

After work to the second job!?

Multiple jobholding of employees

The importance of new forms of employment is growing in the changing world of work. This can also be accompanied by new or specific stress factors. It was reported in the Stress Report 2012 that multiple stress factors can have a negative effect on the health of employees. If employees have several jobs at the same time, different stress factors might accumulate. This Factsheet reports findings of the BIBB/BAuA Employment Survey 2012 on multiple jobholding. Along with the extent of multiple jobholding by employees, it will be shown which groups of persons have several jobs, and how weekly working hours are connected with multiple jobholding.

How many employees have several jobs?

Over 17,000 employees were asked whether they currently hold one or more jobs. Analyses showed that 5.7% of those interviewed had more than one job. This was an increase of 24% compared to the BIBB/BAuA Employment Survey 2006, in which 4.6% of employed persons stated to hold multiple jobs. According to the Federal Statistical Office in 2012 5% of the employed persons were multiple jobholders, while in 2006 this was only true for 4%. Based on these percentages, more than two million employees have more than one job. However, this number could be even higher. The employment statistics of the Federal Employment Service show that 2.6 million employees liable to social security contributions had a marginal job along with their main employment.

How many hours do multiple jobholders work?

Multiple jobholders from the BIBB/BAuA Employment Survey are compared below to workers with only one job. As the survey was conducted via a telephone interview, many multiple jobholders might not have been reached. However, the following results provide important information, although not being representative.

Multiple jobholders work on average 45 hours per week – seven hours above the average weekly working time of those with only one job. Multiple jobholders are found more frequently in part-time employment (less than 35 hours per week) than persons with only one job, but if the total weekly working hours from all jobs are taken into account, the proportion of multiple jobholders who work less than 35 hours per week decreases to 23%. As shown in Fig. 1 almost half of multiple jobholders (46%) work for at least 48 hours per week, compared to 15% of workers with only one job. Over two thirds of multiple jobholders (69%) who work for less than 48 hours per week in their main employment work altogether 48 hours or more in their jobs. This could rep-

resent a risk to health because it rises with increasing weekly working hours as is pointed out in the BAuA report from Anna Wirtz (2010).

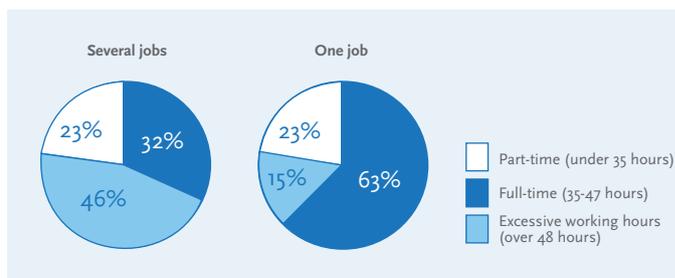


Fig. 1: Multiple jobholding and total weekly working hours

Who are the multiple jobholders?

The average age of multiple jobholders is 40 - three years below the average age of workers with only one job. Slightly more women (7%) than men (5%) are multiple jobholders. This may be due to the higher frequency of part-time employment and lower earnings of women. While one in five workers with only one job had monthly gross earnings of less than €1500 from the main employment, this was true for one in three of the multiple jobholders in the survey. One explanation for this is that multiple jobholders are frequently employed on a part-time basis in their main employment (39%).

More than one third of multiple jobholders are dissatisfied with the income from their main employment. As Fig. 2 shows, this applies to those with gross earnings of less than €1500 from their main employment (50%) more frequently than those who earn over €1500 from their main employment (29%). In addition, marginal part-time workers (8%) and temporary workers (8%) more frequently hold more than one job than workers who are not marginal part-time workers (6%) and/or permanent workers (5%).

