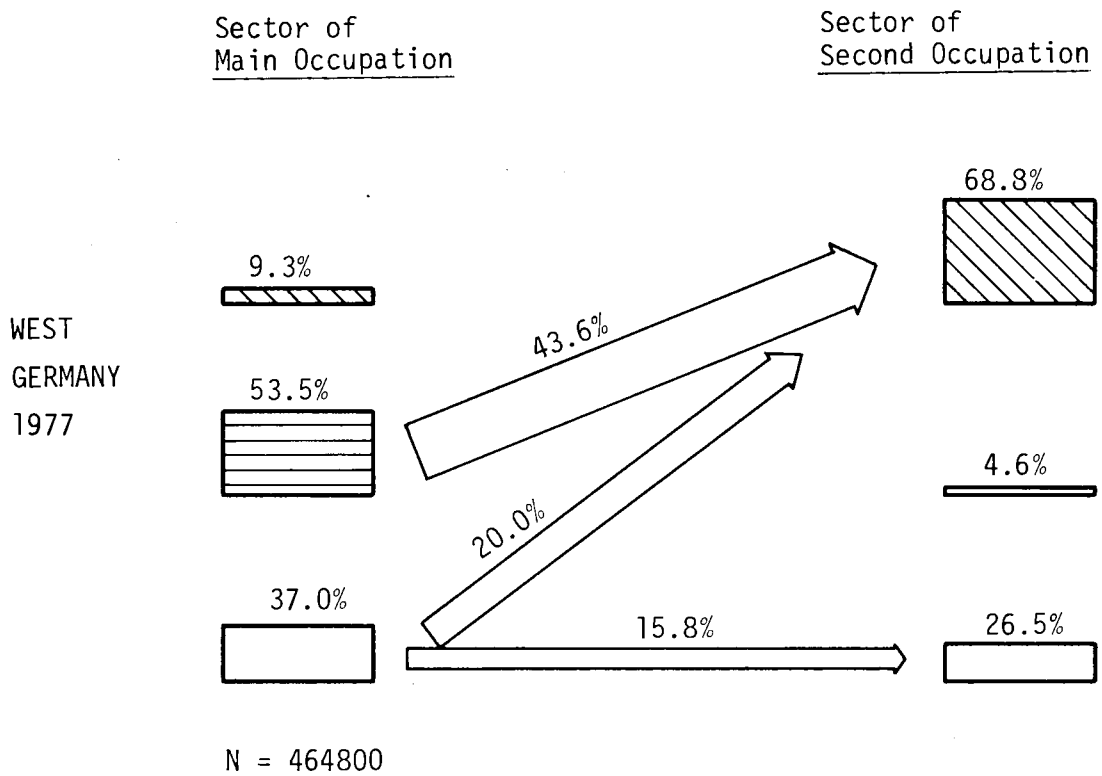
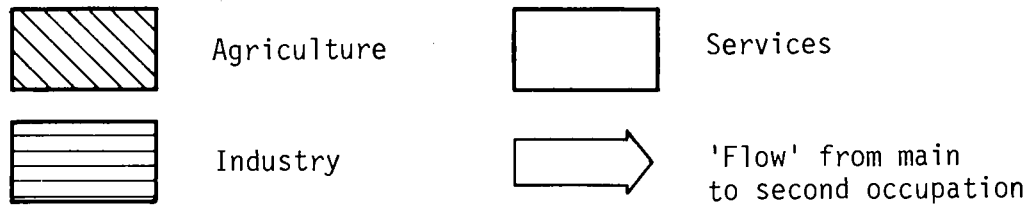
4.1 The main purpose of this section is to examine the industrial sector of first and second jobs and the employment status of these jobs.

4.2 It is useful to consider double jobholders as *originating* in a main occupation and *moving* to a second job. From this perspective we can regard the relationship between the sector of the first and sector of the second job, as a 3 x 3 flow matrix, whose elements are estimates of the proportion of double jobholders having a main job in sector i and a second job in sector j . (See Appendix 2a). The most important flows can also be expressed graphically, as in Fig. 4.1.

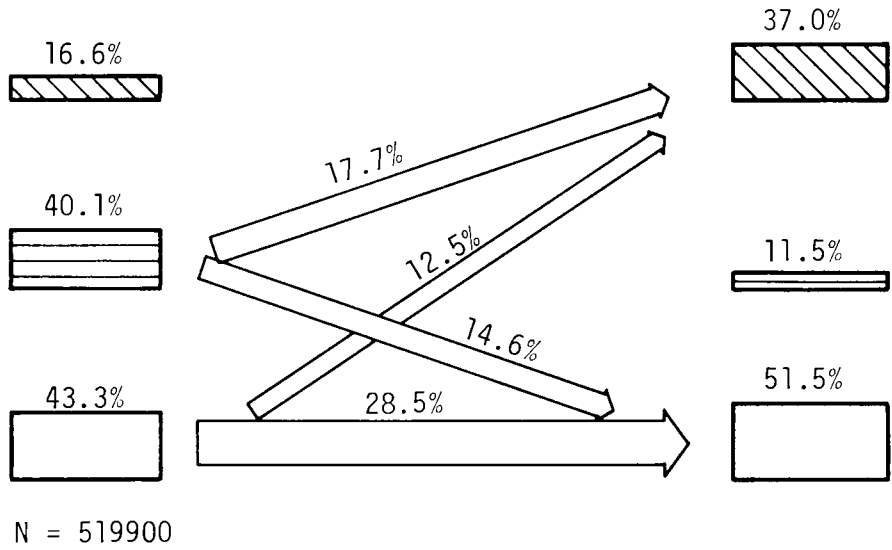
4.3 It is clear that the sectoral distribution of out-going flows is quite different from the sectoral distribution of in-coming flows. Chi-squared tests show the difference between the sectors of the first and second jobs to be significant in each case, at $p < .001$. Moreover, the flow patterns for Germany, Belgium and the UK respectively, are not significantly changed between the 1977 and 1979 surveys ($p = .01$).

4.4 The data on sectoral distributions shows that there are some common features. *Agriculture* tends to be a net gainer, in the sense that flows into *agriculture* in the form of second jobs, exceed the flows out of *agriculture* as main jobs. The same is true for *service* jobs; while quite the reverse applies to *industry*, which is invariably a net loser. Four countries - Netherlands, Belgium, Luxembourg and the UK

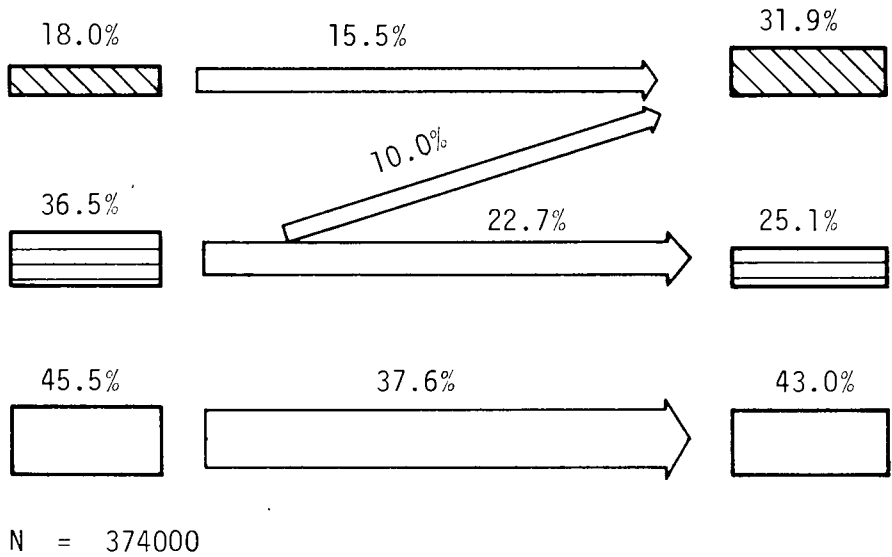
FIG. 4.1 Sectoral 'flows' from first to second occupations.



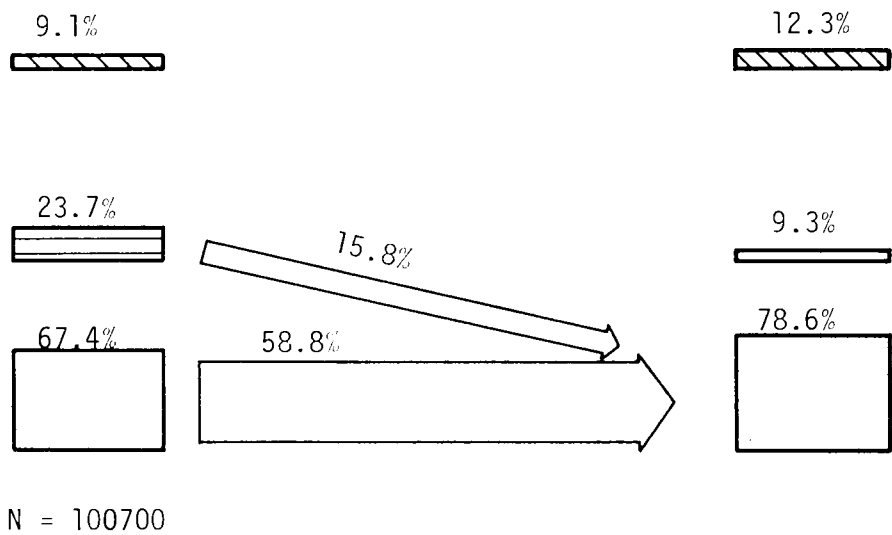
ITALY
1977

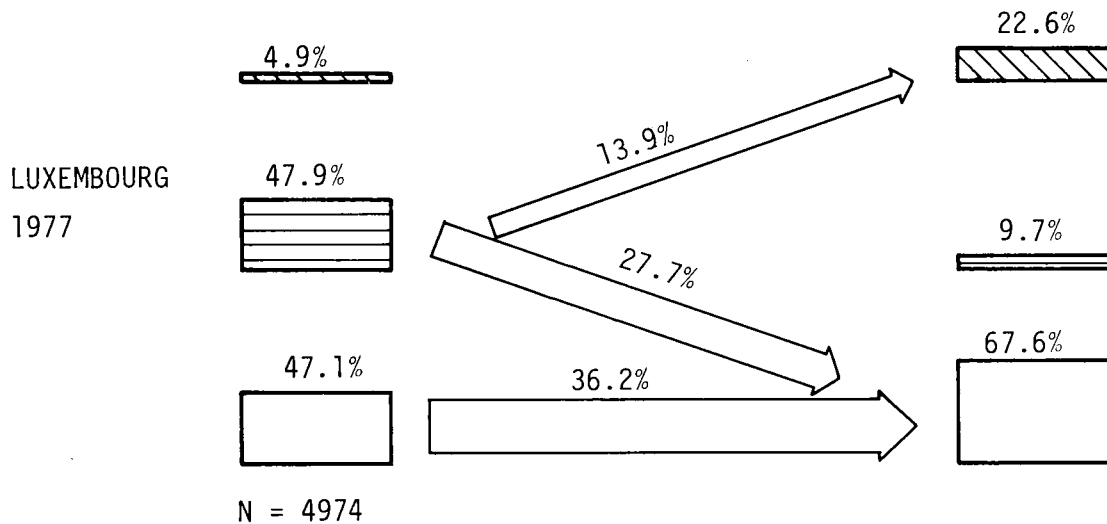
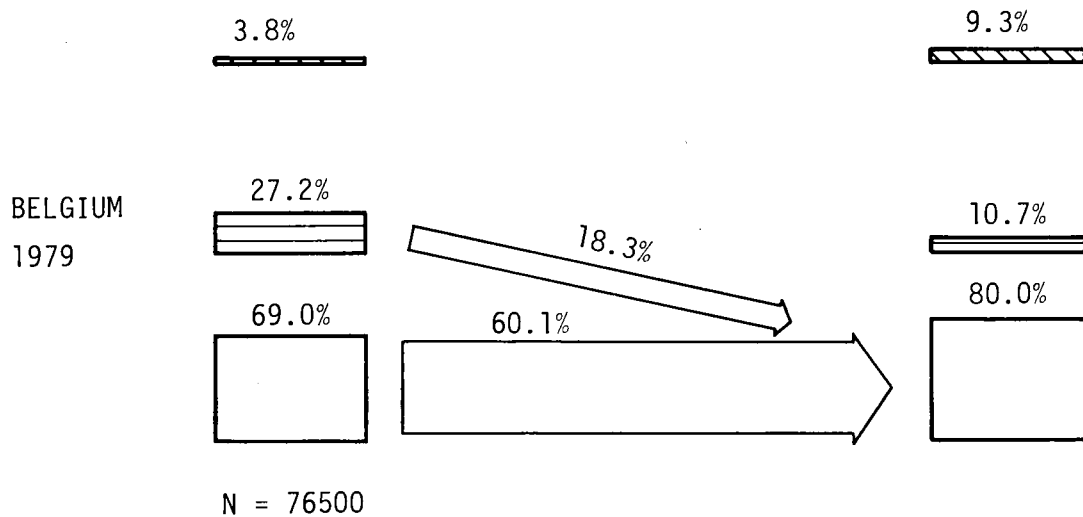
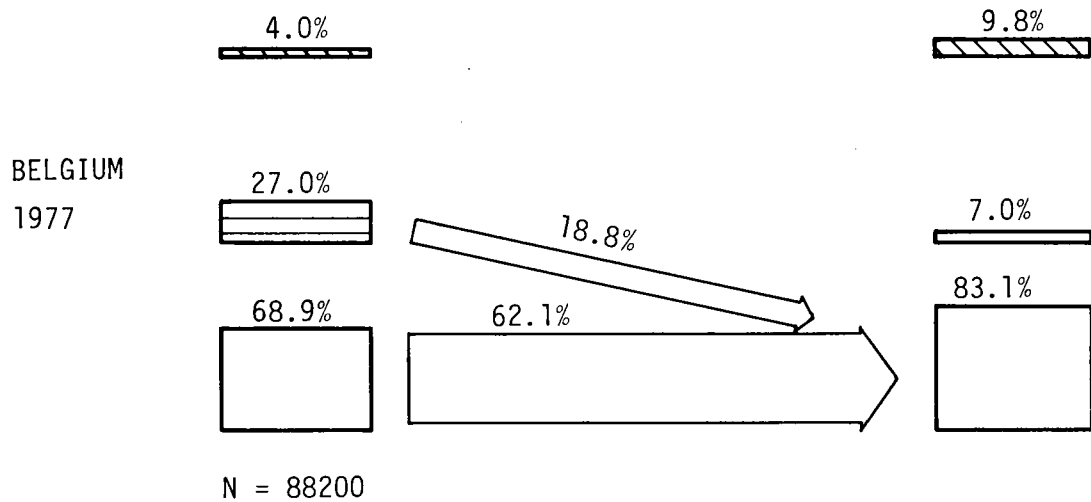


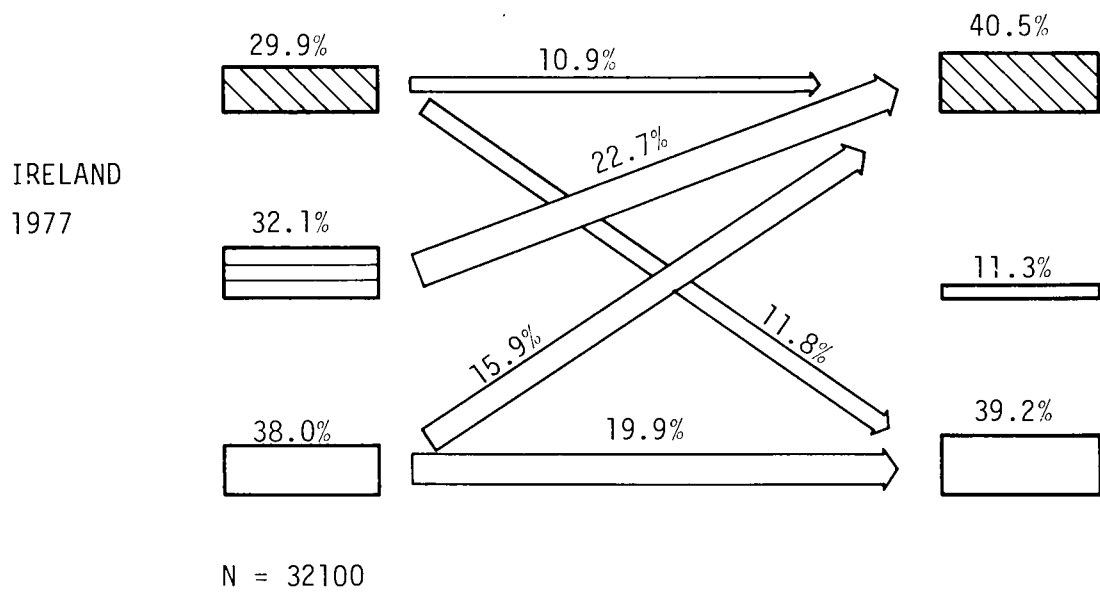
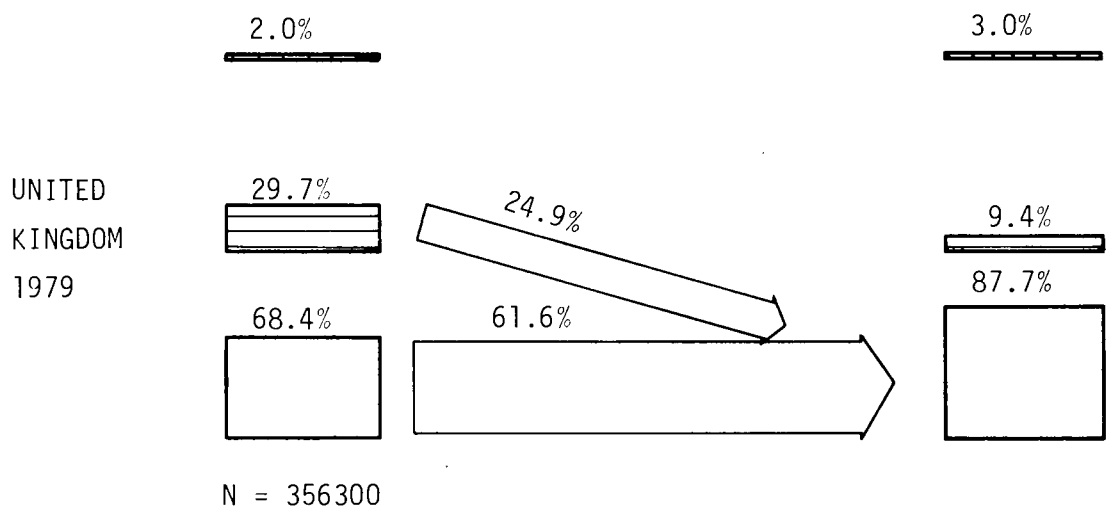
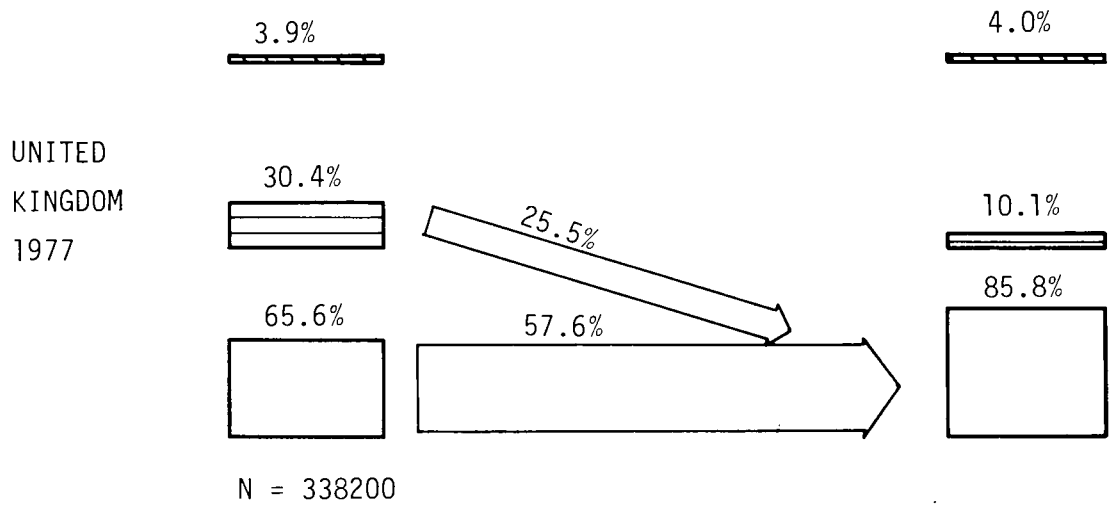
ITALY
1979



NETHERLANDS
1977







have very similar flow patterns. In each case the bulk of second jobs are to be found in the *service* sector (between 68% and 86%); and these tend to be filled by persons whose first job is either in *industry*, or more probably, who already works in the *service* sector. However, Germany and Ireland depart considerably from this pattern. In both countries the bulk of second jobs are in *agriculture* - 69% in Germany and 50% in Ireland. In Germany as many as 44% of all second jobs are filled by persons who have a first job in *industry* and a second job in *agriculture*. This represents the single biggest percentage flow across sectoral boundaries for any country. And in the remaining country, Italy, we find a flow pattern which lies somewhere between the service oriented model of Netherlands-Belgium-Luxembourg-UK, and the agricultural model of Germany-Ireland; *services* accounts for 51% of second jobs and *agriculture* 37%.

4.5 It is not clear from the flow diagrams to what extent the different flow patterns simply reflect national variations in the relative importance of each sector as employers of labour. This issue is tackled in the following two sub-sections.

Sector of the Main job for Double Jobholders.

4.6 The authors posed the question, do double jobholders originate from some sectors in greater numbers than might be expected, given the size of that sector in each country? This question can be answered by comparing the sectoral distribution of main jobs held by double jobholders, with the equivalent distribution for persons with a single main

occupation; and by testing for a significant difference between the two groups (see Appendix 2b). These two sectoral distributions are drawn for each country in Figure 4.2, which also gives the calculated value of the test statistic χ^2 , and its significance level.

4.7 From Figure 4.2 we can see that the probability of any person having two jobs varies according to the sector in which he or she has their main occupation. In five of the seven countries, persons with a main job in *agriculture* have a higher than expected probability of having a second job. However, there is no simple pattern to which each country conforms as the Table below shows.

TABLE 4.1 MAIN JOB SECTORS PROVIDING A GREATER NUMBER OF DOUBLE
JOBHOLDERS THAN EXPECTED : 1977.

	<u>Agriculture</u>	<u>Industry</u>	<u>Services</u>
W. Germany	*	*	
Italy	*		
Netherlands	*		*
Belgium			*
Luxembourg		*	
UK	*		
Ireland	*		

* denotes a sector where the number of double jobholders is significantly greater than expected under H_0 , $p < .001$

Source: 1977 EEC Labour Force Survey.

