

STREAM Newsletter 16
August 2019

NEWS STREAM

Multiple job holding





Multiple job holding | STREAM newsletter August 2019

STUDY on TRANSITIONS in EMPLOYMENT, ABILITY and MOTIVATION

In the summer of 2015, we started a PhD project on multiple job holding (MJH) in collaboration with VU University. MJH refers to a situation in which a worker has more than one paid job, either multiple jobs as an employee or one or more jobs as an employee as well as being self-employed. In the Netherlands, as well as in many other countries, a growing group of workers has multiple jobs. In 2018, around 8% of the working population in the Netherlands held multiple jobs, which equals around 700,000 workers.

Despite the number of workers holding multiple jobs, not much is known about who has multiple jobs and why. Besides, little is known about the consequences of holding multiple jobs for health and future employment. The aim of the PhD project was to explore determinants of MJH as well as its consequences.

June 2015, Stef Bouwhuis started to work on this PhD project. For four years, he worked enthusiastically on the project and wrote a thesis consisting of seven different studies, most of them using the STREAM

data. Four studies were already published in peer reviewed international journals.

In this newsletter Stef will present the main findings. Among others, he found that that multiple job holders are a heterogeneous group of workers who move in and out of MJH often. In this newsletter, he will also present findings on the association between MJH and health.

We would like to thank Stef for his hard work, inspiring insights, and large contribution to our STREAM cohort and team.

We hope you enjoy this newsletter!

The STREAM team

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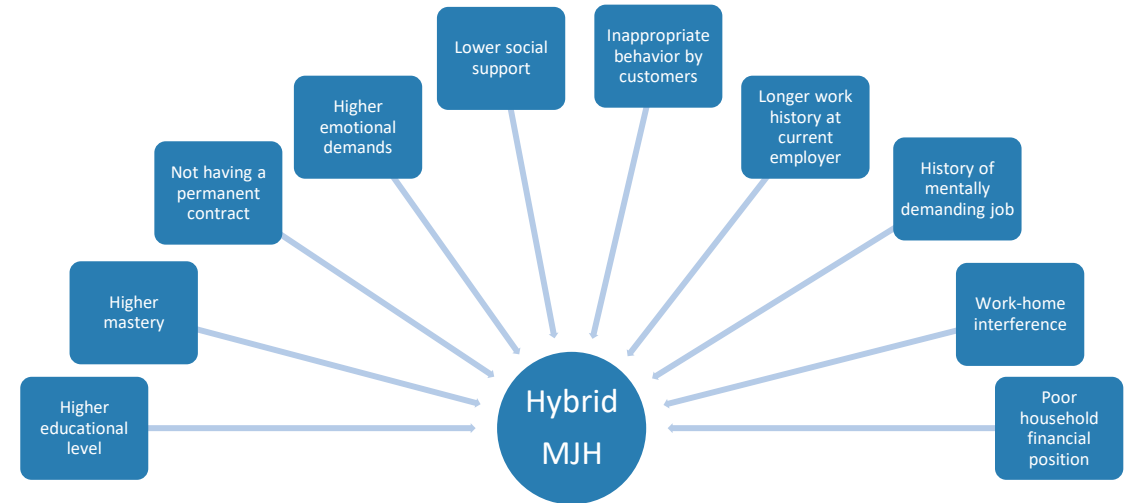
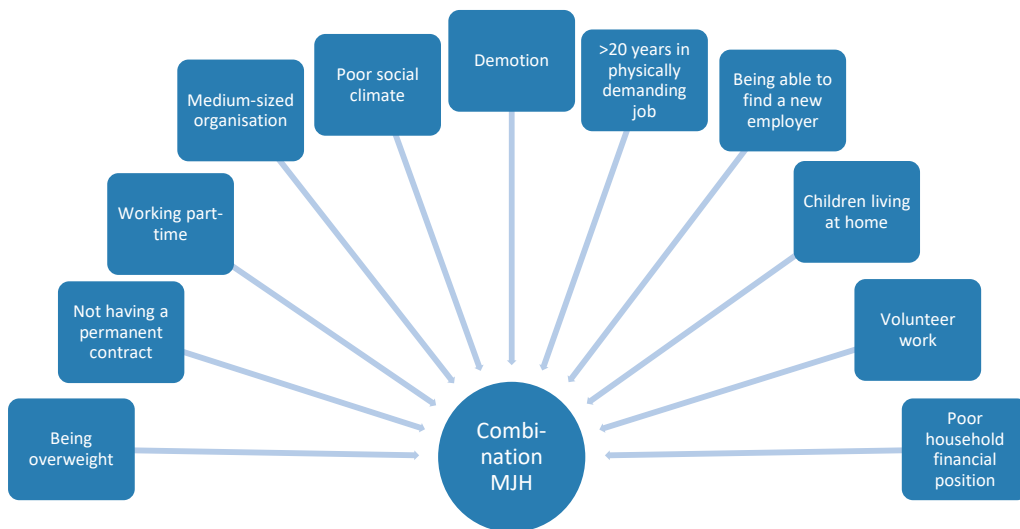