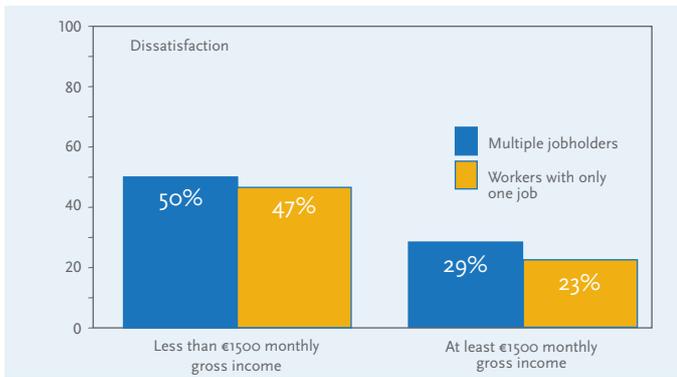


Fig. 2: Dissatisfaction with the income from main employment

Fig. 3 shows that in their main employment multiple jobholders are employed most frequently in the public and private services sector (39%), followed by trade, transport, hotels and restaurants and information (23%), as well as manufacturing (22%).

There are various motivations for carrying out a second job. Especially part-time workers look for second jobs, which may be due to their availability but also to their need for additional income. This is undermined by the fact that people tend to have a second job if they have a low income and/or are dissatisfied with their income. For example, marginal employment along with the main job provides favourably taxed extra income along with the main job for more and more workers.

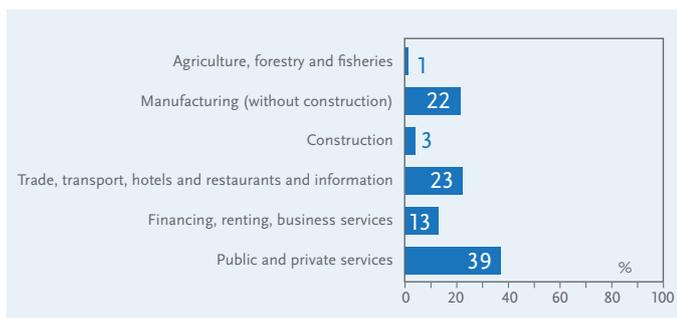


Fig. 3: Branch of industry for main employment (multiple jobholders)

However, other factors play a part as well. A lack of challenge in the main job could also be a motive for taking on a second job. Seventeen per cent of multiple jobholders feel underchallenged with regard to the requirements on professional knowledge and skills in their main job, 9% feel unchallenged by the workload.

Among workers with only one job, this is only true for 13% and 5% respectively. Multiple jobholders are also more frequently dissatisfied with their work (11%) than workers with only one job (8%).

Summary

There is an increasing number of employed persons who have other jobs along with their main job. Many multiple jobholders are employed part-time in their main job, but in sum, they work on average longer than workers with only one job. Almost every second multiple job holder works at least 48 hours per week.

Taking on a second or even third job can serve to satisfy various needs. Additional jobs provide financial incentives, but also a second mainstay, meaningfulness or feelings of success. Nevertheless, there may also be a high health risk. There is still need for clarification of the positive and negative consequences of multiple jobholding.

You can find more information on multiple jobholding, longer working hours and stress in the following reports:

Brenke, K. (2009). Erwerbstätige mit Nebentätigkeiten in Deutschland und Europa. Wochenbericht des DIW Berlin, 35/2009, 598-607. Download available at: www.diw.de/documents/publikationen/73/diw_01.c.333656.de/09-35-3.pdf

Destatis (2014). Erwerbstätige, die mehr als eine Erwerbstätigkeit ausüben: www.destatis.de/DE/ZahlenFakten/Indikatoren/QualitaetArbeit/Dimension3/3_10_Zweitjob.html

Hirschenauer, F. & Wießner, F. (2006). Mehrfachbeschäftigung – Ein Job ist nicht genug. IAB Kurzbericht, 22. Download available at: <http://doku.iab.de/kurzber/2006/kb2206.pdf>

Lohmann-Haislah, A. (2012). Stressreport Deutschland 2012. Dortmund: BAuA. Download available at: www.baua.de/dok/3430796

Wirtz, A. (2010). Gesundheitliche und soziale Auswirkungen langer Arbeitszeiten. Dortmund: BAuA. Download available at: www.baua.de/dok/1348508

Source: www.baua.de/dok/6506804

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