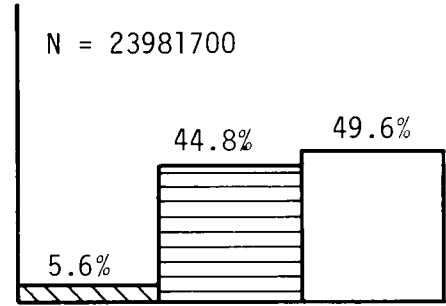
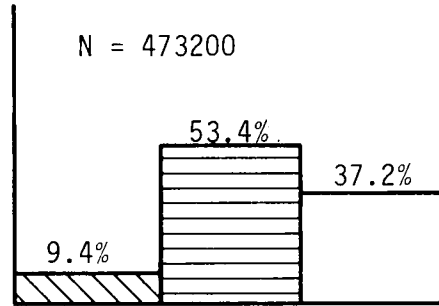
FIG. 4.2

Sector of the main occupation: double jobholders
c.f. persons without a second job.

Sector of the main occupation of those persons with a second job.

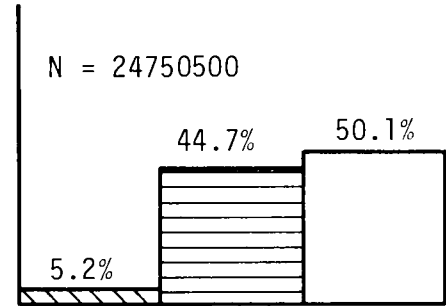
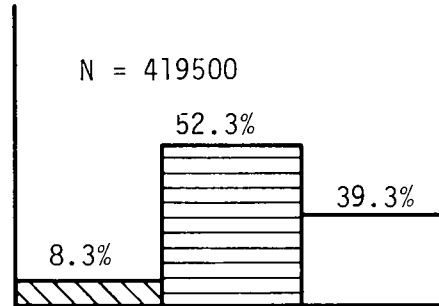
Sector of the main occupation of those persons without a second job.

WEST
GERMANY
1977



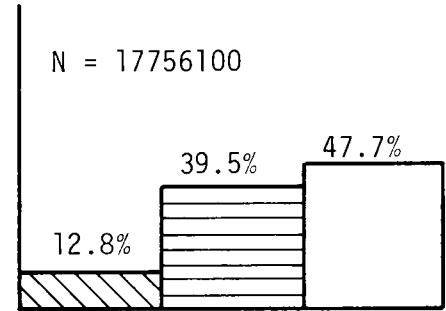
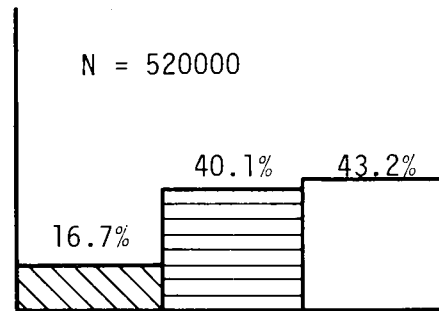
$\chi^2 = 162$; signif. @ $p < .001$

WEST
GERMANY
1979



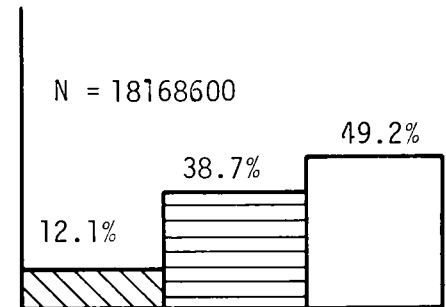
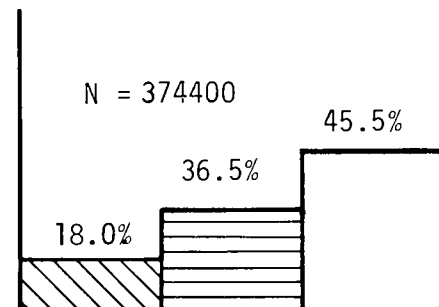
$\chi^2 = 107$; signif. @ $p < .001$

ITALY
1977



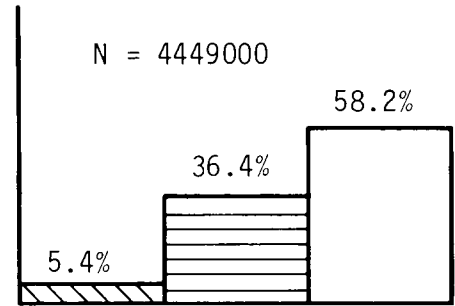
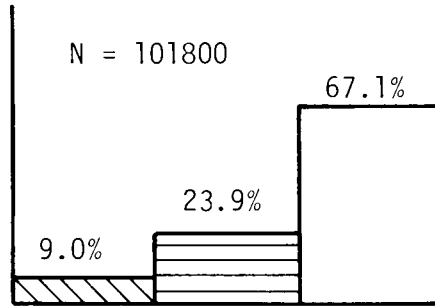
$\chi^2 = 36$; signif. @ $p < .001$

ITALY
1979



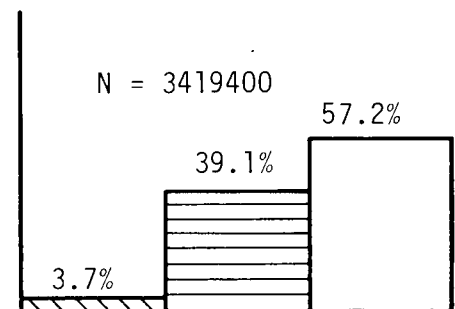
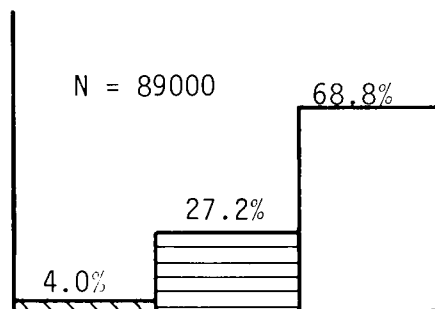
$\chi^2 = 55$; signif. @ $p < .001$

NETHERLANDS
1977



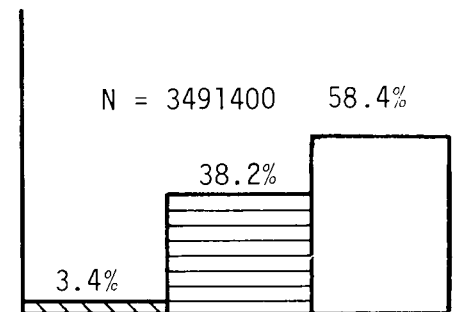
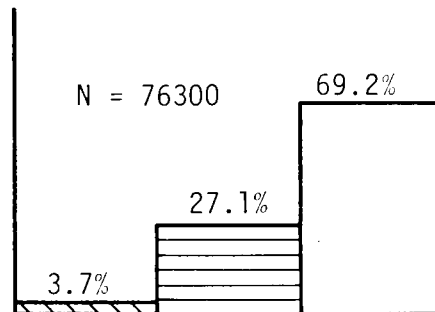
$\chi^2 = 104$; signif. @ $p < .001$

BELGIUM
1977



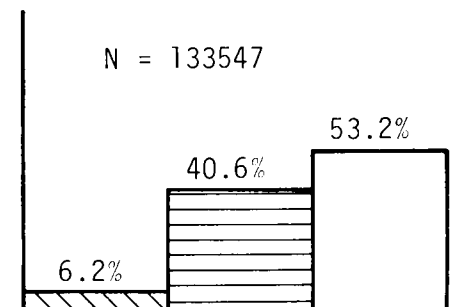
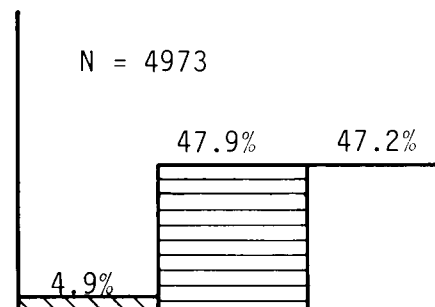
$\chi^2 = 77$; signif. @ $p < .001$

BELGIUM
1979



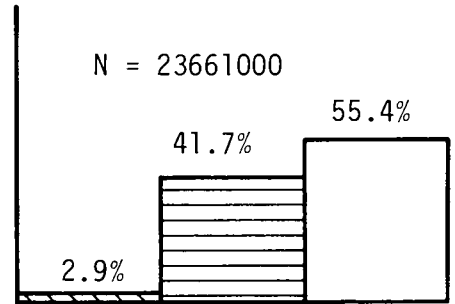
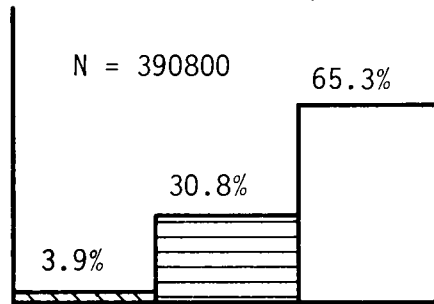
$\chi^2 = 52$; signif. @ $p < .001$

LUXEMBOURG
1977



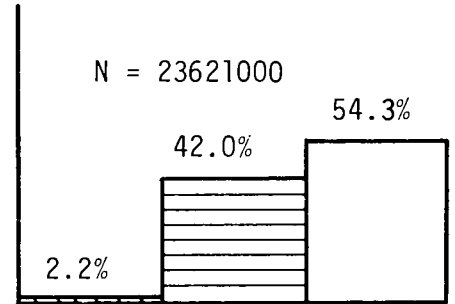
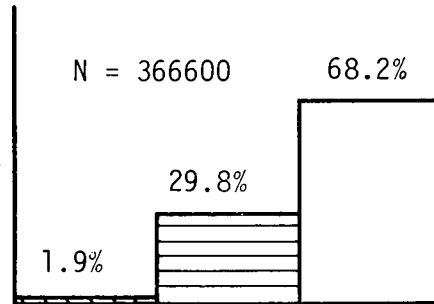
$\chi^2 = 9.0$; signif. @ $p = .01$

UNITED
KINGDOM
1977



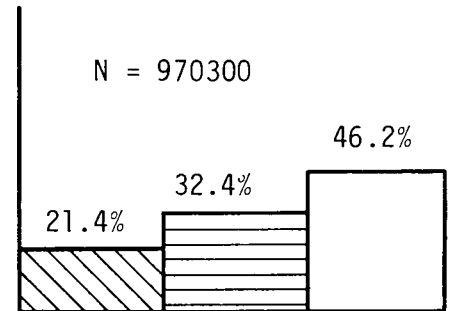
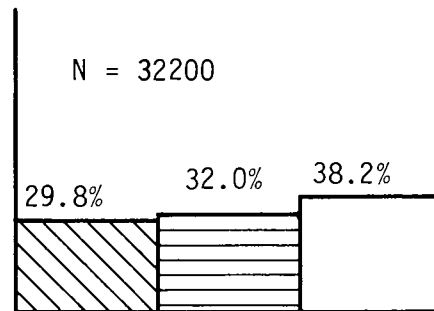
$\chi^2 = 84$; signif. @ $p < .001$

UNITED
KINGDOM
1979



$\chi^2 = 106$; signif. @ $p < .001$

IRELAND
1977



$\chi^2 = 70$; signif. @ $p < .001$

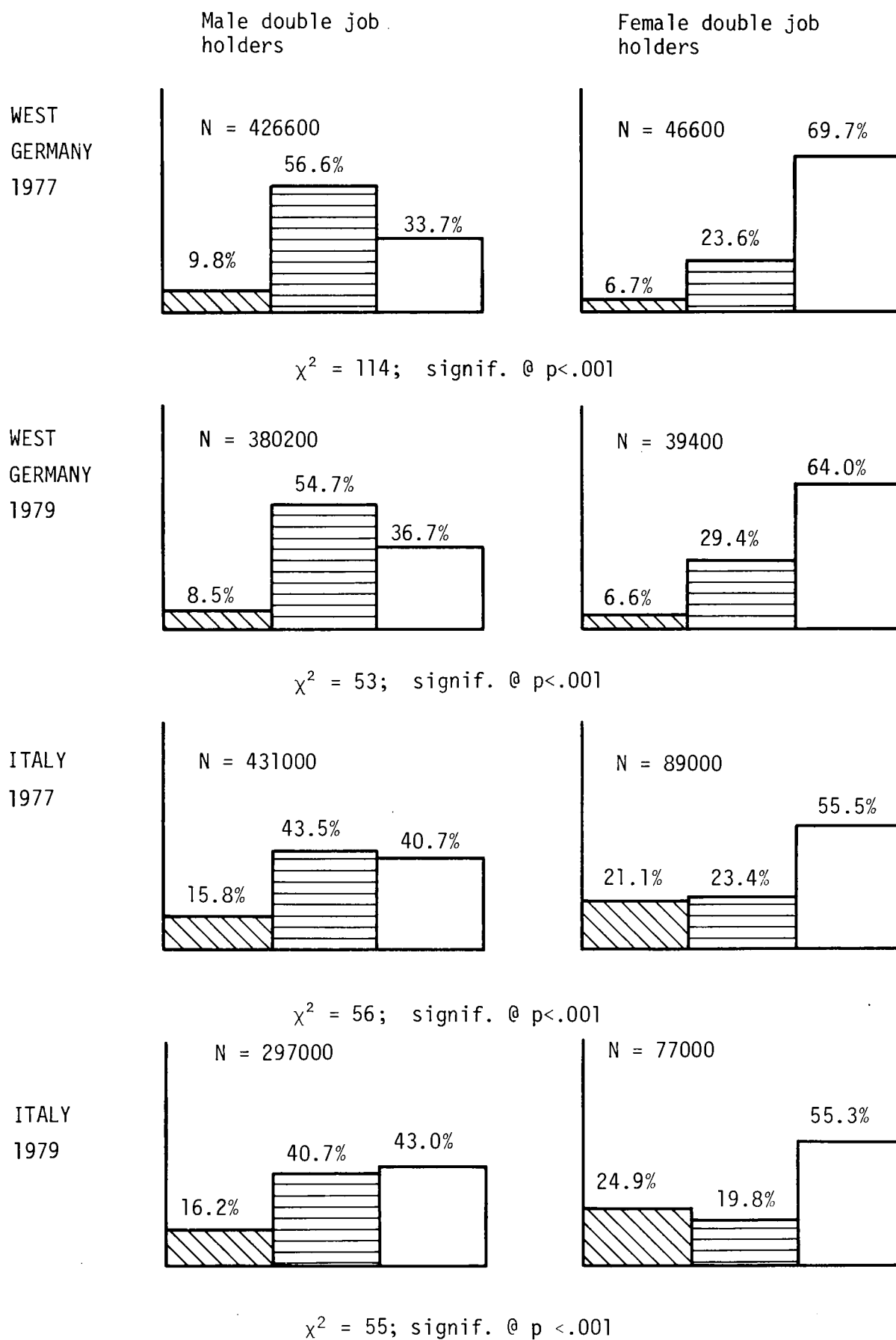
4.8 Chi-squared tests show there to be a significant difference between the sector of the main job of male double jobholders, and the sector of the main job of female double jobholders ($p < .001$), in all seven countries. Figure 4.3 shows that, compared to their male counterparts, female double jobholders tend to be over-represented in service sector main jobs: in Netherlands, Belgium, Luxembourg, UK and Ireland, more than 80% of female double jobholders emerge from main occupations in *services*. And with the exception of Italy, female double jobholders are invariably under-represented in agricultural main occupations. These general tendencies are present in both the 1977 and the 1979 survey data. The basic data for Figure 4.3 is shown in Appendix 2c.

Sector of the Second Job for double Jobholders.

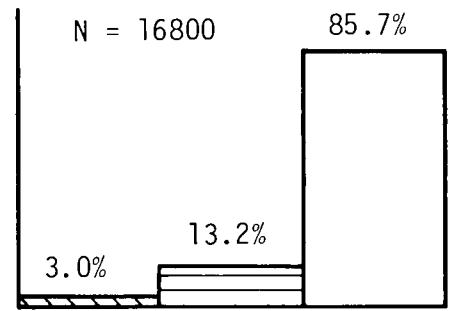
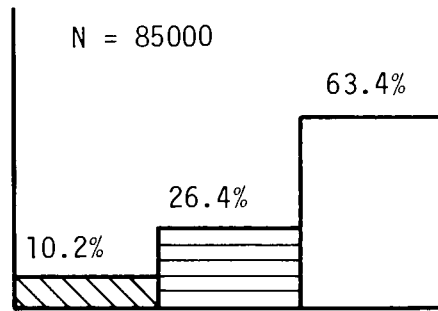
4.9 Considerable interest arises over the question, do some sectors provide more *second* jobs than we might expect, given the relative size of each sector in each country's labour market? The authors have attempted to answer the question by comparing the observed sectoral distribution of second jobs, with the distribution which would be expected if second jobs were to be distributed in the same proportion as all main occupations.

4.10 Given that the service sector is the sector which provides most main jobs in all seven countries, it might be expected that most *second* jobs would also be found in the service sector. Figure 4.4 shows that this is the case in Italy, Netherlands, Belgium, Luxembourg and the UK. The service sector not only accounts for the bulk of second jobs in these countries (varying from 52% in Italy to 86% in the UK) but the

FIG. 4.3 Double jobholders : sector of the main occupation, males c.f. females.

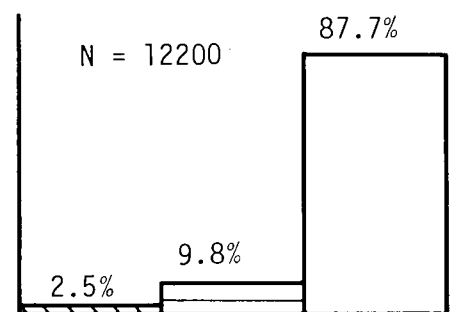
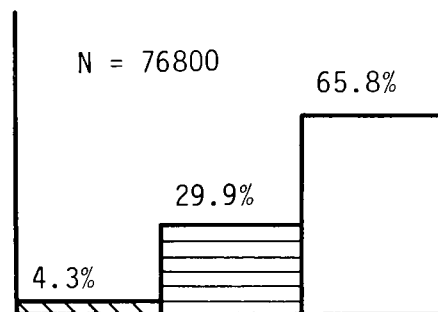


NETHERLANDS
1977



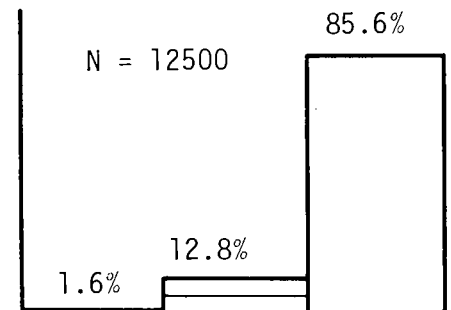
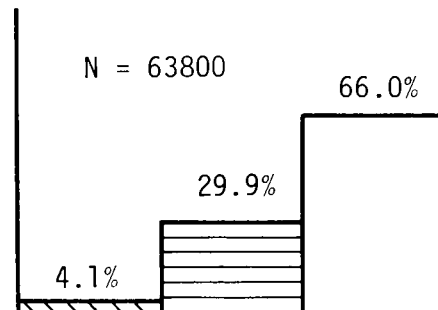
$\chi^2 = 41$; signif. @ $p < .001$

BELGIUM
1977



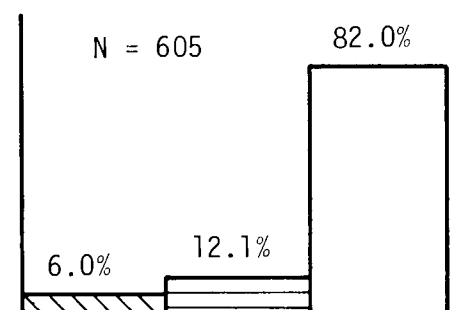
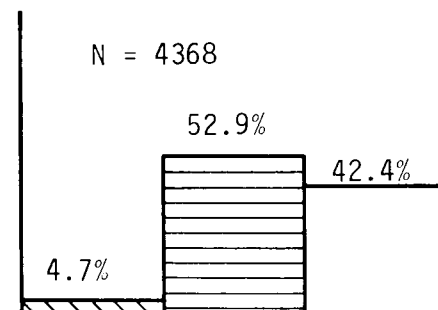
$\chi^2 = 35$; signif. @ $p < .001$

BELGIUM
1979



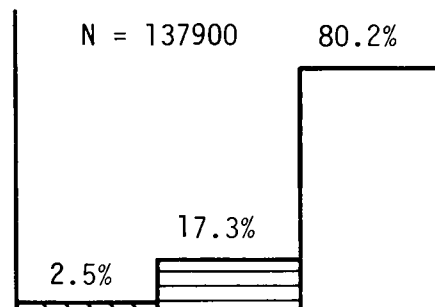
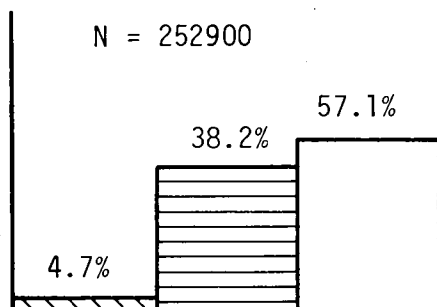
$\chi^2 = 25$; signif. @ $p < .001$

LUXEMBOURG
1977



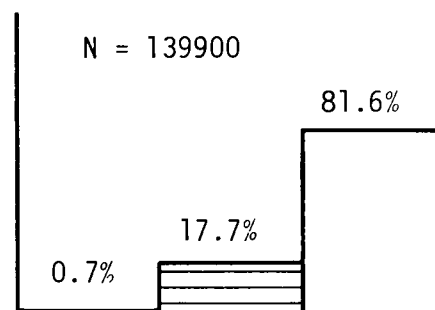
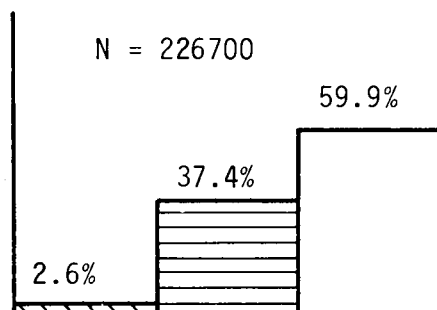
$\chi^2 = 30$; signif. @ $p < .001$

UNITED
KINGDOM
1977



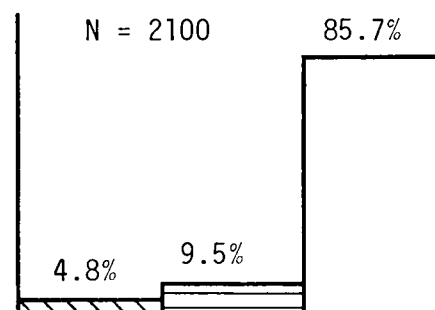
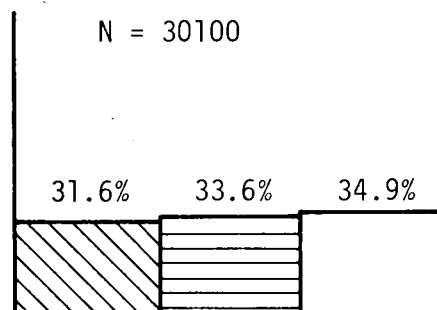
$\chi^2 = 93$; signif. @ $p < .001$

UNITED
KINGDOM
1979



$\chi^2 = 80$; signif. @ $p < .001$

IRELAND
1977



$\chi^2 = 103$; signif. @ $p < .001$

number of second jobs in services is significantly greater than what would be expected under the null hypothesis. The two exceptions to this pattern are again Germany and Ireland, where there are much fewer service-based second jobs than the distribution of main jobs would lead one to suspect. In both countries, it is in *agriculture* where one finds second jobs in numbers significantly greater than would be expected. In Germany, 69% of all second jobs are in one sector - agriculture - yet this sector accounts for less than 6% of *main* occupations. Table 4.2 summarises the results for all seven countries, and shows that without exception, second jobs are over represented in agriculture, and under-represented in industry. The basic data for Figure 4.4 is given in Appendix 2d.