Predictors of transitions to multiple job holding

To better understand why workers hold multiple jobs, we constructed models to predict transitions from having one job to multiple job holding (MJH). Separate models for combination MJH (multiple jobs as an employee) and hybrid MJH (working as an employee as well as being self-employed), were constructed.

As little was known about reasons for MJH beforehand, we started out with a wide range of potential predictors, divided over the following domains (i) demographic factors; (ii) health and mastery; (iii) work characteristics; (iv) work history (v) skills and knowledge (vi) social factors (vii) financial factors, and (viii) work motivation.

We found differences as well as similarities between the prediction models for combination MJH and hybrid MJH. For instance, not having a permanent contract and poor household financial position predicted both transitions to combination MJH and to hybrid MJH.



On the other hand, working part-time and participating in volunteer work only predicted transitions to combination MJH. Higher mastery and work-home interference only predicted transitions to hybrid MJH. These results indicate that increasing working hours may be a reason to transition to combination MJH, while preventing work-home conflict may be a reason to transition to hybrid MJH.

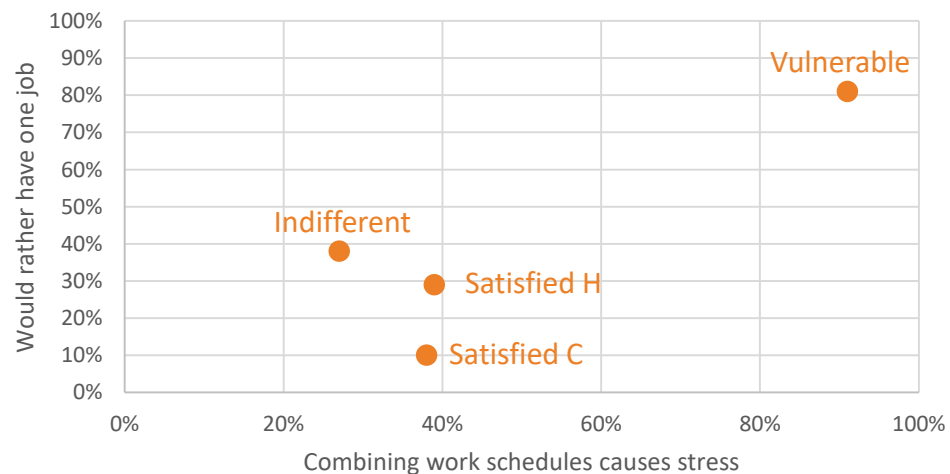
Based on :

Bouwhuis, Stef, et al. "Predictors of transitions from single to multiple job holding: Results of a longitudinal study among employees aged 45-64 in the Netherlands." *American journal of industrial medicine* 60.8 (2017): 696-710.

