

Multiple Jobholders in the United States: 2013

Current Population Reports

Julia Beckhusen

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INTRODUCTION

The majority of workers have one paid job at a time. A small but stable percentage use secondary employment to compensate for things their main job lacks. Their main job may not offer enough work hours, the pay rate may be too low, or the job itself may not provide satisfaction or have growth potential.¹ When workers face such barriers, they may choose to compensate by holding additional jobs. Multiple jobholders comprise an established portion of the labor force (4.9 percent, according to the Bureau of Labor Statistics [BLS]) and have had a steady presence—between 4.5 percent and 6.2 percent since 1970.² Annual and monthly rates have been available for decades, however, little is known about the patterns of jobholding that multiple jobholders follow throughout the year. Understanding these patterns and the extent of multiple jobholding will provide a more complete picture of the U.S. workforce.

The recently redesigned Survey of Income and Program Participation (SIPP) provides new ways to analyze the dynamics of employment. SIPP collects continuous, detailed information on up to seven jobs or businesses held during a 12-month period. This type of data allows researchers to study the dynamics of employment and provides comprehensive information on jobs held and businesses owned throughout the year.

Taking advantage of the unique qualities of SIPP, this brief uses data from the first year of collection

¹ Shishko and Rostker (1976); Paxson and Sicherman (1996); Renna and Oaxaca (2006).

² Hipple (2010).

WHAT IS SIPP?

The Survey of Income and Program Participation (SIPP) is a nationally representative panel survey administered by the U.S. Census Bureau that collects information on the short-term dynamics of employment, income, household composition, and eligibility and participation in government assistance programs. It is a leading source of information on specific topics related to economic well-being, family dynamics, education, wealth and assets, health insurance, child care, and food security. Each SIPP panel follows individuals for several years, providing monthly data that measure changes in household and family composition and economic circumstances over time. For more information, please visit the SIPP Web site at <www.census.gov/sipp>.

to explore multiple jobholding in the United States throughout 2013.³ This brief answers four main questions. First, what proportion of working men and women held multiple jobs and how many jobs did they hold? Second, how did multiple jobholding vary throughout the year? Third, how did multiple jobholders balance their time across jobs and what factors motivated this decision? Finally, what types of jobs or businesses were held simultaneously?

³ The U.S. Census Bureau's Disclosure Review Board and Disclosure Avoidance Officers have reviewed this data product for unauthorized disclosure of confidential information and have approved the disclosure avoidance practices applied to this release. DRB number: CBDRB-FY19-ROSS-B0056.

Defining Multiple Jobholders in SIPP

The 2014 Panel of SIPP collected information on up to seven jobs or businesses held during the 2013 calendar year.⁴ For the purposes of this brief, each worker's jobs were ranked by tenure and job hours.⁵ The main job was defined as the job with the longest tenure.⁶ If the worker had equal tenure at two jobs, then the job with the highest weekly hours was chosen as the main job.⁷ Lastly, the start and end weeks of each other job was compared with the start and end weeks

KEY CONCEPTS AND DEFINITIONS

Main job is a worker's job with the longest tenure. If the worker had equal tenure at two jobs, then the job with the highest weekly hours was chosen as the main job.

Multiple jobholder is a worker who, at any point during the year, worked simultaneously at their main job and at least one other job for longer than 1 week.

Single jobholder is a worker who had no other job overlapping their main job at any point during the year.

Second job is the longest held job out of all the jobs that overlap with the main job.

Full-time job is a job where the worker works more than 34 hours per week at that job.

⁴ Few data sources offer this much detail on employment. One other source is the Longitudinal Employer-Household Dynamics program at <<https://lehd.ces.census.gov/research/>>.

⁵ In the 2014 Panel of SIPP, respondents were able to report up to two changes in typical hours worked. For this report, we used the highest level of hours reported.

⁶ The terms "main job" and "primary job" are used in literature to indicate the worker's steadiest job, but the actual definition used varies by author. Conway and Kimmel (1998) used highest earnings; and Averett (2001) and Hirsch, Husain, and Winters (2017) used highest hours worked. In earlier panels of SIPP, as well as the Current Population Survey (CPS), the main job was defined as the job with the most hours worked.

⁷ There were a few respondents with two simultaneous jobs where the longest held job was one that they only work a few hours a week. In cases where the respondent worked fewer than 10 hours a week at their job with the longest tenure, the job with the most hours was instead assigned as the main job.

of the main job to determine if they were held simultaneously.⁸

A single jobholder was defined as a worker who did not have any other job overlapping their main job.⁹ A multiple jobholder was defined as a worker who, at any point during the year, worked simultaneously at their main job and at least one other job for longer than 1 week. The workers'

⁸ In SIPP, jobs are reported in spells, with up to two spells per year. When a job had two spells, the start and end dates of each spell was considered when looking for jobs held simultaneously. Respondents were also able to report spells of "away without pay." These spells were not considered in this analysis.