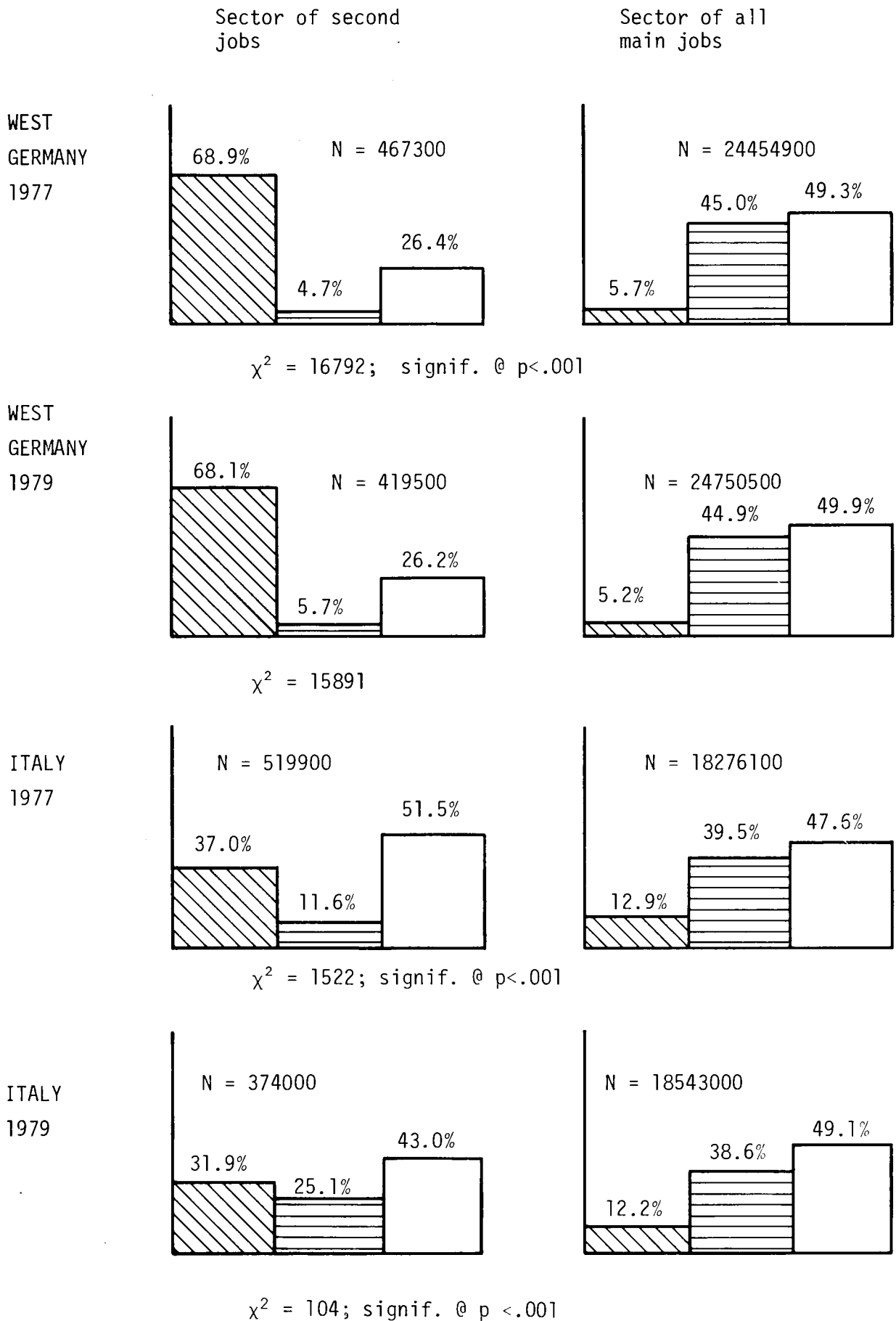
TABLE 4.2 SECTORS WHERE SECOND JOBS ARE FOUND IN GREATER NUMBERS THAN EXPECTED UNDER H_0 : 1977.

	<u>Agriculture</u>	<u>Industry</u>	<u>Services</u>
W. Germany	*		
Italy	*		*
Netherlands	*		*
Belgium	*		*
Luxembourg	*		*
UK	*		*
Ireland	*		*

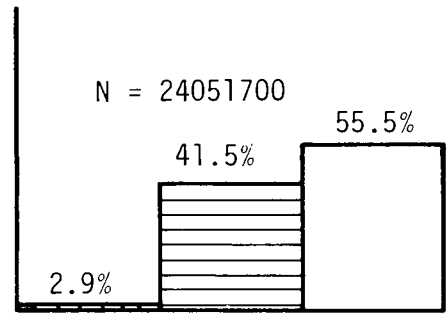
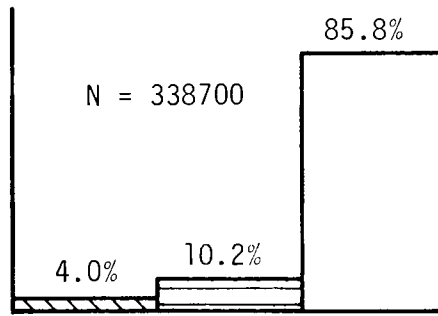
* denotes observed value to be significantly greater than expected values at $p < .001$

Source: 1977 EEC Labour Force Survey

FIG. 4.4 Second jobs and all main jobs, compared by sector.

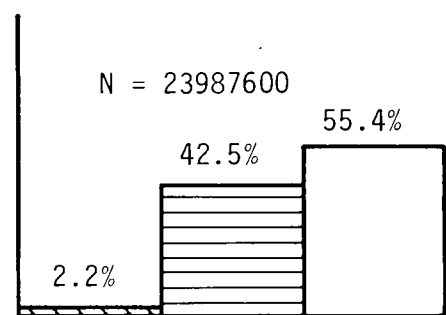
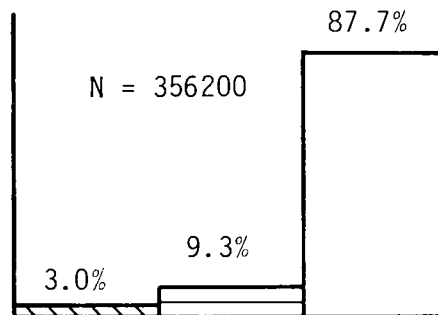


UNITED
KINGDOM
1977



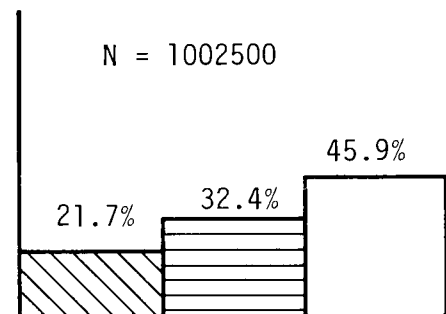
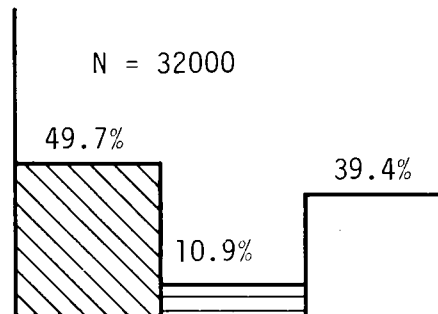
$\chi^2 = 718$; signif. @ $p < .001$

UNITED
KINGDOM
1979



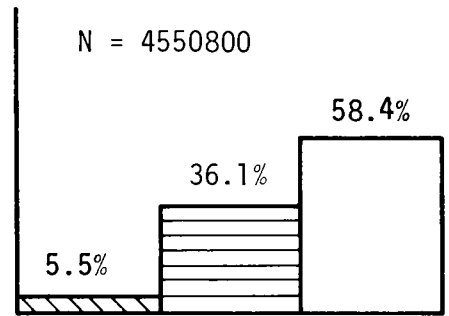
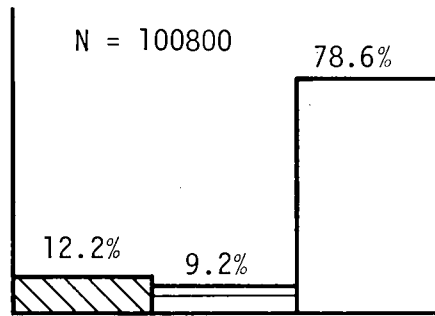
$\chi^2 = 666$; signif. @ $p < .001$

IRELAND
1977



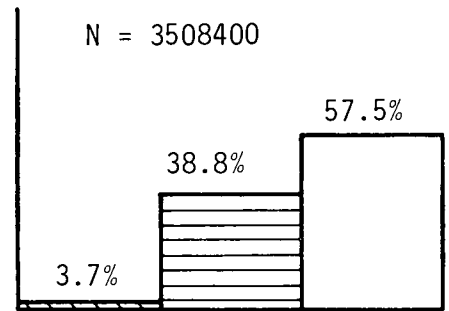
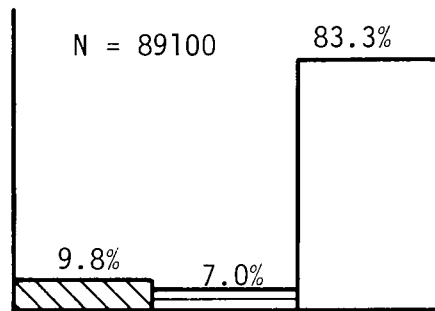
$\chi^2 = 784$; signif. @ $p < .001$

NETHERLANDS
1977



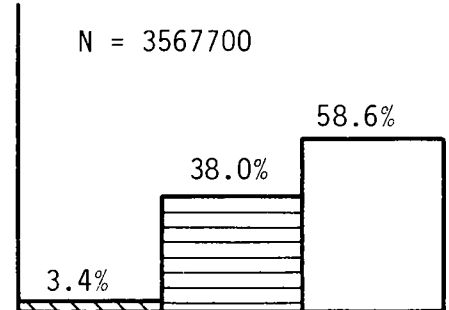
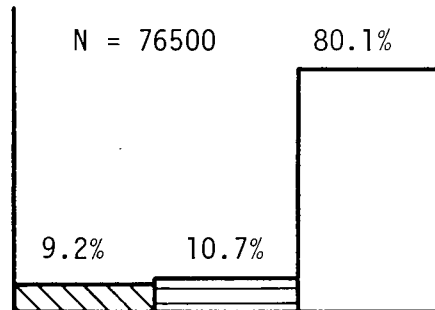
$\chi^2 = 457$; signif. @ $p < .001$

BELGIUM
1977



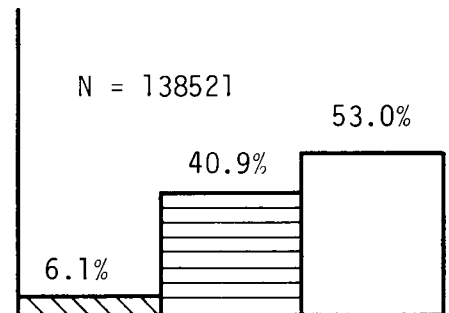
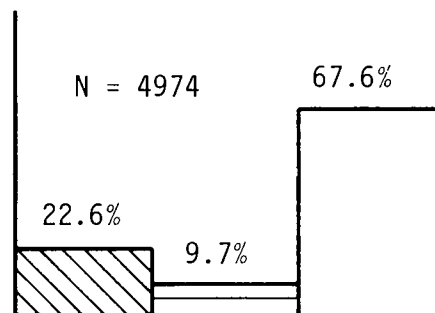
$\chi^2 = 365$; signif. @ $p < .001$

BELGIUM
1979



$\chi^2 = 369$; signif. @ $p < .001$

LUXEMBOURG
1977



$\chi^2 = 298$; signif. @ $p < .001$

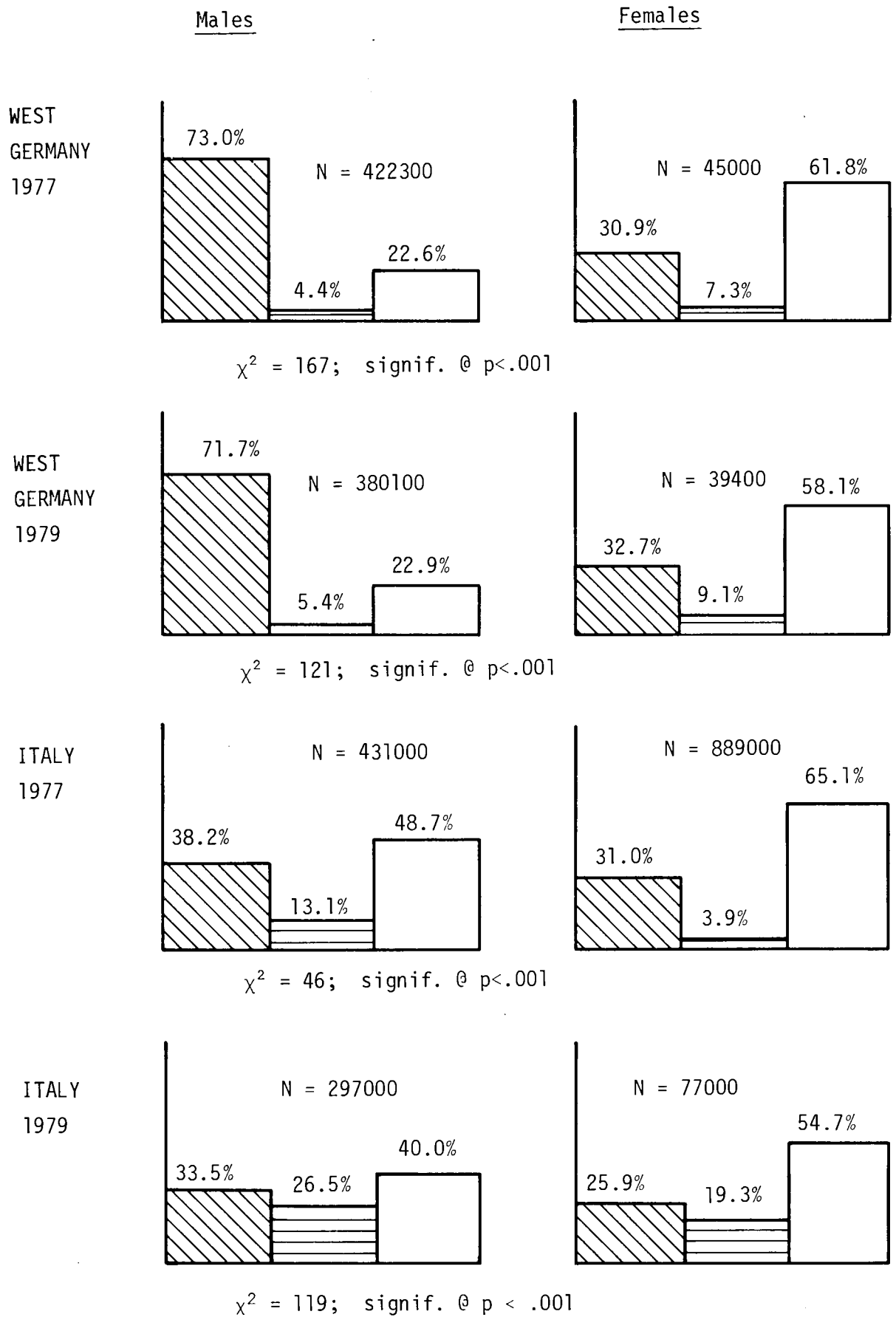
4.11 The sectoral distribution of second jobs has been analysed separately for males and females. Fig. 4.5 compares the sectoral distributions of male and female second jobs. These prove to be significantly different at $p = .01$ for 1977, in all countries with the exception of Luxembourg. As is the case with their main occupations, females tend to be under-represented in agricultural second jobs, and over-represented in services, as compared with males. This difference between male and female double jobholders is most pronounced in the countries of Germany and Ireland: in both instances the majority of male second jobs are in *agriculture*, while the majority of female second jobs are in *services*. The 1979 survey results present a broadly similar picture, though with some narrowing of the differences, especially in the UK. The basic data for the sectoral distribution of males and female second jobs is given in Appendix 2e.

The Employment Status of Main and Second Jobs.

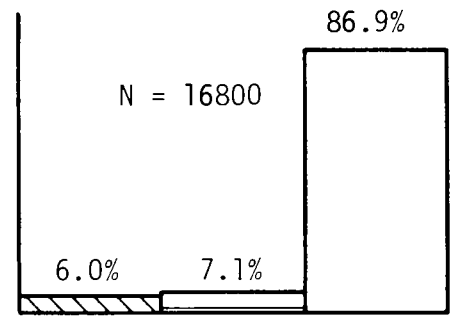
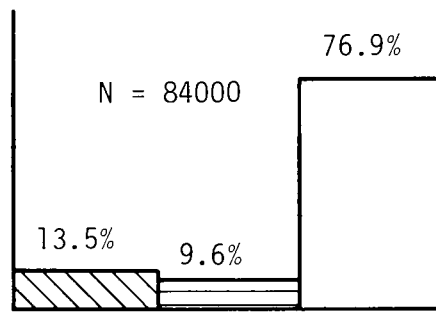
Main Occupation

4.12 Each labour force survey records a persons employment status as falling into one of three categories: *self employed*, *employed* or *family worker*. The categories are defined as follows:

FIG. 4.5 Sector of the second job : males c.f. females.

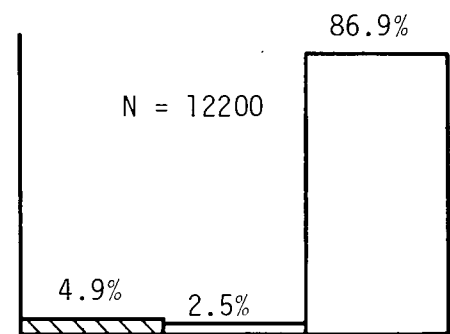
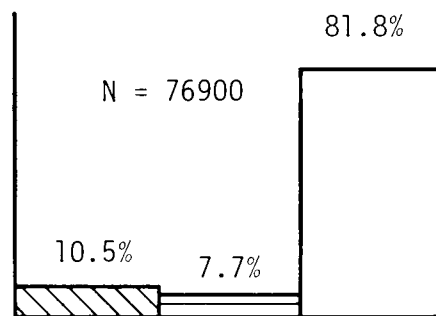


NETHERLANDS
1977



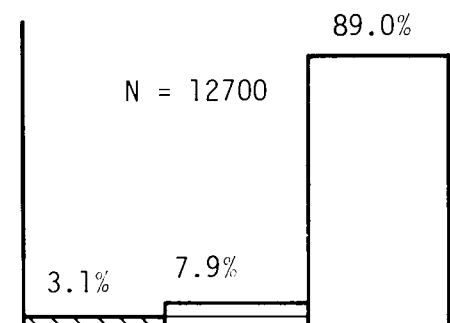
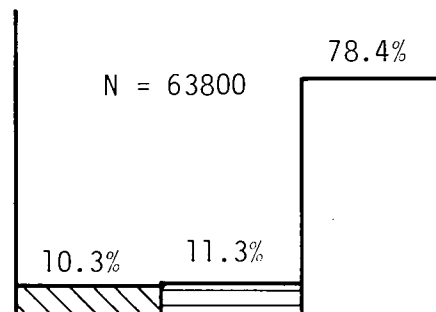
$\chi^2 = 11.8$; signif. @ $p = .01$

BELGIUM
1977



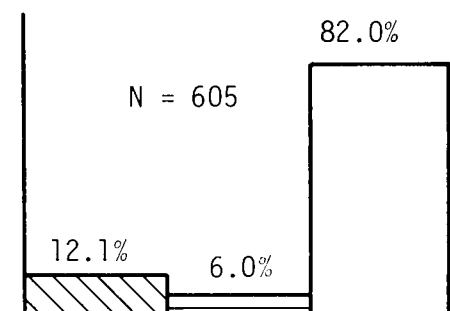
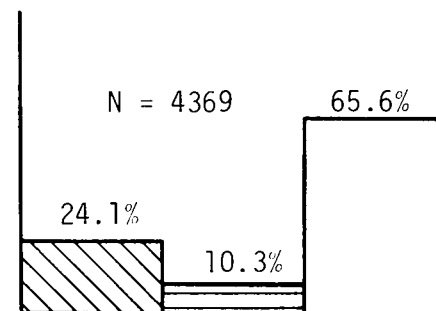
$\chi^2 = 13.2$; signif. @ $p = .01$

BELGIUM
1979



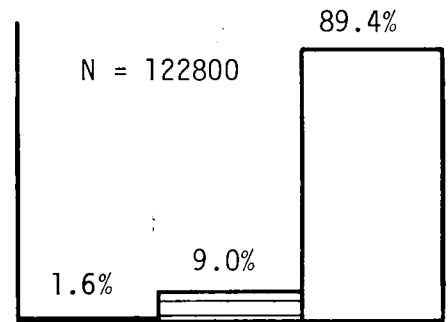
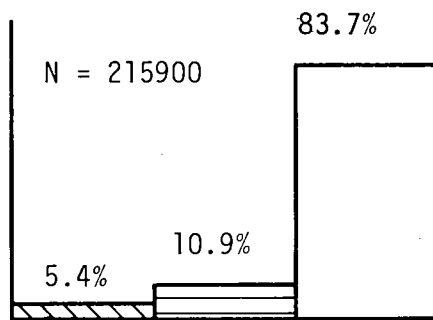
$\chi^2 = 11.6$; signif. @ $p = .01$

LUXEMBOURG
1977



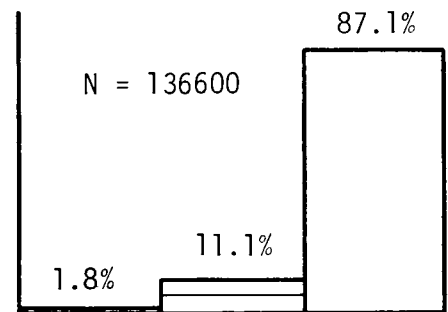
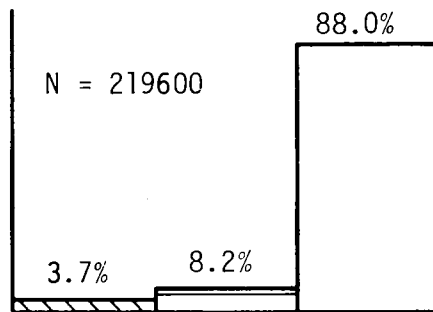
$\chi^2 = 5.37$; signif. @ $p = 0.1$