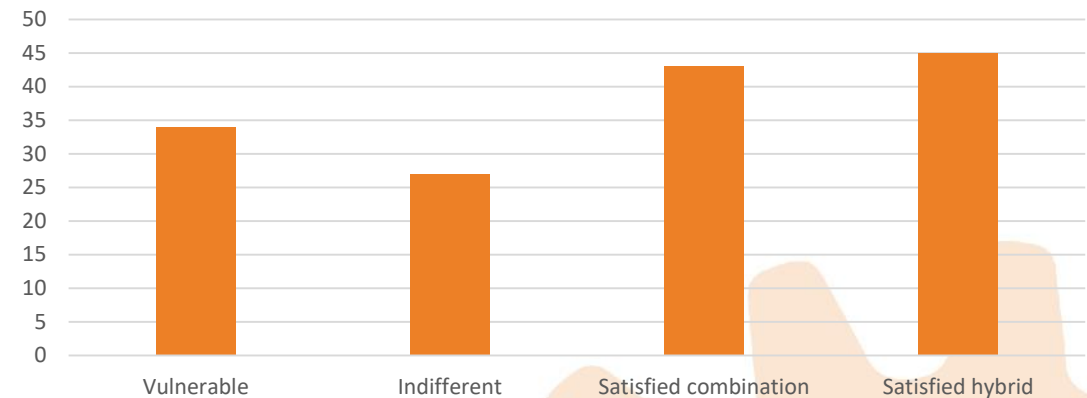
Multiple job holders: a heterogeneous group of workers

Previous research on multiple job holding (MJH), as well as a qualitative study conducted as a part of this PhD project, suggested that multiple job holders form a heterogeneous group of workers. Using the STREAM data, we performed a latent class analysis (LCA) to distinguish groups of multiple job holders. We found four groups: (i) vulnerable multiple job holders; (ii) indifferent multiple job holders; (iii) satisfied multiple job holders who had a second job as an employee (combination MJH); (iv) satisfied multiple job holders who were self-employed in their second job (hybrid MJH).

Vulnerable multiple job holders more often had multiple jobs to make ends meet (37%). This reason was also relatively common among indifferent multiple job holders (22%), as well as having multiple jobs because they want to work more hours (27%). Among the satisfied groups, the most common reason for MJH was enjoyment of the combination of jobs.



Total working hours per week



Vulnerable multiple job holders more often experienced stress due to having to combine work schedules, and more often preferred having one job (see graph to the left). The indifferent group reported the lowest total working hours per week (27, see graph above). Both satisfied groups worked most hours (43 hours per week and 45 hours per week respectively).

See also:

Bouwhuis, S., et al. "Distinguishing groups and exploring health differences among multiple job holders aged 45 years and older." *International archives of occupational and environmental health* 92.1 (2019): 67-79.

Bouwhuis, S., et al. "Experiences with multiple job holding: a qualitative study among Dutch older workers." *BMC public health* 18.1 (2018): 1054

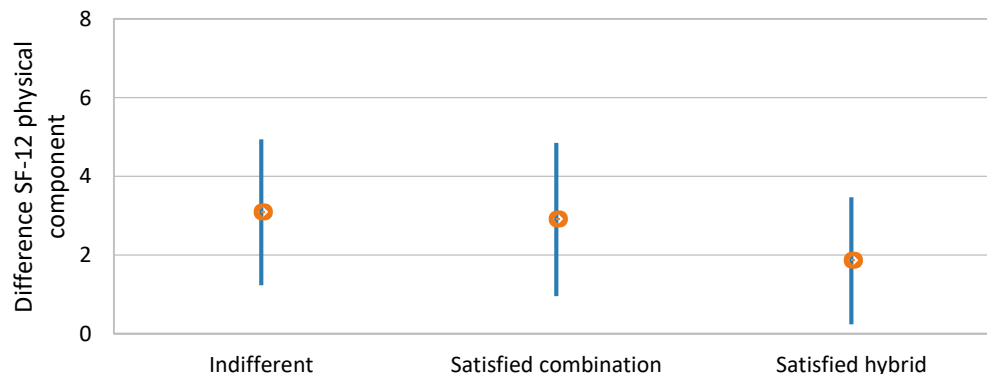
Exploring the association between multiple job holding and health

Previous research has found mixed results regarding the association between multiple job holding (MJH) and health: some studies find a positive associations, while others find a negative or no association.