UNITED
KINGDOM
1977



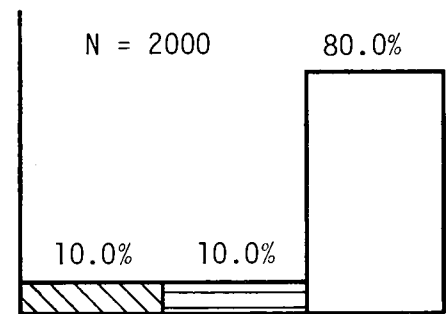
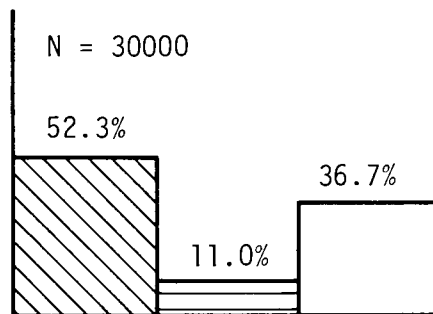
$\chi^2 = 14.6$; signif. @ $p = .001$

UNITED
KINGDOM
1979



$\chi^2 = 7.3$; signif. @ $p = .05$

IRELAND
1977



$\chi^2 = 75$; signif. @ $p < .001$

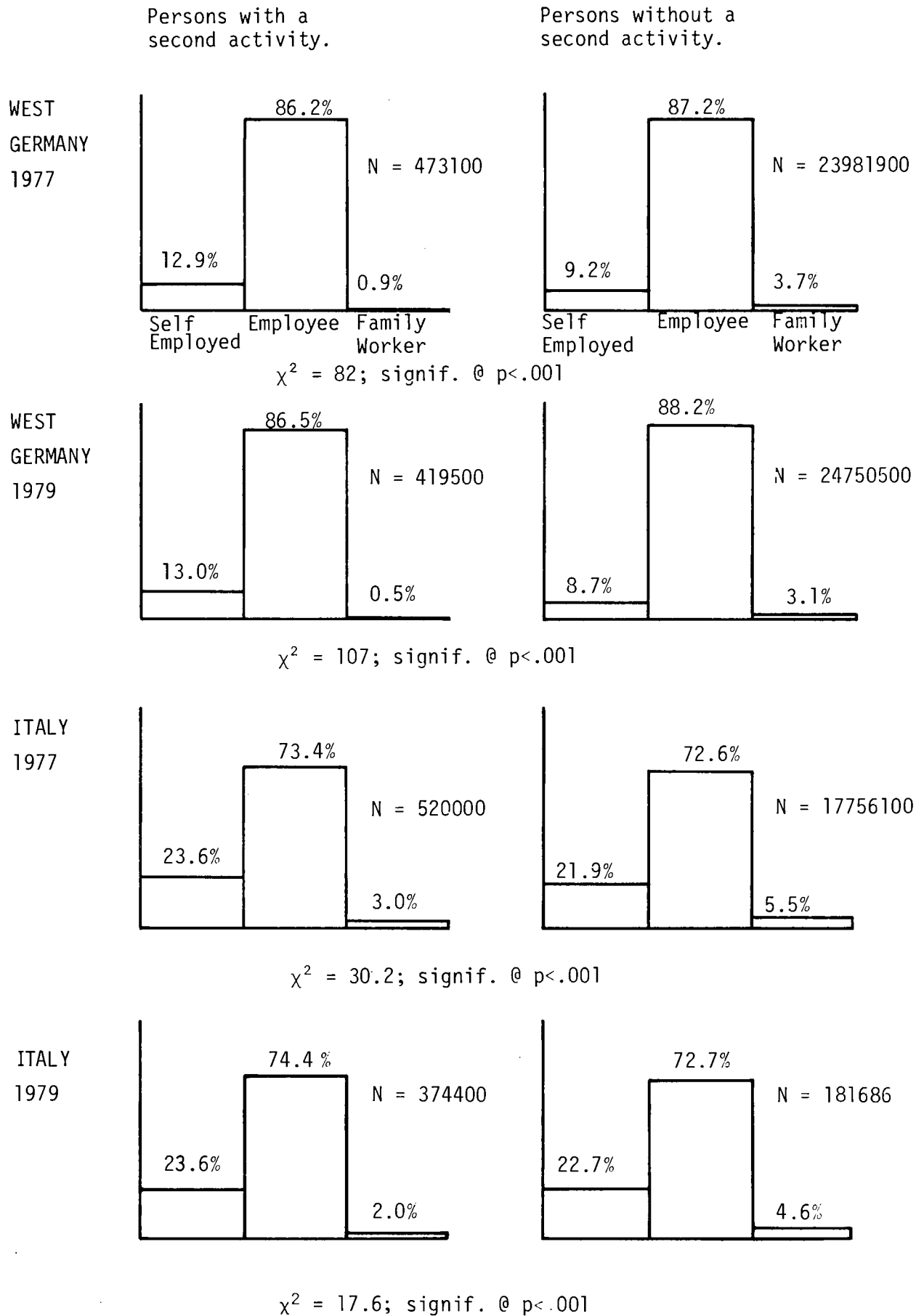
'Self-employed' persons are taken to be all persons declaring themselves to be engaged in an activity on their own account, with or without employees. 'Employed persons' comprise salaried employees and manual workers, i.e. all persons working on a contractual basis for a public or private employer and receiving payment in cash or kind. 'Family workers' are taken to be unpaid members of the family usually contributing to the operation of an agricultural holding or other enterprise, provided that they have worked more than 14 hours during the reference week. It should be noted that in the United Kingdom the 'unpaid family workers' category is practically non-existent, so that the only distinction possible is that between self-employed and employed persons.

Labour Force Sample Survey :
Methods and Definitions, 1977
Eurostat, 1978.

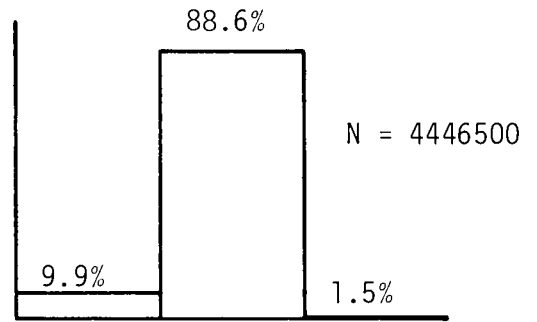
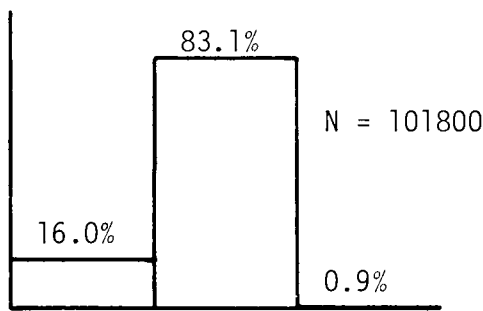
In Figure 4.6 the declared employment status of double jobholders in their *main* activity is compared with the employment status of those persons who have a single main occupation and no second job. With the exception of Belgium in 1977, and the UK in 1979, the distributions are significantly different at $p = .01$. The basic data for Figure 4.6 is shown in Appendix 2f.

4.13 The vast majority of double jobholders in each country, come from a main job in which they work as *employees*. But they originate in numbers which do not differ significantly from what we would be expected given that the majority of *all* main jobs are *employed* positions. (Ireland is the single exception to this rule: here the number of double jobholders originating

FIG. 4.6 Employment status in the main occupation : double jobholders c.f. persons without a second job.

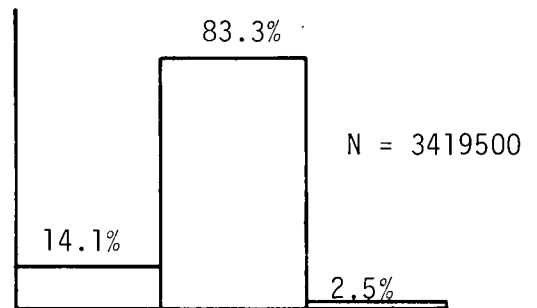
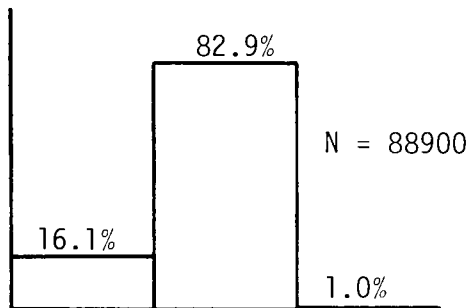


NETHERLANDS
1977



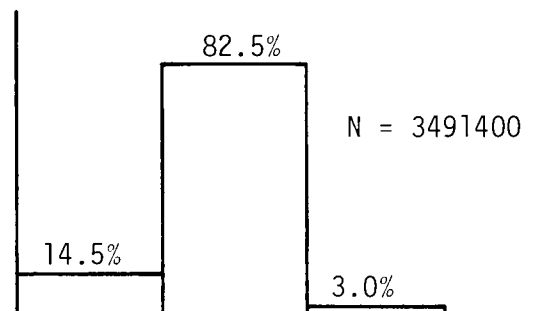
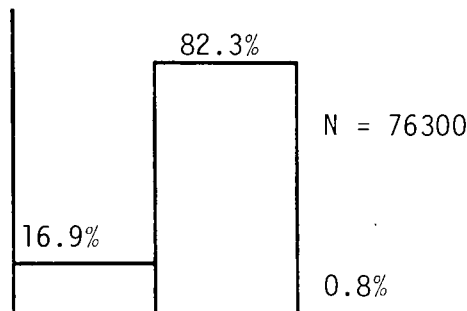
$\chi^2 = 57$; signif. @ $p < .001$

BELGIUM
1977



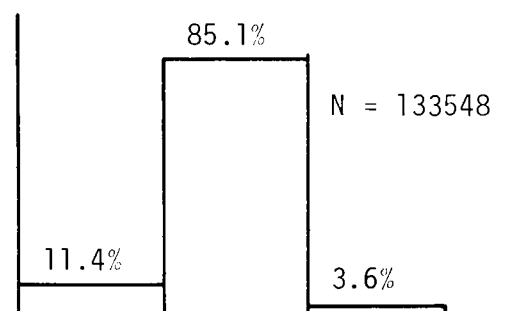
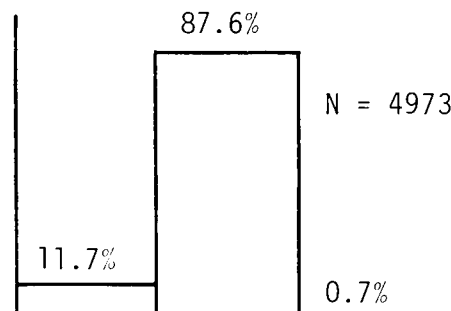
$\chi^2 = 4.83$; not signif. @ $p = .01$

BELGIUM
1979



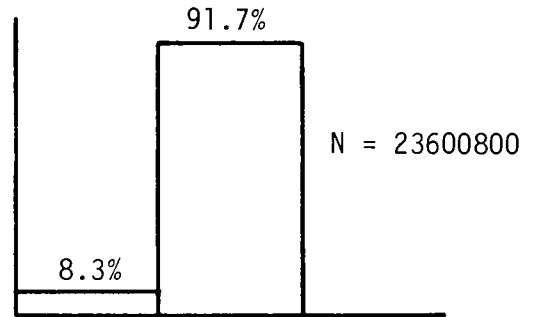
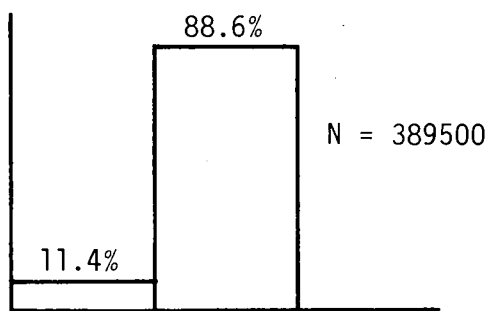
$\chi^2 = 52$; signif. @ $p < .001$

LUXEMBOURG
1977



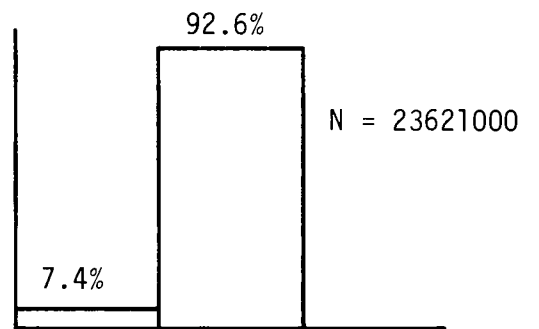
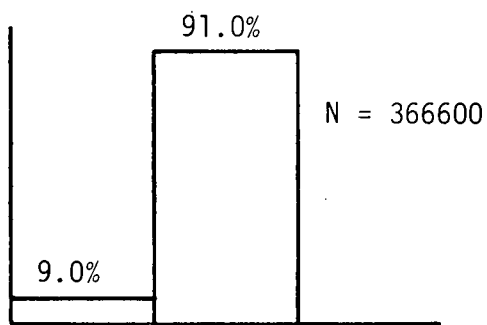
$\chi^2 = 9.57$; signif. @ $p = .01$

UNITED
KINGDOM
1977



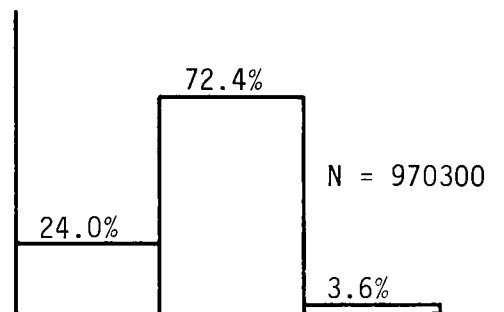
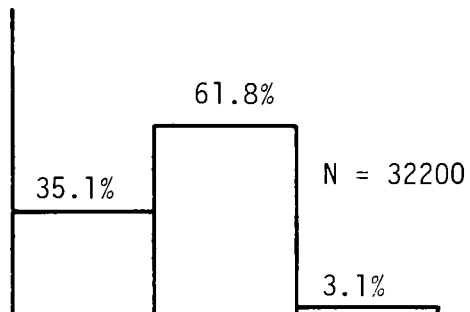
$\chi^2 = 20.6$; signif. @ $p < .001$

UNITED
KINGDOM
1979



$\chi^2 = 106$; signif. @ $p < .001$

IRELAND
1977



$\chi^2 = 100$; signif. @ $p < .001$

from a main job as *employee*, is much less than expected). The two groups differ because of differences in the proportions of *self-employed* and *family workers*. In effect, to be a *family worker* in ones main occupation means that one is least likely to have a second job; conversely, those who are self-employed in their main occupation have the greatest likelihood of having a second job.

4.14 As there is such a small number of double jobholders working as *family workers* in their main occupation, it was necessary to combine this category with that of *self employed persons* before making tests for any difference between occupational status of male and female double jobholders. The three countries for which there was a significant difference at $p = .05$ are listed in Table 4.3. below.

TABLE 4.3 COUNTRIES WHERE THERE IS A SIGNIFICANT DIFFERENCE BETWEEN THE EMPLOYMENT STATUS OF MALE AND FEMALE DOUBLE JOB-HOLDERS IN THEIR MAIN OCCUPATION, 1977.

	MALES		FEMALES		Significance
	<u>Self-employed/ Family worker</u>	<u>Employee</u>	<u>Self-employed/ Family worker</u>	<u>Employee</u>	
Italy	26%	74%	31%	69%	$p = .02$
JK	15%	85%	5%	95%	$p = .001$
Ireland	40%	60%	15%	85%	$p = .001$

Source: 1977 EEC Labour Force Survey

The table shows that in Italy, a greater percentage of female double jobholders originate from the *self-employed/family worker* category than do males; while entirely the reverse is the case in the United Kingdom and Ireland. In the UK as many as 95% of female double jobholders were *employees* in their first activity.

Second Occupation

4.15 Figure 4.7 compares the employment status of double jobholders in their first job, with their status in their second job. The basic data for Figure 4.7 is shown in Appendix 2g. In all cases the distributions are significantly different at p.001. Seen as a flow from main to second job, there tends to be a net loss for the category of *employee*, and a net gain of *self-employed* and *family workers*. The difference between first and second job status is most marked in Germany where 86% of double jobholders in 1977 worked as *employee* in their main job, although the same category accounted for only 15% of second jobs. Self-employment status for the second job is therefore a marked feature of double jobholding as shown below:

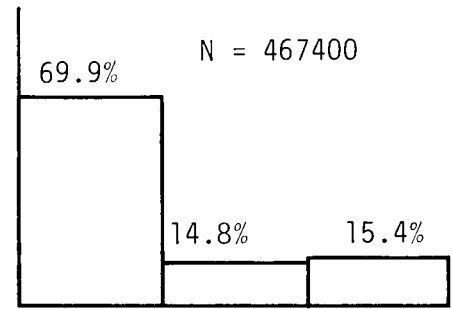
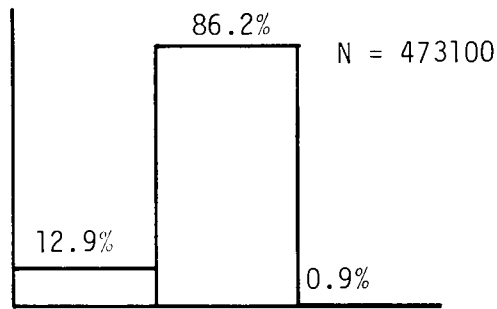
Percentage of second jobs held in a self-employed capacity 1977

West Germany	69.9
Italy	54.2
Netherlands	22.7
Belgium	40.7
Luxembourg	26.5
UK	22.9
Ireland	53.9

First Job

Second Job

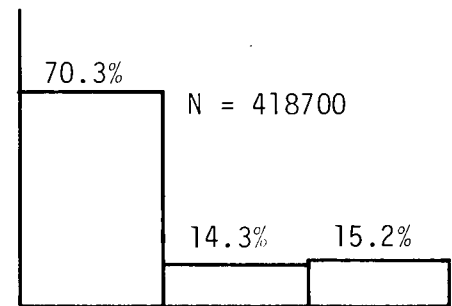
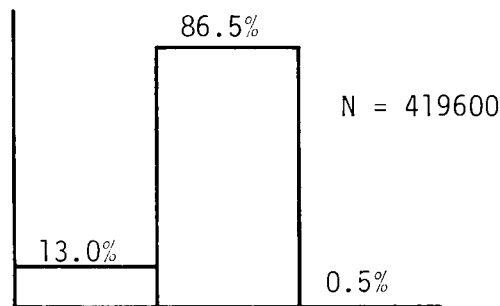
WEST
GERMANY
1977



Self-Employed Employee Family Worker
 $\chi^2 = 2271$; signif. @ $p < .001$

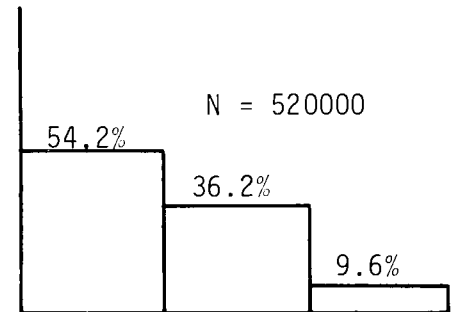
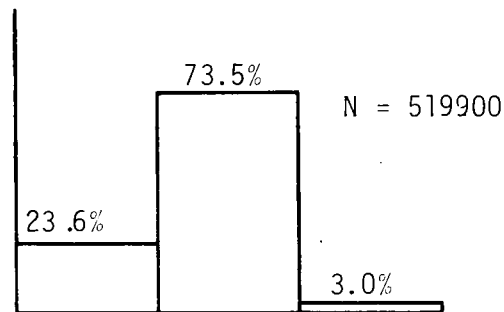
Self-Employed Employee Family Worker

WEST
GERMANY
1979



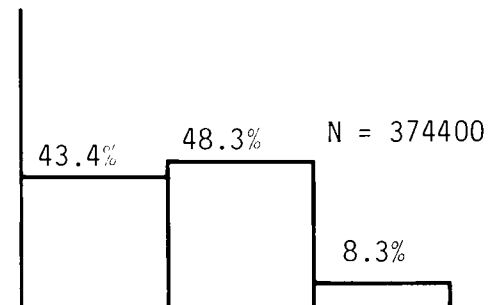
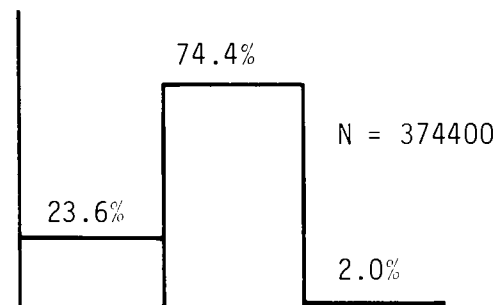
$\chi^2 = 2074$; signif. @ $p < .001$

ITALY
1977



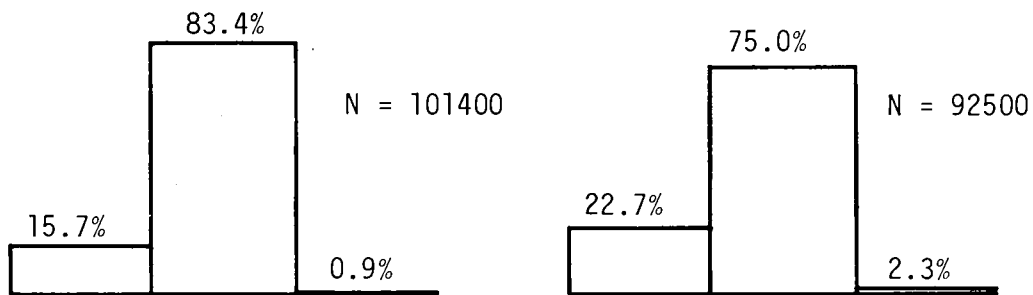
$\chi^2 = 661$; signif. @ $p < .001$

ITALY
1979



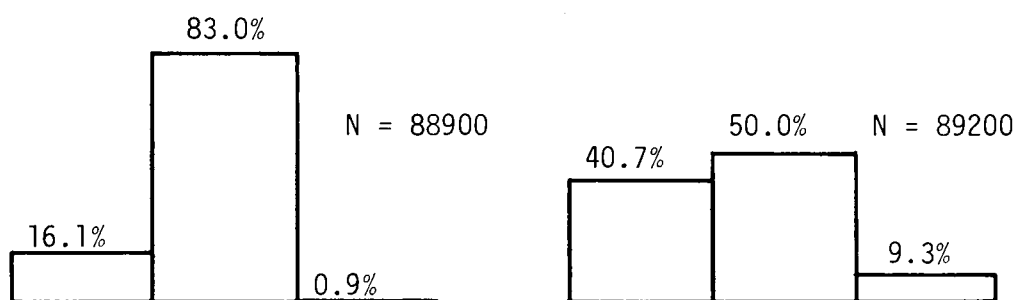
$\chi^2 = 263$; signif. @ $p < .001$

NETHERLANDS
1977



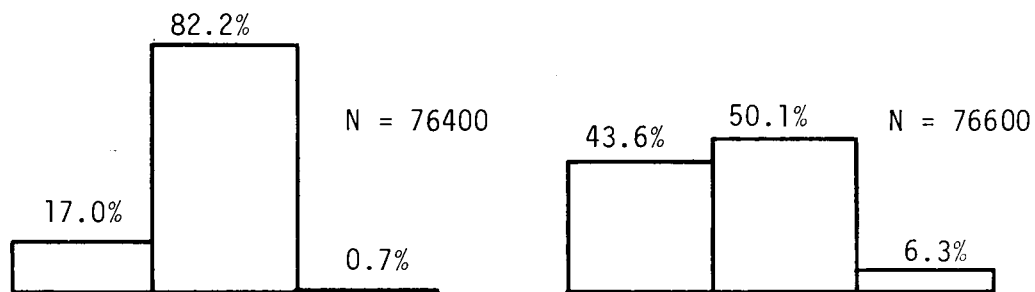
$\chi^2 = 29.4$; signif. @ $p < .001$

BELGIUM
1977



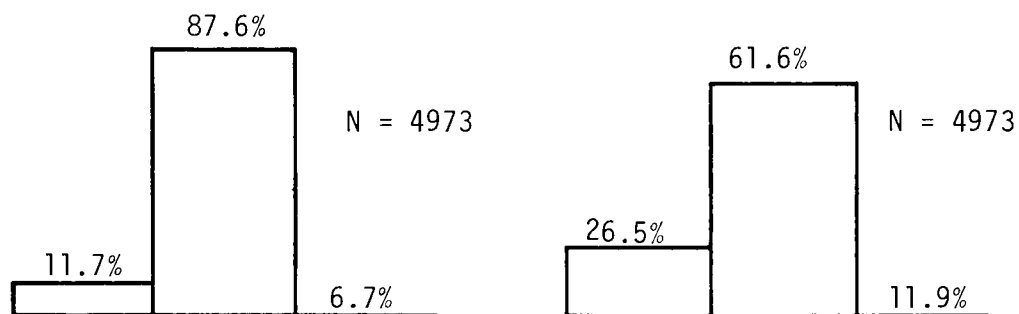
$\chi^2 = 337$; signif. @ $p < .001$

BELGIUM
1979

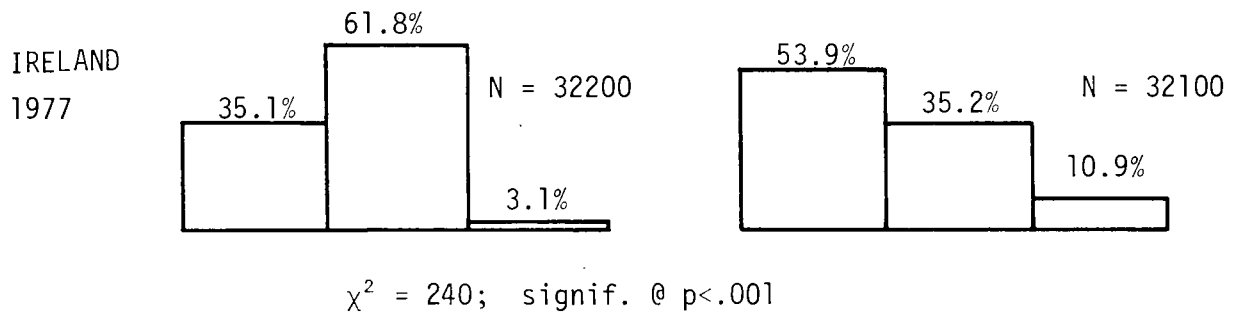
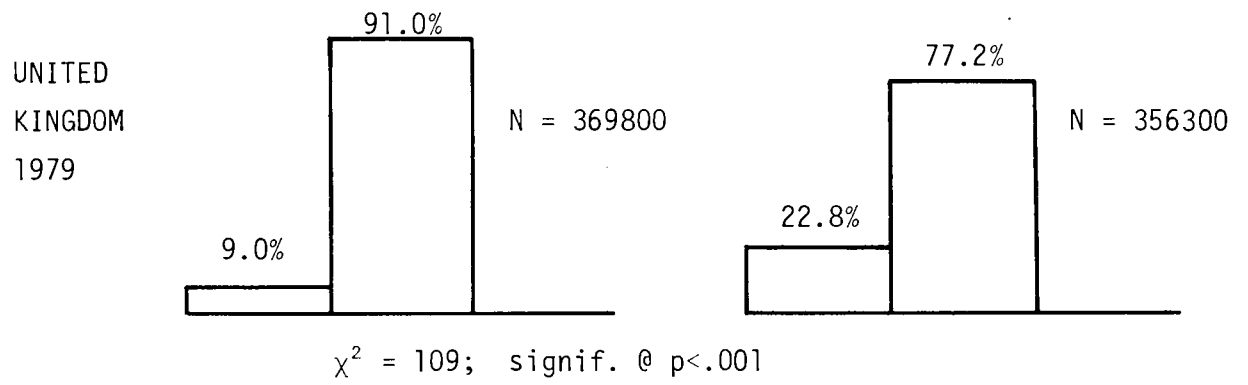
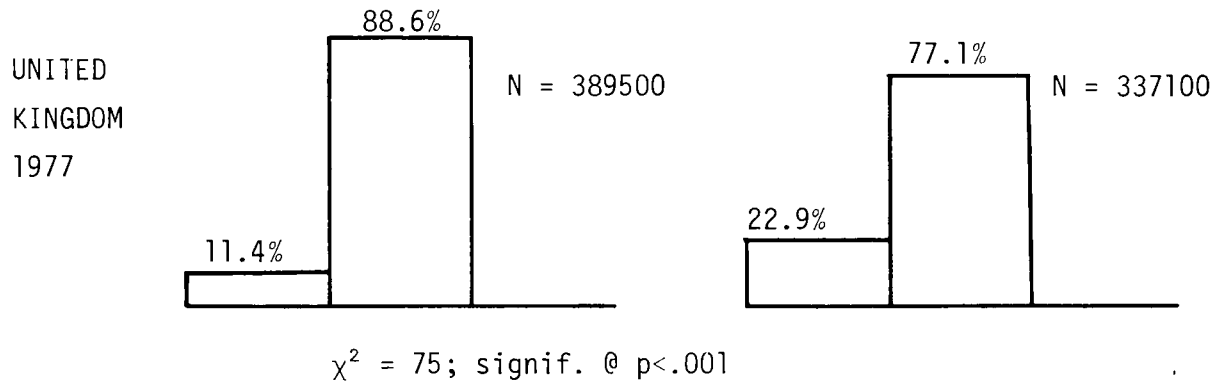


$\chi^2 = 242$; signif. @ $p < .001$

LUXEMBOURG
1977



$\chi^2 = 83$; signif. @ $p < .001$



The relatively high figures for West Germany, Ireland and Italy reflect the importance of agriculture in their second jobs, a feature already illustrated in previous paragraphs, and confirmed also in the following paragraphs.

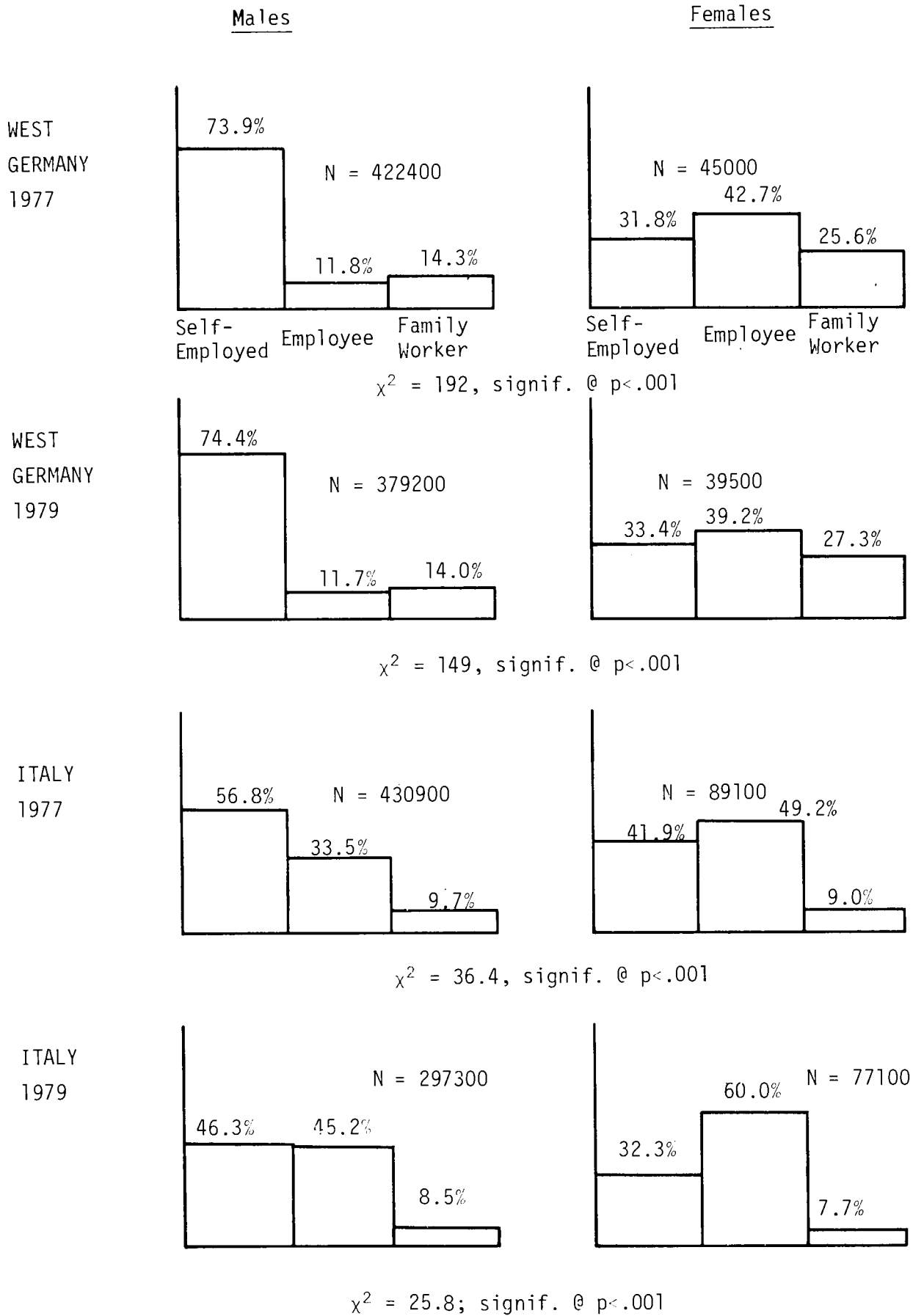
4.16 Second jobs occupied by males tend to be of a different employment status to those of female double jobholders. The difference, which is significant at $p=.001$ for all but Belgium (which is significant at $p = .05$), is that compared with men, women are over-represented in the *employee* category and under-represented as *self-employed persons*. (See Figure 4.8 the basic data for which is given in Appendix 2f.

Employment Status by Sector : The First and Second Jobs Compared.

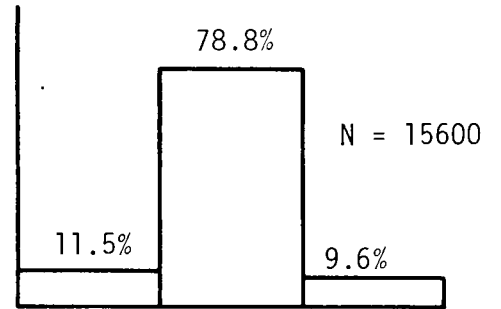
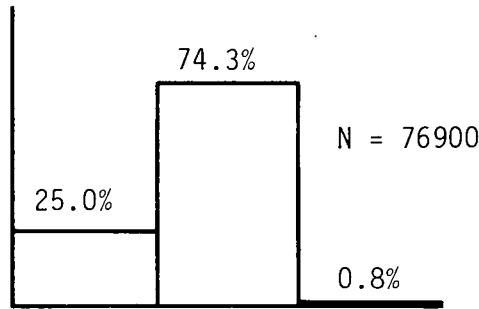
4.17 In the preceding paragraphs double jobholders were grouped according to industrial sector, and also on the basis of employment status. In the following paragraphs double jobholders have been analysed by *both* dimensions simultaneously. This provides an opportunity (i) to establish if there is any dependence between the sector of employment of a double jobholder and his or her employment status, for both first and second jobs; and (ii) to identify in much greater detail, the *origin* and *destination* of double jobholders, as their first and second jobs, respectively, have been termed for purposes of this analysis.

4.18 Appendix 3 provides the results of performing Chi-squared tests on the 2 x 3 contingency tables formed by classifying double jobholders by employment status and sector of the main job. The null hypothesis of no relationship between status and sector is rejected for all countries

FIG. 4.8 Double jobholders employment status in the second job : males c.f. females.

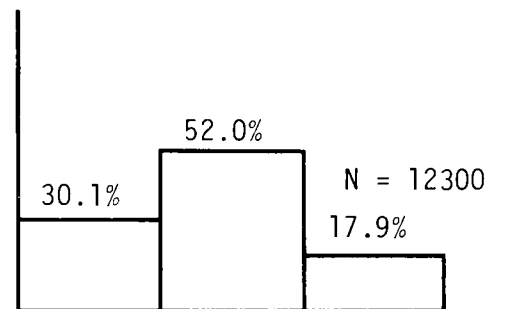
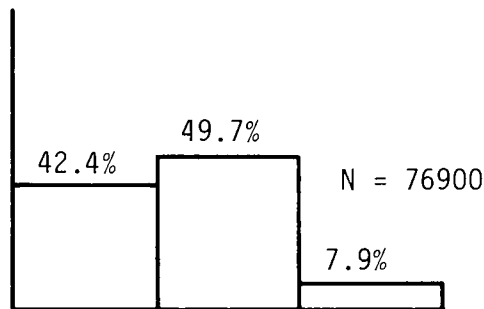


NETHERLANDS
1977



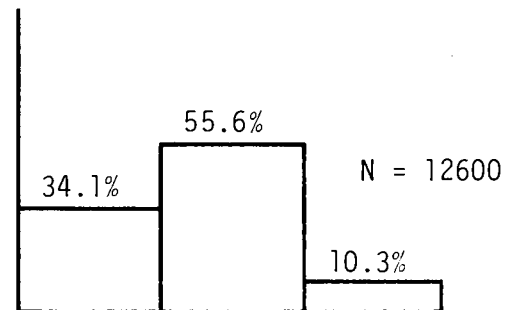
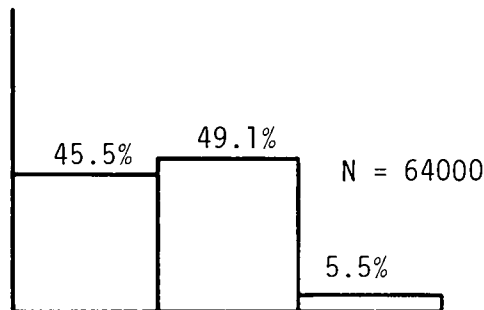
$\chi^2 = 71$, signif. @ $p < .001$

BELGIUM
1977



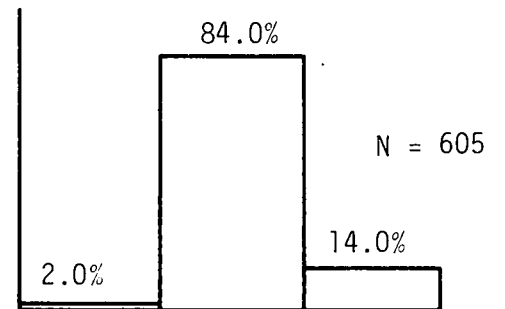
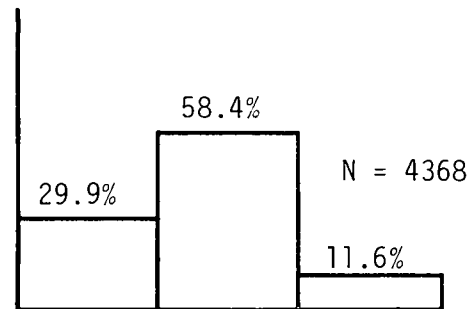
$\chi^2 = 7.2$, signif. @ $p = .05$

BELGIUM
1979



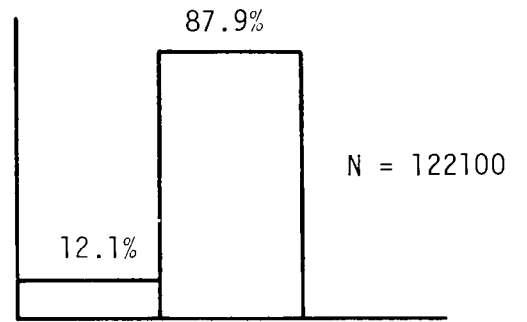
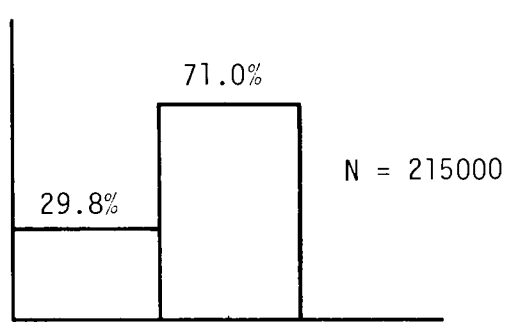
$\chi^2 = 10.6$, signif. @ $p = .01$

LUXEMBOURG
1977



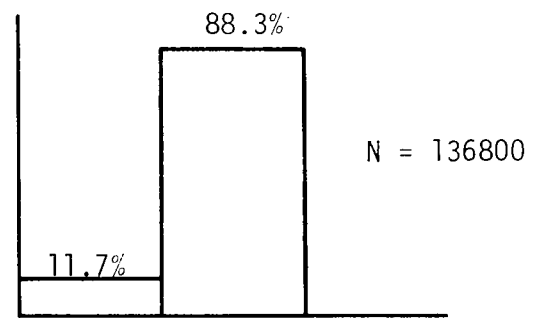
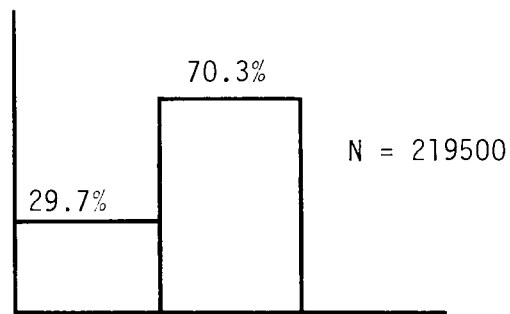
$\chi^2 = 17.8$

UNITED
KINGDOM
1977



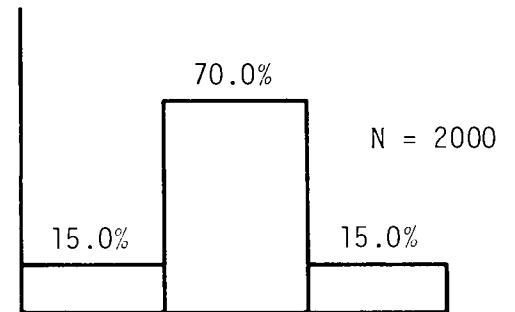
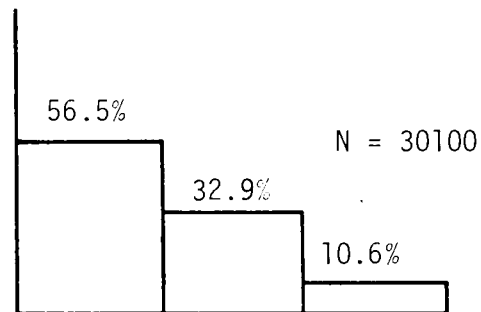
$\chi^2 = 55$, signif. @ $p < .001$

UNITED
KINGDOM
1979



$\chi^2 = 65$; signif. @ $p < .001$

IRELAND
1977



$\chi^2 = 65$, signif. @ $p < .001$

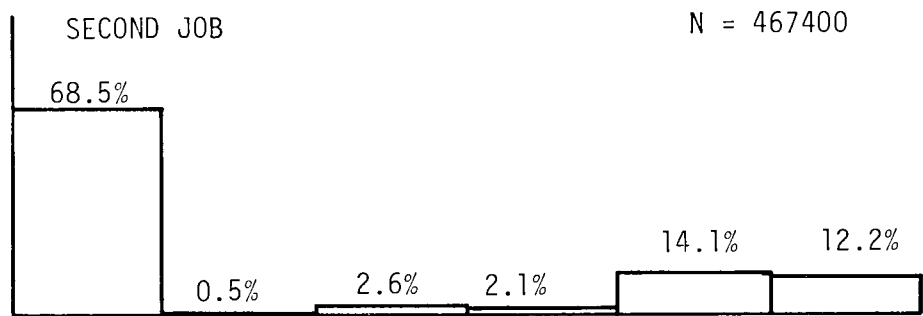
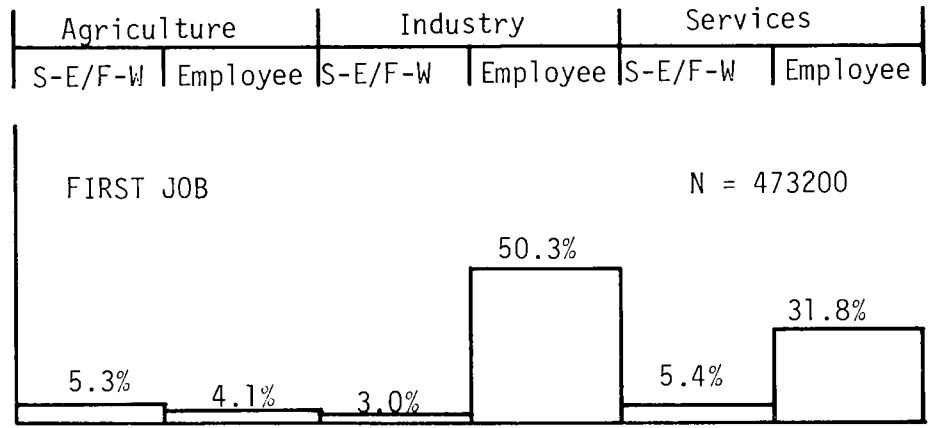
at $p < .001$. In each case, this is attributable to differences between the employment status of double jobholders who originate from agricultural jobs, and those who originate in industry and services. The former tend to fall into the joint category of *self-employed/family worker*, while in *industry* and *services* the majority tend to be *employed persons*. Chi-squared tests on the equivalent contingency tables for the double jobholders *second* occupations showed a similar pattern: an over-representation of *self-employed/family workers* in agriculture, as compared with industry and services. This holds despite the fact that in all countries, every sector displays an increase in the percentage of jobs falling into the *self-employed/family worker* category, when compared with the *main* jobs occupied by double jobholders. This can be seen clearly in Figure 4.9. The basic data for Figure 4.9 is shown in Appendix 2i.