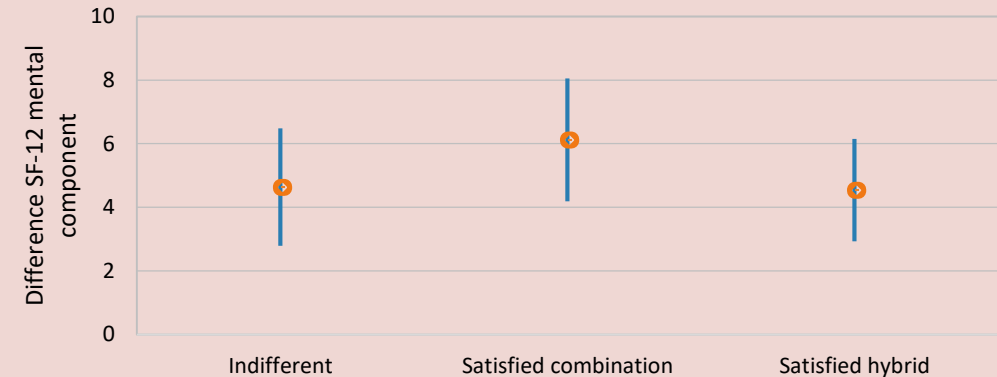
An explanation may be that multiple job holders for a heterogeneous group: for some, having multiple jobs may contribute to better health, for instance because it improves job satisfaction. For others it results in worse health, for instance due to stress caused by having to combine work schedules.

To study this, we explored health differences between four groups of multiple job holders: (i) vulnerable multiple job holders; (ii) indifferent multiple job holders; (iii) satisfied multiple job holders who had a second job as an employee (combination MJH); (iv) satisfied multiple job holders who were self-employed in their second job (hybrid MJH). These groups were also identified during this PhD project (see previous page).

**Physical health differences at baseline
(ref cat: vulnerable multiple job holders)**



**Mental health differences at baseline
(ref cat: vulnerable multiple job holders)**



We found that in cross-sectional analyses, vulnerable multiple job holders reported worse physical as well as mental health than the other three groups of multiple job holders. In longitudinal analyses, we found no differences in change in health after one year follow-up. These results indicate that health differences between groups of multiple job holders exist. However, it is unclear whether worse health is the result of exposure related to job characteristics associated with vulnerable MJH. It is also possible that workers with worse health are more likely to become a vulnerable multiple job holder, rather than an indifferent or satisfied multiple job holder.

Based on:

Bouwhuis, S., et al. "Distinguishing groups and exploring health differences among multiple job holders aged 45 years and older." *International archives of occupational and environmental health* 92.1 (2019): 67-79.

What is STREAM?

STREAM is short for **Study on Transitions in Employment, Ability and Motivation**. STREAM is a **longitudinal study** among persons **aged 45-64** in the Netherlands. Participants fill in an online questionnaire on topics such as: health, work, knowledge and skills, social circumstances, and financial situation. More than **12,000 employees, 1,000 self-employed persons, and 2,000 non-employed** persons participated at baseline (2010). In 2017, over 40% had participated in each wave. In 2015, a **new cohort** was invited to participate, to again include persons aged 45-49 and to include more working persons in the other age groups (N=6,738). For data collection an existing Intomart GfK internet panel is used. For 89% of baseline participants, **data linkage** with information from **Statistics Netherlands** is possible.

In addition to STREAM, TNO started a new cohort study in 2016: **CODI**. Participants had previously participated in either the Netherlands Working Conditions Survey or the Netherlands Employers Work Survey.

STREAM and CODI are conducted by **TNO**. Collaborating partners are VU University Medical Center, Erasmus Medical Center and the Netherlands Interdisciplinary Demographic Institute. STREAM is funded by the Dutch Ministry of Social Affairs and Employment.



TNO innovation
for life

STREAM is interested in **(inter)national and multidisciplinary collaborations** to conduct **innovative research with practical implications**.

Contact us for possible **partnerships!**

More information on STREAM is available at:

www.monitorarbeid.nl/STREAM

Contact: **infostream@tno.nl**