4.19 Figure 4.9 describes the main characteristics of double jobholders' first and second occupations, by sub-dividing the jobs into an exhaustive set of six occupational and sectoral categories. Although it does not depict any information about the actual 'flows' of double jobholders from one main job category to a second job category, the information it does contain - the *origin* and *destination* totals - are quite revealing. It can be seen that in five of the seven countries, at least 80% of double jobholders originate from just two categories of main job, viz. *employee in industry* and *employee in services*. In Germany and Luxembourg it is the former which is dominant; and in the Netherlands, Belgium and the UK it is the latter. Italy and Ireland stand out by having a large proportion of double jobholders who are *self-employed/family workers* in their first job (26% and 38% respectively). And in Ireland, as many as 26% of double jobholders main jobs are in agriculture.

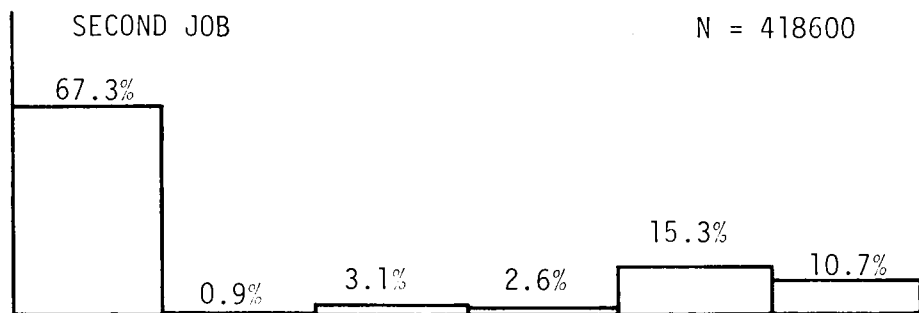
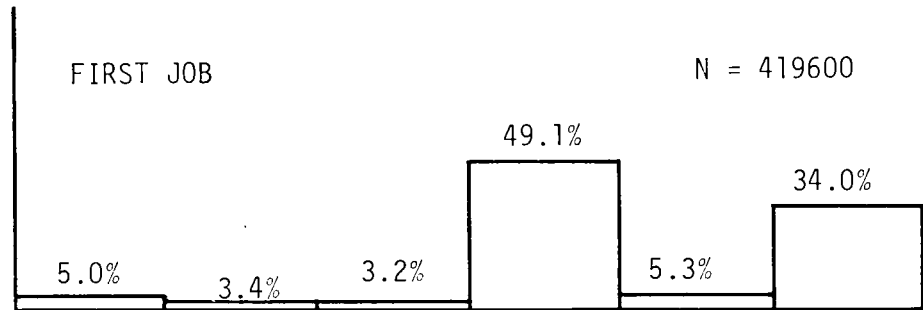
FIG. 4.9

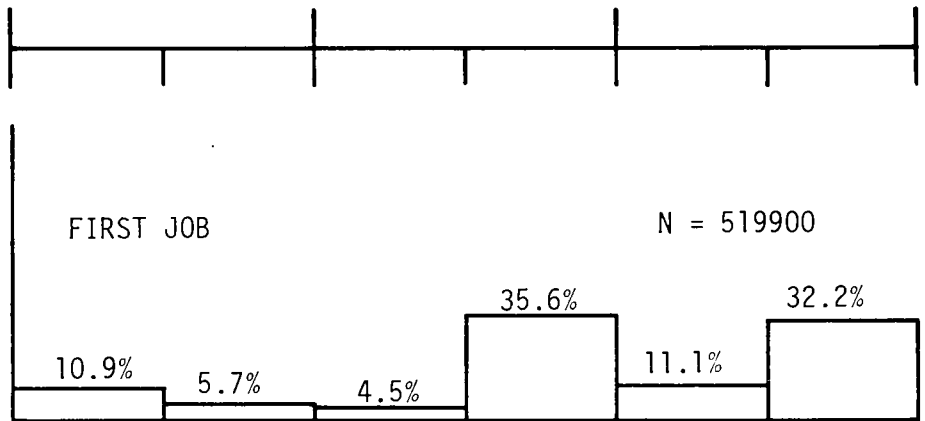
Double jobholders : first and second jobs compared, by employment status and sector.

WEST
GERMANY
1977

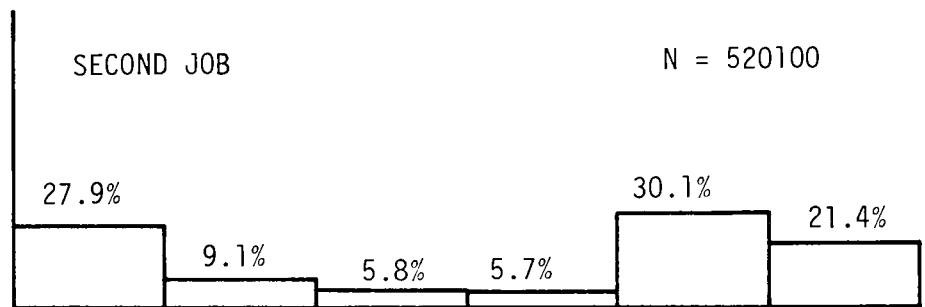


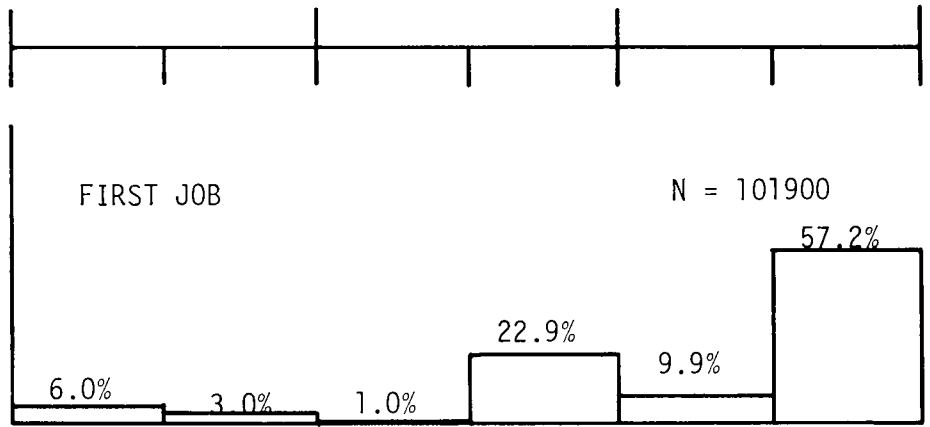
WEST
GERMANY
1979



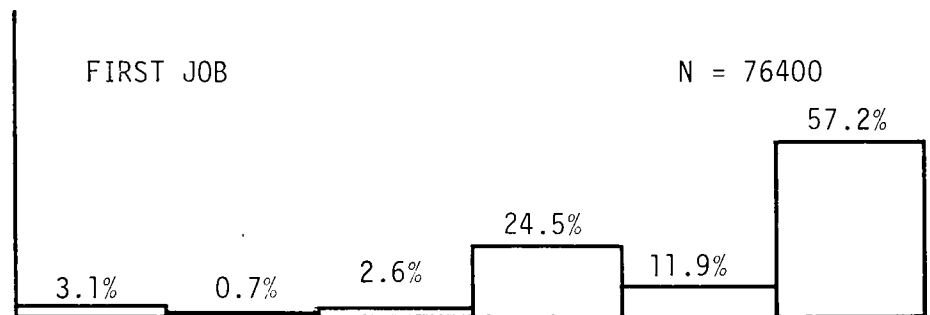
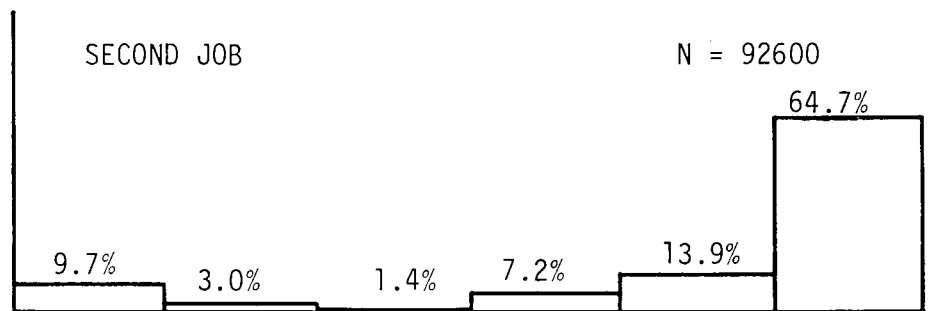


ITALY
1977

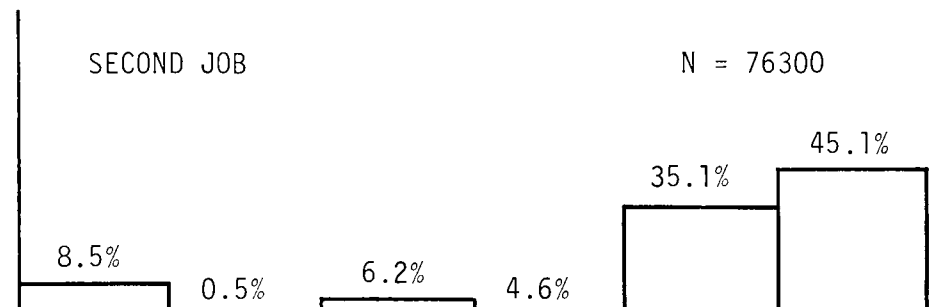




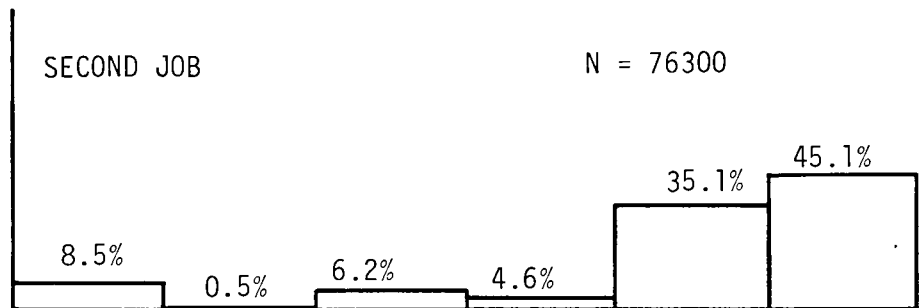
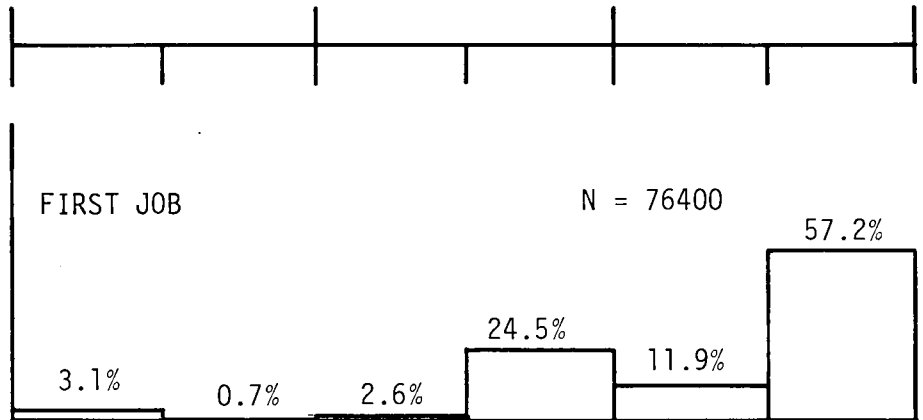
NETHERLANDS
1977



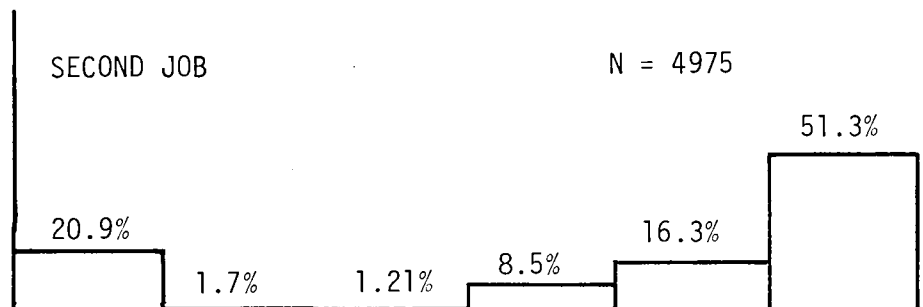
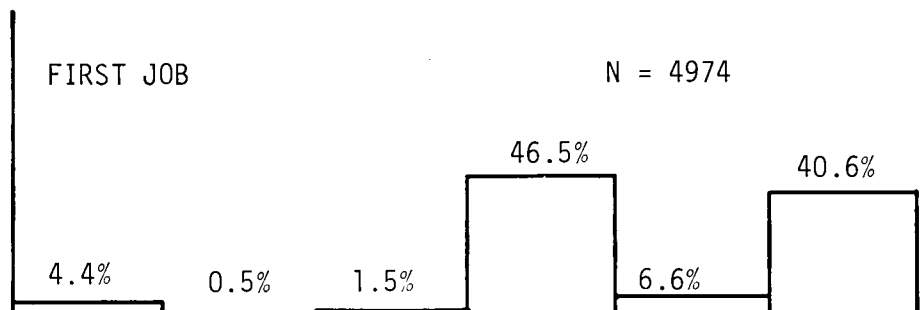
BELGIUM
1977



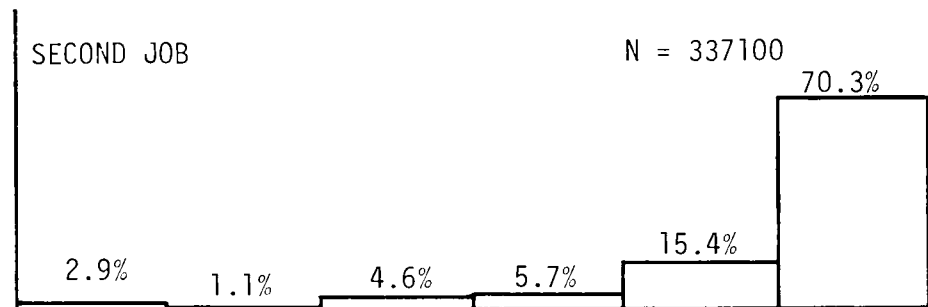
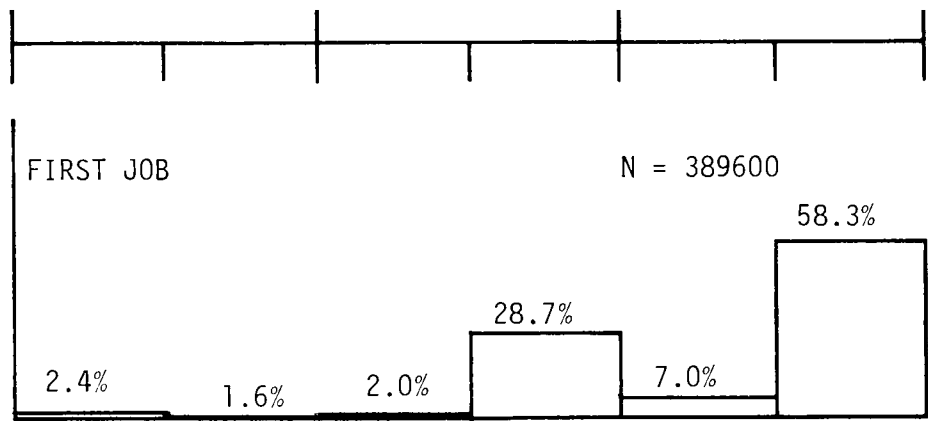
BELGIUM
1979



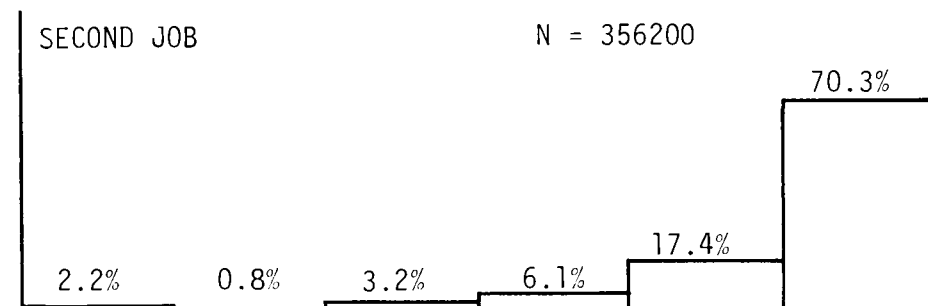
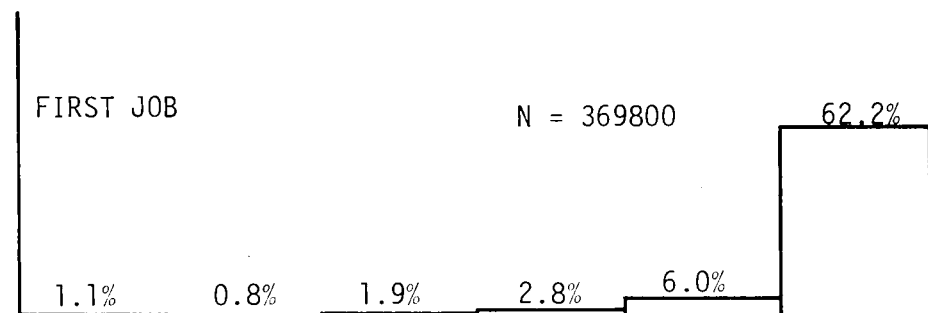
LUXEMBOURG
1977

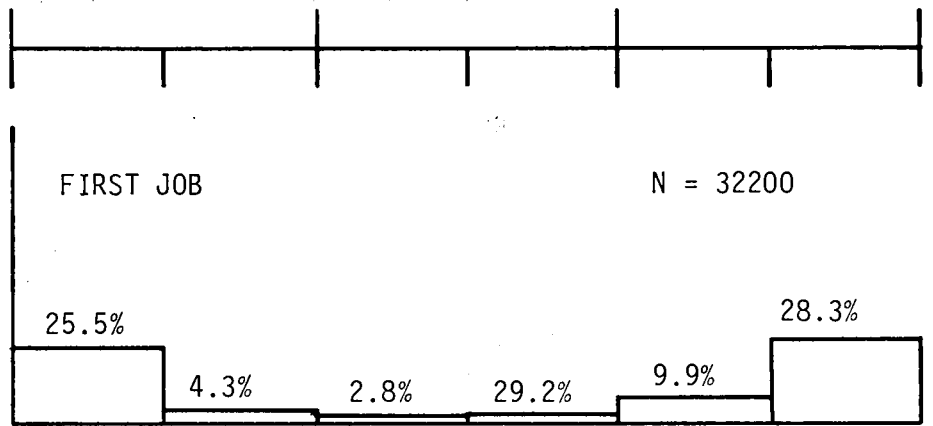


UNITED
KINGDOM
1977



UNITED
KINGDOM
1979





IRELAND
1977



4.20 In the case of the second occupation, the pattern is just as clear cut. It has already been noted that it is possible to classify the seven countries into those where agricultural second jobs are numerically dominant (Germany and Ireland), and those where service-oriented second jobs predominate (Netherlands, Belgium, Luxembourg and the UK) and with Italy falling between the two models. In fact this *sectoral* cleavage is reinforced by a cleavage on the basis of employment status. In Germany and Ireland, the single biggest category is that of *agricultural self-employed/family worker*; accounting for 68% and 45% of second jobs respectively. In the Netherlands, Belgium, Luxembourg and the UK, the single biggest category is *service sector employee*; varying from 48% of all second jobs in Belgium, to 70% of all second jobs in the UK. Once more, Italy falls somewhere between the two models: here three categories account for 78% of all second jobs - *self-employed/family worker in services* (30%); *self-employed/family worker in agriculture* (27%); and *employee in services* (21%).

Appendix 1a

ESTIMATES OF THE EXTENT OF DOUBLE-JOB HOLDING

1977

(X 100)

Country	Sex	No. with a main occupation	No. with a main occupation and without a second job.	No. with a main occupation and with a second job.	Double-job holders as a % of those with a main occupation.	99% Confidence interval.
GERMANY	M	157383	153096	4287	2.72	$\pm .15$
	F	90122	89652	470	0.52	$\pm .09$
	T	247506	242749	4757	1.92	$\pm .10$
ITALY	M	130102	125792	4310	3.31	$\pm .18$
	F	52658	51768	890	1.69	$\pm .22$
	T	182761	177561	5200	2.85	$\pm .15$
NETHERLANDS	M	34047	33196	851	2.50	$\pm .19$
	F	11548	11379	169	1.46	$\pm .25$
	T	45595	44575	1020	2.24	$\pm .16$
BELGIUM	M	24369	23595	774	3.18	$\pm .24$
	F	11202	11079	123	1.10	$\pm .21$
	T	35570	34672	898	2.52	$\pm .18$
LUXEMBOURG (X1)	M	98458	94090	4368	4.44	$\pm .59$
	F	40063	39458	605	1.51	$\pm .55$
	T	138521	133548	4973	3.59	$\pm .45$
U.K.	M	148469	145937	2532	1.71	$\pm .13$
	F	93728	92340	1388	1.48	$\pm .15$
	T	242197	238277	3920	1.62	$\pm .10$
IRELAND	M	7408	7107	301	4.06	$\pm .27$
	F	2649	2628	21	0.79	$\pm .20$
	T	10057	9735	322	3.20	$\pm .21$

Appendix 1a continued

1979		(X 100)				
GERMANY	M	159020	155219	3801	2.39	$\pm .14$
	F	92680	92285	395	0.43	$\pm .08$
	T	251700	247504	4196	1.67	$\pm .10$
ITALY	M	130871	127901	2970	2.27	$\pm .14$
	F	54559	53789	770	1.41	$\pm .18$
	T	185430	181690	3740	2.02	$\pm .12$
BELGIUM	M	24136	23498	638	2.64	$\pm .23$
	F	11541	11415	126	1.09	$\pm .22$
	T	35677	34913	764	2.15	$\pm .17$
U.K.	M	149070	146788	2282	1.53	$\pm .13$
	F	93797	92381	1416	1.51	$\pm .16$
	T	242867	239169	3698	1.52	$\pm .10$

Appendix 1b

HOURS WORKED IN THE SECOND ACTIVITY

County	Year	% of double job holders in each time interval					
		0-9 hrs.	10-19	20-29	30-39	40-49	50+
GERMANY	1977	17.3	32.5	35.7	9.3	4.4	0.8
	1979	16.0	36.1	36.6	7.2	4.2	1.0
ITALY	1977	39.3	36.3	17.1	4.8	2.4	0.2
	1979	F I G U R E S N O T A V A I L A B L E					
NETHERLANDS	1977	56.6	23.7	13.2	4.4	1.9	0.3
BELGIUM	1977	50.5	29.8	13.7	3.1	2.1	0.7
	1979	47.2	29.9	15.3	4.3	2.8	0.5
LUXEMBOURG	1977	41.4	36.5	17.5	2.4	1.2	1.0
U.K.	1977	58.5	28.6	7.5	2.2	2.3	0.9
	1979	58.5	28.3	8.8	2.7	1.4	0.3
IRELAND	1977	25.6	27.8	24.7	12.5	8.4	1.6

Appendix 1c

MEAN NUMBER OF HOURS WORKED IN THE SECOND ACTIVITY,
 MALES AND FEMALES.

Country	Year	Males		Females	
		Mean	95% confidence	Mean	95% confidence
GERMANY	1977	20.2	± .5	16.3	±1.4
	1979	20.1	± .5	15.1	±1.5
ITALY	1977	14.1	± .4	13.9	±1.0
	1979	FIGURES NOT AVAILABLE			
NETHERLANDS	1977	12.0	± .6	10.5	±1.4
BELGIUM	1977	12.4	± .6	12.3	±1.7
	1979	13.3	± .7	13.5	±1.5
LUXEMBOURG	1977	13.5	±1.0	12.3	±3.3
U.K.	1977	11.5	± .7	9.8	± .7
	1979	11.2	± .9	9.8	± .6
IRELAND	1977	20.4	± .7	13.1	±2.2

Appendix 1d

MEAN NUMBER OF HOURS WORKED IN THE SECOND ACTIVITY,
BY SECTOR.

Country	Year	Sector		
		Agriculture	Industry	Services
GERMANY	1977	21.6	18.1	15.9
	1979	21.8	15.2	14.8
ITALY	1977	14.5	13.0	13.9
	1979	FIGURES NOT AVAILABLE		
NETHERLANDS	1977	19.3	13.4	10.3
BELGIUM	1977	19.5	12.2	11.6
	1979	20.1	15.6	12.1
LUXEMBOURG	1977	17.1	14.2	12.0
U.K.	1977	21.1	13.3	10.1
	1979	19.0	14.4	10.0
IRELAND	1977	21.5	24.8	16.1

Appendix 2a

PERSONS WITH A MAIN OCCUPATION AND A SECOND ACTIVITY BY SECTOR OF THE TWO ACTIVITIES (as % of all double-job holders).

		<u>1977</u>			<u>1979</u>					
GERMANY		2nd activity			2nd Activity					
		A	I	S			A	I	S	
main activity	A	5.2	0.8	3.3	main activity	A	4.4	1.1	2.8	
	I	43.6	2.6	7.3		I	42.1	2.8	7.5	
	S	20.0	1.2	15.8		S	21.6	1.8	15.9	
ITALY										
		6.8	1.4	8.4			15.5	0.8	1.7	
		17.7	7.8	14.6			10.0	22.7	3.8	
		12.5	2.3	28.5			6.4	1.5	37.6	
NETHERLANDS										
		3.3	1.8	4.0						
		4.8	3.1	15.8						
		4.2	4.4	58.8						
BELGIUM										
		1.0	0.8	2.2			1.7	0.5	1.6	
		4.5	3.7	18.8			3.9	5.0	18.3	
		4.3	2.5	62.1			3.7	5.2	60.1	

Appendix 2a continued

PERSONS WITH A MAIN OCCUPATION AND A SECOND ACTIVITY BY SECTOR OF THE TWO ACTIVITIES (as a of job-holder persons)

LUXEMBOURG

0.2	1.0	3.7
13.9	6.3	27.7
8.5	2.4	36.2

U.K.		
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1.0	0.2	2.7
1.0	3.9	25.5
2.0	6.0	57.6

IRELAND		
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10.9	7.2	11.8
22.7	1.9	7.5
15.9	2.2	19.9

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0.7	0.1	1.2
1.0	3.8	24.9
1.3	5.5	61.6

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Appendix 2b

SECTOR OF THE MAIN OCCUPATION : DOUBLE-JOB HOLDERS COMPARED WITH PERSONS HAVING A SINGLE MAIN OCCUPATION.

Country	Year	Persons with a second job (as % of total)			Persons without a second job (as % of total)		
		Agriculture	Industry	Services	Agriculture	Industry	Services
GERMANY	1977	9.4	53.4	37.2	5.6	44.8	49.6
	1979	8.3	52.3	39.3	5.2	44.7	50.1
ITALY	1977	16.7	40.1	43.2	12.8	39.5	47.7
	1979	18.0	36.5	45.5	12.1	38.7	49.2
NETHERLANDS	1977	9.0	23.9	67.1	5.4	36.4	58.2
BELGIUM	1977	4.0	27.2	68.8	3.7	39.1	57.2
	1979	3.7	27.1	69.2	3.4	38.2	58.4
LUXEMBOURG	1977	4.9	47.9	47.2	6.2	40.6	53.2
U.K.	1977	3.9	30.8	65.3	2.9	41.7	55.4
	1979	1.9	29.8	68.2	2.2	42.0	54.3
IRELAND	1977	29.8	32.0	38.2	21.4	32.4	46.2

Appendix 2c

DOUBLE-JOB HOLDERS : THE SECTORAL DISTRIBUTION OF THEIR MAIN JOBS,
MALES COMPARED WITH FEMALES.

%

Country	Year	% male double-job holders in each sector.			% female double-job holders in each sector.		
		Agriculture	Industry	Services	Agriculture	Industry	Services
GERMANY	1977	9.8	56.6	33.7	6.7	23.6	69.7
	1979	8.5	54.7	36.7	6.6	29.4	64.0
ITALY	1977	15.8	43.5	40.7	21.1	23.4	55.5
	1979	16.2	40.7	43.0	24.9	19.8	55.3
NETHERLANDS	1977	10.2	26.4	63.4	3.0	13.2	85.7
BELGIUM	1977	4.3	29.9	65.8	2.5	9.8	87.7
	1979	4.1	29.9	66.0	1.6	12.8	85.6
LUXEMBOURG	1977	4.7	52.9	42.4	6.0	12.1	82.6
U.K.	1977	4.7	38.2	57.1	2.5	17.3	80.2
	1979	2.6	37.4	59.9	0.7	17.7	81.6
IRELAND	1977	31.6	33.6	34.9	4.8	9.5	85.7

Appendix 2d

SECTORAL DISTRIBUTION OF SECOND JOBS AND THE SECTORAL DISTRIBUTION
OF ALL MAIN JOBS.

%

County	Year	% of second jobs in each sector			% of main jobs in each sector		
		Agriculture	Industry	Services	Agriculture	Industry	Services
GERMANY	1977	68.9	4.7	26.4	5.7	45.0	49.3
	1979	68.1	5.7	26.2	5.2	44.9	49.9
ITALY	1977	37.0	11.6	51.5	12.9	39.5	47.6
	1979	31.9	25.1	43.0	12.2	38.6	49.1
NETHERLANDS	1977	12.2	9.2	78.6	5.5	36.1	58.4
BELGIUM	1977	9.8	7.0	83.3	3.7	38.8	57.5
	1979	9.2	10.7	80.1	3.4	38.0	58.6
LUXEMBOURG	1977	22.6	9.7	67.6	6.1	40.9	53.0
U.K.	1977	4.0	10.2	85.8	2.9	41.5	55.5
	1979	3.0	9.3	87.7	2.2	42.5	55.4
IRELAND	1977	49.7	10.9	39.4	21.7	32.4	45.9

Appendix 2e

SECTORAL DISTRIBUTION OF SECOND JOBS; MALES COMPARED WITH FEMALES

%

Country	Year	% Male second jobs in each sector			% female second jobs in each sector		
		Agriculture	Industry	Services	Agriculture	Industry	Services
GERMANY	1977	73.0	4.4	22.6	30.9	7.3	61.8
	1979	71.7	5.4	22.9	32.7	9.1	58.1
ITALY	1977	38.2	13.1	48.7	31.0	3.9	65.1
	1979	33.5	26.5	40.0	25.9	19.3	54.7
NETHERLANDS	1977	13.5	9.6	76.9	6.0	7.1	86.9
BELGIUM	1977	10.5	7.7	81.8	4.9	2.5	92.6
	1979	10.3	11.3	78.4	3.1	7.9	89.0
LUXEMBOURG	1977	24.1	10.3	65.6	12.1	6.0	82.0
U.K.	1977	5.4	10.9	83.7	1.6	9.0	89.4
	1979	3.7	8.2	88.0	1.8	11.1	87.1
IRELAND	1977	52.3	11.0	36.7	10.0	10.0	80.0

Appendix 2f

EMPLOYMENT STATUS OF DOUBLE-JOB HOLDERS IN THEIR MAIN ACTIVITY, COMPARED WITH
EMPLOYMENT STATUS OF PERSONS WITHOUT A SECOND JOB.

%

Country	Year	Persons with a second job : % in each category.			Persons without a second job: % in each category.		
		Self- employed	Employee	Family worker	Self- employed	Employee	Family worker
GERMANY	1977	12.9	86.2	0.9	9.2	87.2	3.7
	1979	13.0	86.5	0.5	8.7	88.2	3.1
ITALY	1977	23.6	73.4	3.0	21.9	72.6	5.5
	1979	23.6	74.4	2.0	22.7	72.7	4.6
NETHERLANDS	1977	16.0	83.1	0.9	9.9	88.6	1.5
BELGIUM	1977	16.1	82.9	1.0	14.1	83.3	2.5
	1979	16.9	82.3	0.8	14.5	82.5	3.0
LUXEMBOURG	1977	11.7	87.6	0.7	11.4	85.1	3.6
U.K.	1977	11.4	88.6	-	8.3	91.7	-
	1979	9.0	91.0	-	7.4	92.6	-
IRELAND	1977	35.1	61.8	3.1	24.0	72.4	3.6

Appendix 2g

DOUBLE-JOB HOLDERS : THEIR EMPLOYMENT STATUS IN THEIR FIRST AND SECOND JOBS.

%

Country	Year	First job : % in each category			Second job : % in each category		
		Self-employed	Employee	Family worker	Self-employed	Employee	Family worker
GERMANY	1977	12.9	86.2	0.9	69.9	14.8	15.4
	1979	13.0	86.5	0.5	70.3	14.3	15.2
ITALY	1977	23.6	73.5	3.0	54.2	36.2	9.6
	1979	23.6	74.4	2.0	43.4	48.3	8.3
NETHERLANDS	1977	16.0	83.1	0.9	22.7	75.0	2.3
BELGIUM	1977	16.1	83.0	0.9	40.7	50.0	9.3
	1979	16.9	82.3	0.8	43.6	50.1	6.3
LUXEMBOURG	1977	11.7	87.6	0.7	26.5	61.6	11.9
U.K.	1977	11.4	88.6	-	22.9	77.1	-
	1979	9.0	91.0	-	22.8	77.2	-
IRELAND	1977	35.1	61.8	3.1	53.9	35.2	10.9

Appendix 2h

EMPLOYMENT STATUS IN SECOND JOBS; MALES COMPARED WITH FEMALES.

%

County	Year	% <u>male</u> second jobs in each category.			% <u>female</u> second jobs in each category.		
		Self-employed	Employee	Family worker	Self-employed	Employee	Family worker
GERMANY	1977	73.9	11.8	14.3	31.8	42.7	25.6
	1979	74.4	11.7	14.0	33.4	39.2	27.3
ITALY	1977	56.8	33.5	9.7	41.9	49.2	9.0
	1979	46.3	45.2	8.5	32.3	60.1	7.7
NETHERLANDS	1977	25.0	74.3	0.8	11.5	78.8	9.6
BELGIUM	1977	42.4	49.7	7.9	30.1	52.0	17.9
	1979	45.5	49.1	5.5	34.1	55.6	10.3
LUXEMBOURG	1977	29.9	58.4	11.6	2.0	84.0	14.0
U.K.	1977	29.0	71.0	-	12.1	87.9	-
	1979	29.7	70.3	-	11.7	88.3	-
IRELAND	1977	56.5	32.9	10.6	15.0	70.0	15.0

Appendix 2i

DOUBLE-JOB HOLDERS : THEIR FIRST AND SECOND JOBS, BY EMPLOYMENT
STATUS AND SECTOR.

%

County	Year	Activity	Agriculture		Industry		Services	
			Self-employed or family worker	Employee	Self-employed or family worker	Employee	Self-employed or family worker	Employee
GERMANY	1977	1st	5.3	4.1	3.0	50.3	5.4	31.8
		2nd	68.5	0.5	2.6	2.1	14.1	12.2
	1979	1st	5.0	3.4	3.2	49.1	5.3	34.0
		2nd	67.3	0.9	3.1	2.6	15.3	10.7
ITALY	1977	1st	10.9	5.7	4.5	35.6	11.1	32.2
		2nd	27.9	9.1	5.8	5.7	30.1	21.4
	1979	1st	F I G U R E S N O T A V A I L A B L E					
		2nd	F I G U R E S N O T A V A I L A B L E					
NETHS.	1977	1st	6.0	3.0	1.0	22.9	9.9	57.2
		2nd	9.7	3.0	1.4	7.2	13.9	64.7
BELGIUM	1977	1st	3.4	0.7	3.0	24.2	10.7	58.1
		2nd	9.4	0.3	4.8	2.1	35.7	47.6
	1979	1st	3.1	0.7	2.6	24.5	11.9	57.2
		2nd	8.5	0.5	6.2	4.6	35.1	45.1
LUX.	1977	1st	4.4	0.5	1.5	46.5	6.6	40.6
		2nd	20.9	1.7	1.2	8.5	16.3	51.3
U.K.	1977	1st	2.4	1.6	2.0	28.7	7.0	58.3
		2nd	2.9	1.1	4.6	5.7	15.4	70.3
	1979	1st	1.1	0.8	1.9	2.8	6.0	62.2
		2nd	2.2	0.8	3.2	6.1	17.4	70.3
IRELAND	1977	1st	25.5	4.3	2.8	29.2	9.9	28.3
		2nd	45.8	4.0	4.0	6.9	15.0	24.3

Appendix 3a

DOUBLE-JOB HOLDERS CLASSIFIED BY EMPLOYMENT STATUS AND SECTOR
OF THEIR MAIN JOB (X 100)

(Expected values shown in parentheses)

	<u>1977</u>				<u>1979</u>			
	A	I	S	Σ				
S-E/ F-W	253 56.6% (61.5)	143 5.7% (347.2)	254 14.4% (242.3)	651 13.8%	208 59.6% (47.0)	136 6.2% (295.9)	221 13.4% (222.1)	565 13.5%
EMP	194 43.4% (385.5)	2380 94.3% (2176.8)	1507 85.6% (1518.7)	4081 86.2%	141 40.4% (302.0)	2061 93.8% (1901.1)	1428 86.6% (1426.9)	3630 86.5%
Σ	447 9.4%	2524 53.3%	1761 37.2%	4732	349 8.3%	2197 52.4%	1649 39.3%	4195
χ ² =	398; 2 degrees of freedom				χ ² = 346; 2 df			

ITALY

	569 65.7% (229.9)	236 11.3% (553.4)	575 25.6% (596.7)	1380 26.5%
	297 34.3% (636.1)	1849 88.7% (1531.6)	1673 74.4% (1651.3)	3819 73.5%
	866 16.7%	2085 40.1%	2248 43.2%	5199
χ ² =	419; 2 df			

Appendix 3a continued

NETHERLANDS

61 66.3% (15.5)	10 4.1% (41.0)	101 14.8% (115.5)	172 16.9%
31 33.7% (76.5)	233 95.9% (202.0)	583 85.2% (568.5)	847 83.1%
92 9.0%	243 23.8%	684 67.1%	1019

$\chi^2 = 246; 2df$

BELGIUM

30 83.3% (6.1)	27 11.2% (41.3)	95 15.5% (104.5)	152 17.1%
6 16.7% (29.9)	215 88.8% (200.7)	517 84.5% (507.5)	738 82.9%
36 4.0%	242 27.2%	612 68.2%	890

$\chi^2 = 174; 2 df$

24 82.8% (5.1)	20 9.7% (36.6)	91 20.8% (93.3)	135 17.7%
5 17.2% (23.9)	187 90.3% (170.4)	437 79.2% (434.7)	629 82.3%
29 3.8%	207 27.1%	528 69.1%	764

$\chi^2 = 125; 2 df$

Appendix 3a continued

LUXEMBOURG (X 1)

218 90.1% (30.1)	73 3.1% (296.2)	327 13.9% (291.7)	618 12.4%
24 9.9% (211.9)	2311 96.9% (2087.8)	2021 86.1% (2056.3)	4356 87.6%
242 4.9%	2384 47.9%	2348 47.2%	4974

$\chi^2 = 127; 2 \text{ df}$

U.K.

92 59.7% (17.6)	79 6.6% (136.7)	274 10.8% (290.7)	445 11.4%
62 40.3% (136.4)	1118 93.4% (1060.3)	2271 89.2% (2254.3)	3451 88.6%
154 4.0%	1197 30.7%	2545 65.3%	3896

$\chi^2 = 169; 2 \text{ df}$

40 56.3% (6.4)	69 6.3% (98.1)	219 8.8% (223.6)	328 9.0%
31 43.7% (64.6)	1025 93.7% (995.9)	2275 91.2% (2270.4)	3331 91.0%
71 1.9%	1094 29.9%	2494 68.2%	3659

$\chi^2 = 86; 2 \text{ df}$

IRELAND

82 85.4% (36.7)	9 8.7% (39.3)	32 26.0% (47.0)	123 38.2%
14 14.6% (59.3)	94 91.3% (63.7)	91 74.0% (76.0)	199 61.8%
96 29.8%	103 32.0%	123 38.2%	322

$\chi^2 = 651; 2 \text{ df}$

Appendix 3b

DOUBLE-JOB HOLDERS CLASSIFIED BY EMPLOYMENT STATUS AND SECTOR
OF THE SECOND JOB (X 100)

(Expected values shown in parentheses)

	<u>1977</u>				<u>1979</u>			
GERMANY	A	I	S					
S-E/ F-W	3200 99.3% (2747.2)	123 56.2% (186.7)	661 53.7% (1050.1)	3984 85.2%	2819 98.7% (2449.4)	130 54.2% (205.8)	641 58.8% (934.8)	3590 85.8%
EMP	23 0.7% (475.8)	96 43.8% (32.3)	571 46.3% (181.9)	690 14.8%	37 1.3% (406.6)	110 45.8% (34.2)	449 41.2% (155.2)	596 14.2%
Σ	3223 69.0%	219 4.7%	1232 26.4%	4674	2856 68.2%	240 5.7%	1090 26.0%	4186
	$\chi^2 = 782; 2 \text{ df}$				$\chi^2 = 581; 2 \text{ df}$			

ITALY

	1452 75.5% (1227.8)	303 50.3% (384.2)	1564 58.5% (1707.0)	3319 63.8%
	472 24.5% (696.2)	299 49.7% (217.8)	1111 41.5% (968.0)	1882 36.2%
	1924 37.0%	602 11.6%	2675 51.4%	5201
	$\chi^2 = 87; 2 \text{ df}$			

Appendix 3b continued

NETHERLANDS

90 76.3% (29.6)	13 16.3% (20.0)	129 17.7% (182.4)	232 25.1%
28 23.7% (88.4)	67 83.8% (60.0)	599 82.3% (545.6)	694 74.9%
118 12.7%	80 8.6%	728 78.6%	926

$\chi^2 = 244; 2 \text{ df}$

BELGIUM

84 96.6% (43.5)	43 69.4% (31.0)	318 42.9% (370.6)	445 49.9%
3 3.4% (43.5)	19 30.6% (31.0)	424 57.1% (37.4)	446 50.1%
87 9.8%	62 7.0%	742 83.3%	891

$\chi^2 = 147; 2 \text{ df}$

65 94.2% (34.4)	47 57.3% (40.8)	268 43.8% (304.8)	380 49.8%
4 5.8% (34.6)	35 42.7% (41.2)	344 56.2% (307.2)	383 50.2%
69 9.0%	82 10.7%	612 80.2%	763

$\chi^2 = 87; 2 \text{ df}$

Appendix 3b continued

LUXEMBOURG (X 1)

1041	61	811	1913
92.5%	12.6%	24.1%	38.5%
(433.0)	(186.5)	(1293.5)	
85	424	2553	3062
7.5%	87.4%	75.9%	61.5%
(693.0)	(298.5)	(2070.5)	
1126	485	3364	4975
22.6%	9.7%	67.6%	

$\chi^2 = 150; 2 \text{ df}$

U.K.

99	154	518	771
72.8%	44.5%	17.9%	22.9%
(31.1)	(79.1)	(660.8)	
37	192	2371	2600
27.2%	55.5%	82.1%	77.1%
(104.9)	(266.9)	(2228.2)	
136	346	2889	3371
4.0%	10.3%	85.7%	

$\chi^2 = 143; 2 \text{ df}$

78	113	620	811
72.9%	34.1%	19.8%	22.8%
(24.4)	(75.4)	(711.3)	
29	218	2504	2751
27.1%	65.9%	80.2%	77.2%
(82.6)	(255.6)	(2412.0)	
107	331	3124	3562
3.0%	9.3%	87.7%	

$\chi^2 = 81; 2 \text{ df}$

IRELAND

147	13	48	208
91.9%	37.1%	38.0%	53.9%
(103.7)	(22.7)	(81.6)	
13	22	78	113
8.1%	62.9%	61.9%	35.2%
(56.3)	(12.3)	(44.4)	
160	35	126	321
49.8%	10.9%	39.3%	

$\chi^2 = 490; 2 \text{ df}$

Appendix 4a

THE EXTENT AND REGULARITY OF DOUBLE-JOB HOLDING: 1977

(X 100)

Country	Sex	Persons having a main occupation			
		Total	and a second occupation		
			Total	Regular	Occasional
GERMANY	M	157383	4287	3827	460
	F	90122	470	396	75
	T	247505	4757	4223	535
ITALY	M	130102	4310	1601	2709
	F	52658	890	277	613
	T	182760	5200	1878	3322
NETHERLANDS	M	34047	851	694	157
	F	11548	169	137	31
	T	45598	1020	831	188
BELGIUM	M	24369	774	582	192
	F	11202	123	95	28
	T	35571	897	677	220
LUXEMBOURG (X 1)	M	98458	4368	2904	1464
	F	40063	605	472	133
	T	138521	4973	3376	1597
U.K.	M	148469	2532	1964	568
	F	93728	1388	1086	301
	T	242197	3920	3050	869
IRELAND	M	7408	301	195	106
	F	2649	21	10	10
	T	10057	322	205	116

Appendix 4b

HOURS WORKED IN THE SECOND ACTIVITY BY SECTOR OF THE SECOND ACTIVITY;
ALL PERSONS, 1977

(x 100)

Country	Sector	Hours Worked						
		0-9	10-19	20-29	30-39	40-49	50+	Total
GERMANY	A	320	1009	1414	316	141	23	3223
	I	62	81	29	31	14	2	220
	S	426	429	226	89	52	10	1233
	T	808	1519	1668	436	207	36	4675
ITALY	A	733	677	363	95	53	3	1924
	I	221	262	105	10	2	0	601
	S	1087	952	419	144	67	7	2675
	T	2041	1890	887	249	123	10	5200
NETHS.	A	22	37	43	12	4	0	119
	I	44	18	17	7	1	0	86
	S	466	168	64	21	12	3	735
	T	532	223	124	41	18	3	940
BELGIUM	A	14	31	27	7	5	0	84
	I	30	19	9	2	1	0	60
	S	390	207	84	18	12	6	717
	T	435	257	118	27	18	6	862
LUX. (x 1)	A	181	532	351	60	0	0	1125
	I	158	230	73	12	0	12	484
	S	1719	1052	448	48	60	36	3364
	T	2057	1815	871	121	60	48	4973
U.K.	A	29	38	28	18	10	5	126
	I	154	104	37	7	16	4	322
	S	1716	789	178	46	48	19	2796
	T	1899	930	243	71	74	28	3247
IRELAND	A	24	48	53	23	11	1	159
	I	7	7	5	6	8	0	36
	S	52	33	21	11	7	2	125
	T	82	89	79	40	27	5	320

Appendix 4c

HOURS WORKED IN THE SECOND ACTIVITY BY SECTOR OF THE SECOND
ACTIVITY; MALES, 1977

(x 100)

Country	Year	Hours worked						
		0 - 9	10-19	20-29	30-39	40-49	50+	Total
GERMANY	A	306	940	1375	304	135	23	3083
	I	54	61	25	29	14	2	186
	S	330	315	187	73	40	10	955
	T	689	1318	1588	405	188	36	4224
ITALY	A	616	596	327	72	37	3	1647
	I	217	239	96	10	2	0	566
	S	824	766	339	111	51	7	2097
	T	1657	1596	762	194	91	10	4310
NETHS.	A	18	36	41	12	3	0	110
	I	36	16	16	5	1	0	74
	S	375	145	51	17	11	3	602
	T	429	197	109	34	14	3	786
BELGIUM	A	13	29	27	5	4	0	78
	I	30	19	6	2	0	0	57
	S	327	183	71	14	11	5	610
	T	370	231	105	22	14	5	747
LUX. (x 1)	A	145	508	339	60	0	0	1053
	I	158	206	73	12	0	0	448
	S	1440	896	412	48	48	24	2868
	T	1743	1610	822	121	48	24	4368
U.K.	A	27	24	26	16	10	5	108
	I	97	68	27	7	13	2	214
	S	1027	497	124	36	34	10	1729
	T	1152	589	177	60	59	17	2052
IRELAND	A	23	47	52	23	11	1	157
	I	6	6	5	6	8	0	33
	S	43	29	20	10	7	1	110
	T	72	82	77	39	26	4	300

Appendix 4d

HOURS WORKED IN THE SECOND ACTIVITY BY SECTOR OF THE SECOND ACTIVITY;
FEMALES, 1977.

(x 100)

Country	Sector	Hours Worked						
		0 - 9	10-19	20-29	30-39	40-49	50+	Total
GERMANY	A	14	68	38	12	4	0	139
	I	8	19	4	2	0	0	33
	S	96	114	39	16	12	0	278
	T	119	201	81	32	18	0	451
ITALY	A	117	86	37	21	16	0	276
	I	4	23	9	0	0	0	35
	S	262	186	81	34	15	0	578
	T	383	295	125	55	31	0	890
NETHS.	A	4	2	2	1	1	0	9
	I	7	2	1	2	0	0	12
	S	91	22	14	5	2	0	133
	T	102	25	17	7	3	0	154
BELGIUM	A	1	2	2	2	0	0	6
	I	0	0	2	1	0	0	3
	S	64	24	12	3	2	1	107
	T	65	26	14	5	4	1	116
LUX. (x 1)	A	36	24	12	0	0	0	73
	I	0	24	0	0	0	12	36
	S	278	158	36	12	0	12	496
	T	315	206	48	0	12	24	605
U.K.	A	2	14	2	2	0	0	20
	I	57	36	10	0	2	2	107
	S	688	292	54	10	13	9	1067
	T	747	342	66	12	16	11	1194
IRELAND	A	1	1	0	0	0	0	2
	I	1	1	0	0	0	0	2
	S	7	4	1	1	1	0	15
	T	10	7	2	1	1	0	20

Appendix 4e

ALL MAIN OCCUPATIONS, BY SECTOR; 1977

(x 100)

Country	Sex	Sector			
		Agriculture	Industry	Services	All Sectors
GERMANY	M	7085	83374	65128	155587
	F	6818	26587	55556	88962
	T	13904	109961	120684	244549
ITALY	M	16656	55793	57653	130102
	F	6969	16410	29280	52658
	T	23625	72203	86933	182761
NETHERLANDS	M	2302	14721	16962	33985
	F	196	1714	9613	11522
	T	2498	16435	26575	45508
BELGIUM	M	1021	11004	12055	24081
	F	291	2600	8112	11003
	T	1313	13604	20167	35084
LUXEMBOURG (x 1)	M	6365	51086	41007	98458
	F	2142	5554	32368	40063
	T	8506	56640	73374	138521
U.K.	M	5807	75867	65794	147468
	F	1240	24005	67804	93049
	T	7048	99872	133598	240517
IRELAND	M	1989	2607	2795	7390
	F	182	644	1809	2635
	T	2171	3250	4604	10025

Appendix 4f

DOUBLE-JOB HOLDERS - EMPLOYMENT STATUS IN THE MAIN OCCUPATION; 1977

(x 100)

Country	Sex	Employment Status			
		Self-employed	Employees	Family workers	All persons
GERMANY	M	568	3687	11	4266
	F	41	393	31	465
	T	609	4080	42	4731
ITALY	M	1033	3208	69	4310
	F	193	611	85	889
	T	1226	3819	154	5199
NETHERLANDS	M	142	703	2	847
	F	17	143	7	167
	T	159	846	9	1014
BELGIUM	M	129	637	1	767
	F	14	1101	7	122
	T	143	738	8	889
LUXEMBOURG (x 1)	M	484	3848	36	4368
	F	97	508	0	605
	T	581	4356	36	4973
U.K.	M	369	2147	-	2516
	F	75	1304	-	1379
	T	444	3451	-	3895
IRELAND	M	110	182	10	302
	F	3	17	0	20
	T	113	199	10	322

Appendix 4g

DOUBLE-JOB HOLDERS - EMPLOYMENT STATUS IN THE SECOND OCCUPATIONS; 1977

(x 100)

Country	Sex	Employment Status			
		Self-Employed	Employees	Family Workers	All Persons
GERMANY	M	3122	498	604	4224
	F	143	192	115	450
	T	3265	690	719	4674
ITALY	M	2446	1443	420	4309
	F	373	438	80	891
	T	2819	1881	500	5200
NETHERLANDS	M	192	571	6	769
	F	18	123	15	156
	T	210	694	21	925
BELGIUM	M	326	382	61	769
	F	37	64	22	123
	T	363	446	83	892
LUXEMBOURG (x 1)	M	1307	2553	508	4368
	F	12	508	85	605
	T	1319	3061	593	4973
U.K.	M	623	1527	-	2150
	F	148	1073	-	1221
	T	771	2600	-	3371
IRELAND	M	170	99	32	301
	F	3	14	3	20
	T	173	113	35	321

Appendix 4h

ALL MAIN OCCUPATION, BY EMPLOYMENT STATUS; 1977

(x 100)

Country	Sex	Employment Status			
		Self-employed	Employees	Family workers	All Persons
GERMANY	M	18113	136310	1165	155587
	F	4460	76779	7723	88962
	T	22573	213089	8889	244550
ITALY	M	32638	94074	3390	130102
	F	7548	38571	6539	52658
	T	40186	132646	9929	182761
NETHERLANDS	M	4034	29806	134	33985
	F	510	10452	547	11522
	T	4544	40258	681	45508
BELGIUM	M	3741	20151	188	24081
	F	1236	9084	682	11003
	T	4978	29235	871	35084
LUXEMBOURG (x 1)	M	12185	85027	1246	98458
	F	3582	32924	3557	40063
	T	15766	117951	4804	138521
U.K.	M	16157	131061	-	147468
	F	3960	88724	-	93049
	T	20118	219785	-	240517
IRELAND	M	2204	4949	237	7390
	F	236	2273	126	2635
	T	2440	7222	363	10025

Appendix 4i

DOUBLE JOB HOLDERS - EMPLOYMENT STATUS IN THE MAIN JOB BY SECTOR
OF THE MAIN JOB; 1977

(x 100)

Country	Sector	Employment Status			
		Self-employed	Employees	Family worker	All persons
GERMANY	A	228	194	25	447
	I	135	2380	9	2524
	S	246	1507	8	1761
	T	613	4102	42	4732
ITALY	A	479	297	90	866
	I	229	1849	7	2085
	S	518	1673	57	2248
	T	1226	3813	154	5199
NETHERLANDS	A	58	31	3	92
	I	9	233	1	243
	S	96	583	5	684
	T	163	847	9	1019
BELGIUM	A	28	6	2	36
	I	26	215	1	48
	S	89	517	6	612
	T	144	745	9	890
LUXEMBOURG (x 1)	A	194	24	24	242
	I	73	2311	0	2384
	S	315	2021	12	2343
	T	581	4356	36	4974
U.K.	A	92	62	-	154
	I	79	1118	-	1197
	S	274	2271	-	2545
	T	450	3458	-	3896
IRELAND	A	73	14	9	96
	I	9	94	0	103
	S	31	91	1	123
	T	113	199	10	322

Appendix 4j

DOUBLE JOB HOLDERS - EMPLOYMENT STATUS IN THE SECOND JOB BY SECTOR OF
THE SECOND JOB, 1977

(x 100)

Country	Sector	Employment Status			
		Self-employed	Employees	Family workers	All Persons
GERMANY	A	2587	23	613	3223
	I	113	96	10	219
	S	566	571	95	1232
	T	3266	690	719	4674
ITALY	A	1144	472	308	1924
	I	270	299	33	602
	S	1405	1111	159	2675
	T	2819	1882	500	5201
NETHERLANDS	A	78	28	12	118
	I	12	67	1	80
	S	121	599	8	728
	T	211	694	21	926
BELGIUM	A	65	3	19	87
	I	39	19	4	62
	S	259	424	59	742
	T	363	446	82	891
LUXEMBOURG (x 1)	A	678	85	363	1126
	I	61	424	0	485
	S	581	2553	230	3364
	T	265	3062	593	4975
U.K.	A	99	37	-	136
	I	154	192	-	346
	S	518	2371	-	2889
	T	771	2600	-	3371
IRELAND	A	119	13	28	160
	I	13	22	0	35
	S	41	78	7	126
	T	173	113	35	321

Appendix 4k

PERSONS WITH A MAIN OCCUPATION AND A SECOND ACTIVITY BY
SECTOR OF THE TWO ACTIVITIES; 1977

(x 100)

Sector of the first job	Sex	Sector of the second job			
		Agriculture	Industry	Services	All sectors
GERMANY Agriculture	M	234	37	138	409
	F	10	2	17	29
	T	244	38	155	437
Industry	M	1974	113	296	2383
	F	54	10	44	108
	T	2028	123	340	2491
Services	M	858	37	516	1411
	F	73	19	217	309
	T	931	56	733	1720
All Sectors	M	3066	187	950	4203
	F	137	31	278	446
	T	3203	217	1228	4648
ITALY Agriculture	M	283	61	335	679
	F	73	14	100	187
	T	356	75	435	866
Industry	M	847	388	642	1877
	F	72	18	118	208
	T	919	406	760	2085
Services	M	517	117	1120	1754
	F	131	3	360	494
	T	648	120	1480	2248
All Sectors	M	1647	566	2097	4310
	F	276	35	578	889
	T	1923	601	2675	5199

Appendix 4k continued

Sector of the first job	Sex	Sector of the second job			
		Agriculture	Industry	Services	All sectors
NETHERLANDS Agriculture	M	31	18	37	86
	F	2	0	3	5
	T	33	18	40	91
Industry	M	46	29	144	219
	F	2	2	15	19
	T	48	31	159	238
Services	M	35	35	465	535
	F	7	9	127	143
	T	42	44	592	678
All Sectors	M	112	82	646	840
	F	11	11	145	167
	T	123	93	791	1007
BELGIUM Agriculture	M	9	7	17	33
	F	1	1	2	4
	T	9	7	19	36
Industry	M	39	32	157	228
	F	1	1	9	11
	T	40	33	166	239
Services	M	34	20	447	501
	F	4	1	101	106
	T	38	22	548	608
All Sectors	M	82	59	621	762
	F	6	3	112	121
	T	87	62	733	882
LUXEMBOURG (x 1) Agriculture	M	12	48	145	205
	F	0	0	36	36
	T	12	48	182	242
Industry	M	678	290	1343	2311
	F	12	24	36	72
	T	690	315	1379	2384
Services	M	363	109	1379	1851
	F	61	12	424	497
	T	424	121	1803	2348
All Sectors	M	1053	447	2867	4367
	F	73	36	496	605
	T	1126	484	3364	4974

Appendix 4k continued

Sector of the first job	Sex	Sector of the second job			
		Agriculture	Industry	Services	All sectors
U.K. Agriculture	M	33	7	63	103
	F	0	0	27	27
	T	33	7	90	130
Industry	M	26	111	686	823
	F	9	21	178	208
	T	35	132	864	1031
Services	M	57	115	1058	1230
	F	11	89	891	991
	T	68	204	1949	2221
All sectors	M	116	233	1807	2156
	F	20	110	1096	1226
	T	136	343	2903	3382
IRELAND Agriculture	M	35	23	38	96
	F	0	0	1	1
	T	35	23	38	96
Industry	M	73	5	23	101
	F	0	0	1	1
	T	73	6	24	103
Services	M	49	5	50	104
	F	2	2	14	18
	T	51	7	64	122
All sectors	M	157	33	111	301
	F	2	2	16	20
	T	159	36	126	321

Appendix 5a

THE EXTENT AND REGULARITY OF DOUBLE-JOB HOLDING; 1979

(x 100)

Country	Sex	Persons having a main occupation			
		Total	and a second occupation		
			Total	Regular	Occasional
GERMANY	M	159020	3801	346	365
	F	92680	395	339	56
	T	251700	4196	3775	421
ITALY	M	130871	2970	1800	1170
	F	54559	770	540	230
	T	185430	3740	2340	1400
BELGIUM	M	24126	638	493	145
	F	11541	126	102	24
	T	35677	764	595	169
U.K.	M	149070	2282	1700	582
	F	93797	1416	1023	393
	T	242867	3698	2723	975

Appendix 5b

HOURS WORKED IN THE SECOND ACTIVITY BY SECTOR OF THE SECOND ACTIVITY:
ALL PERSONS, 1979

(x 100)

Country	Sector	Hours Worked						
		0-9	10-19	20-29	30-39	40-49	50+	Total
GERMANY	A	194	988	1275	246	119	35	2857
	I	84	94	44	9	13	0	244
	S	388	415	197	42	40	6	1088
	T	663	1496	1516	297	173	41	4146
ITALY	A I S T	F I G U R E S N O T A V A I L A B L E						
BELGIUM	A	10	27	21	10	3	0	71
	I	29	29	14	4	4	1	81
	S	321	172	82	19	13	4	611
	T	360	228	117	33	21	4	763
U.K.	A	29	35	18	16	9	0	107
	I	131	89	57	15	14	0	306
	S	1844	846	229	60	26	12	3017
	T	2005	970	303	91	48	12	3429

Appendix 5c

HOURS WORKED IN THE SECOND ACTIVITY BY SECTOR OF THE SECOND ACTIVITY;
MILES, 1979

(x 100)

Country	Sector	Hours Worked						
		0-9	10-19	20-29	30-39	40-49	50+	Total
GERMANY	A	194	926	1221	242	114	31	2728
	I	63	82	37	9	13	0	204
	S	273	338	172	40	30	6	859
	T	531	1345	1430	291	158	37	3792
ITALY	A I S T	F I G U R E S N O T A V A I L A B L E						
BELGIUM	A	9	25	19	10	3	0	66
	I	29	22	12	4	3	1	71
	S	271	133	63	15	13	3	498
	T	309	181	95	29	20	4	638
U.K.	A	17	27	17	13	9	0	83
	I	70	37	32	12	12	0	163
	S	1114	500	154	43	22	9	1842
	T	1200	564	204	68	42	9	2087

Appendix 5d

HOURS WORKED IN THE SECOND ACTIVITY BY SECTOR OF THE SECOND ACTIVITY;
FEMALES, 1979

(x 100)

Country	Sector	Hours Worked						
		0-9	10-19	20-29	30-39	40-49	50+	Total
GERMANY	A	0	62	54	4	4	4	128
	I	17	13	6	0	0	0	36
	S	115	76	25	2	10	0	228
	T	132	152	86	6	14	4	394
ITALY	A I S T	F I G U R E S N O T A V A I L A B L E						
BELGIUM	A	0	2	2	0	0	0	4
	I	1	7	2	1	0	0	11
	S	49	39	19	4	0	1	112
	T	51	47	23	4	1	1	127
U.K.	A	12	9	1	3	0	0	25
	I	63	52	25	3	2	0	145
	S	730	345	74	18	5	2	1174
	T	805	406	99	23	8	2	1343

Appendix 5e

ALL MAIN OCCUPATION, BY SECTOR; 1979

(x 100)

Country	Sex	Sector			
		Agriculture	Industry	Services	All sectors
GERMANY	M	6937	85432	66650	159020
	F	6249	27461	58969	92680
	T	13186	112894	125620	251700
ITALY	M	15842	55264	59765	130871
	F	6857	16393	31309	54559
	T	22699	71657	91074	185430
BELGIUM	M	891	11117	12129	24136
	F	340	2423	8778	11541
	T	1230	13540	20907	35677
U.K.	M	4295	77092	65924	147311
	F	906	24794	66865	92565
	T	5201	101886	132789	239875

Appendix 5f

DOUBLE JOB HOLDERS - EMPLOYMENT STATUS IN THE MAIN OCCUPATION; 1979

(x 100)

Country	Sex	Employment Status			
		Self-Employed	Employees	Family Workers	All Persons
GERMANY	M	508	3285	8	3801
	F	36	346	13	395
	T	544	3630	21	4196
ITALY	M	688	2251	34	2973
	F	197	533	41	771
	T	885	2784	75	3744
BELGIUM	M	114	524	1	638
	F	16	105	5	126
	T	129	629	6	764
U.K.	M	267	1997	-	2282
	F	62	1334	-	1416
	T	328	3331	-	3698

Appendix 5g

DOUBLE JOB HOLDERS - EMPLOYMENT STATUS IN THE SECOND OCCUPATION; 1979

(x 100)

Country	Sex	Employment Status			
		Self-Employed	Employees	Family Workers	All Persons
GERMANY	M	2820	442	530	3792
	F	132	155	108	395
	T	2951	597	639	4187
ITALY	M	1377	1344	252	2973
	F	249	463	59	771
	T	1626	1807	311	3744
BELGIUM	M	291	314	35	640
	F	43	70	13	126
	T	334	384	46	766
U.K.	M	651	1544	-	2195
	F	160	1208	-	1368
	T	811	2752	-	3563

Appendix 5h

ALL MAIN OCCUPATION, BY EMPLOYMENT STATUS; 1979.

(x 100)

Country	Sex	Employment Status			
		Self-Employed	Employees	Family Workers	All Persons
GERMANY	M	17572	140487	961	159020
	F	4620	81420	6639	92680
	T	22192	221907	7601	251700
ITALY	M	33635	94316	2921	130871
	F	8473	40591	5495	54559
	T	42108	134906	8416	185430
BELGIUM	M	3865	20091	180	24136
	F	1337	9337	867	11541
	T	5203	29428	1046	35677
U.K.	M	14474	132001	-	147311
	F	3147	88868	-	92565
	T	17621	220868	-	239875

Appendix 5i

DOUBLE JOB HOLDERS - EMPLOYMENT STATUS IN THE MAIN JOB BY SECTOR OF
THE MAIN JOB; 1979

(x 100)

Country	Sector	Employment Status			
		Self- Employed	Employees	Family Workers	All Persons
GERMANY	A	191	141	17	349
	I	136	2061	0	2197
	S	217	1428	4	1649
	T	544	3630	21	4195
ITALY	A	FIGURES NOT AVAILABLE	NOT AVAILABLE	75	675
	I				1365
	S				1704
BELGIUM	T	885	2784	75	3744
	A	23	5	1	29
	I	19	187	1	207
	S	87	437	4	528
U.K.	T	129	629	6	764
	A	40	31	-	71
	I	69	1025	-	1094
	S	219	2275	-	2494
	T	328	3331	-	3659

Appendix 5j

DOUBLE JOB HOLDERS - EMPLOYMENT STATUS IN THE SECOND JOB BY SECTOR
OF THE SECOND JOB; 1979.

(x 100)

Country	Sector	Employment Status			
		Self-Employed	Employees	Family Workers	All Persons
GERMANY	A	2266	37	553	2856
	I	121	110	9	240
	S	564	449	77	1090
	T	2951	596	639	4186
ITALY	A	FIGURES NOT AVAILABLE			1195
	I				938
	S				1611
	T				3744
BELGIUM	A	55	4	10	69
	I	42	35	5	82
	S	237	344	31	612
	T	334	383	46	763
U.K.	A	78	29	-	107
	I	113	218	-	331
	S	620	2504	-	3124
	T	811	2751	-	3562

Appendix 5k

PERSONS WITH A MAIN OCCUPATION AND A SECOND ACTIVITY BY SECTOR
OF THE TWO ACTIVITIES; 1979. (x 100)

Sector of the first job	Sex	Sector of the second job			
		Agriculture	Industry	Services	All Sectors
GERMANY Agriculture	M	178	44	102	324
	F	9	2	15	26
	T	186	46	118	350
Industry	M	1701	112	268	2081
	F	63	6	46	115
	T	1764	118	314	2196
Services	M	849	48	499	1396
	F	57	27	168	252
	T	906	76	667	1649
All Sectors	M	2728	204	869	3801
	F	129	35	229	393
	T	2856	240	1099	4195
ITALY Agriculture	M	401	23	60	483
	F	180	8	3	192
	T	581	31	63	675
Industry	M	368	716	128	1211
	F	6	134	13	153
	T	374	849	141	1365
Services	M	226	51	1001	1278
	F	13	7	406	426
	T	240	57	1407	1704
All Sectors	M	995	789	1189	2973
	F	200	149	422	771
	T	1195	938	1611	3744

Appendix 5k continued

(x 100)

Sector of the first job	Sex	Sector of the second job			
		Agriculture	Industry	Services	All Sectors
BELGIUM	M	13	4	10	27
	F	0	0	0	2
	T	13	4	12	29
	M	30	36	126	192
	F	0	2	14	16
	T	30	38	140	208
	M	24	33	364	421
	F	4	8	96	107
	T	28	40	460	528
	M	67	73	500	640
	F	4	10	110	125
	T	71	82	612	765
U.K.	M	22	3	35	60
	F	3	0	7	11
	T	26	3	42	71
	M	35	105	678	818
	F	2	29	208	239
	T	37	134	887	1058
	M	25	75	1219	1317
	F	20	122	975	1116
	T	45	195	2194	2434
	M	82	181	1932	2195
	F	25	151	1190	1366
	T	108	332	3123	3563

1. See, for example, R. PERLMAN, *Labour Theory* (1969) Chapter 2, John Wiley & Sons, or D. SAPSFORD, *Labour Market Economics*, (1981) Chapter 2, George Allen and Unwin Ltd.
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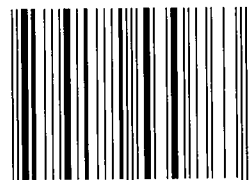
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