⁹ A single jobholder may have had more than one job throughout the year but they were held at different points in time.

additional jobs were then ranked by tenure and job hours. These other jobs were then labelled, as needed, as their "second," "third," "fourth," and "fifth" jobs. Finally, multiple jobholders were categorized as having either two jobs or three or more jobs.¹⁰

Table 1 displays the rate of multiple jobholding by number of jobs held. The percentage of multiple jobholders in 2013 was 8.3 percent. Women had a higher rate of multiple jobholding than men, 8.8 percent compared with

¹⁰ There were a small number of respondents who held four or five jobs simultaneously but due to the limitations of a small sample, for this analysis, we combine them with respondents with three multiple jobs.

Table 1.

Distribution Across Jobholding of Employed Men and Women Aged 16 and Over: 2013

Characteristic	Total		Men		Women	
	Estimate	Margin of error ¹ (±)	Estimate	Margin of error ¹ (±)	Estimate	Margin of error ¹ (±)
Total employed . . .	158,100,000	1,465,000	82,820,000	988,400	75,300,000	1,086,000
Single jobholders	91.7	0.3	92.0	0.3	91.2	0.4
Multiple jobholders	8.3	0.3	8.0	0.3	8.8	0.4
2 jobs	93.1	1.0	92.8	1.4	93.4	1.4
3 to 5 jobs	6.9	1.0	7.2	1.4	6.6	1.4

¹ The margin of error is a measure of an estimate's variability. The larger the margin of error in relation to the size of the estimate, the less reliable the estimate. This number, when added to or subtracted from the estimate, represents the 90 percent confidence interval.

Source: U.S. Census Bureau, Survey of Income and Program Participation (SIPP), 2014 Panel, Wave 1.

8.0 percent, respectively.¹¹ Over 90 percent of multiple jobholders held two jobs, and 6.9 percent of multiple jobholders held three or more jobs. There was no significant difference in the number of multiple jobs held by men and women. The most jobs held simultaneously was five. Given that there is a limited number of hours in the week for working, it is not surprising that most workers only have two jobs. The greater number of jobs held, the more difficult it is for the worker to adjust their work hours across jobs.

WORK SCHEDULE

Workers can hold a combination of full-time (greater than 34 hours per week) and part-time jobs. The distribution of multiple jobholders by full-time and part-time status is shown in Figure 1a and 1b. Among multiple jobholders, 66.5 percent of men and 54.5 percent of women had a full-time main job. The percentage with a full-time second job was lower—34.8 percent of men and 24.2 percent of women. Compared with women, men were more likely to work full-time at both their main job and second job. However, overall, multiple jobholders were less likely to work full-time at their main job than single jobholders.

Among both men and women, the most common combination was to work full-time at the main job and

part-time at their other job(s).¹² About 42 percent of men and 39.9 percent of women worked this schedule.¹³ Women were more likely than men to work part-time at all jobs (35.8 percent compared with 23.0 percent), while men were more likely than women to work full-time at every job (23.7 percent compared

with 14.3 percent). Due to the method in which the main job was assigned (described in previous section), it was possible for the main job to be part-time while another job was full-time. Figure 1b shows these workers as working an “other” schedule. These other schedules could occur if the main job decreased in hours during a slow time in the year and the worker was able to increase their hours worked at one of their other jobs. While these schedules were the least likely, they still occurred for 11.1 percent of multiple

¹² The BLS presented similar results from the CPS where 53 percent of all multiple jobholders worked full-time at the main job and part-time at the second job (Hipple 2010).

¹³ The percentage of women (39.9 percent) who worked full-time at the main job and part-time at their other job(s) is not significantly different from the percentage of men (42.2 percent).

Figure 1a.
Percentage of Multiple and Single Jobholders Working Full-Time by Sex: 2013

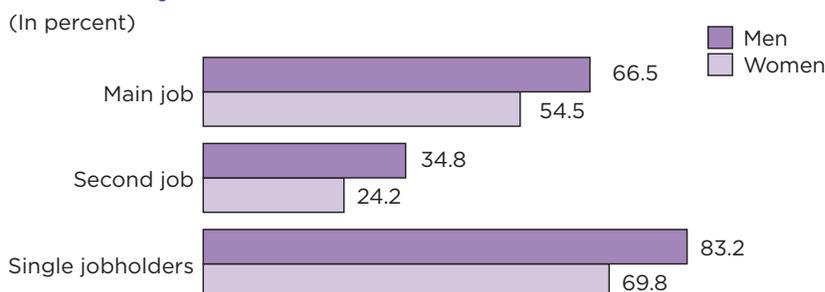
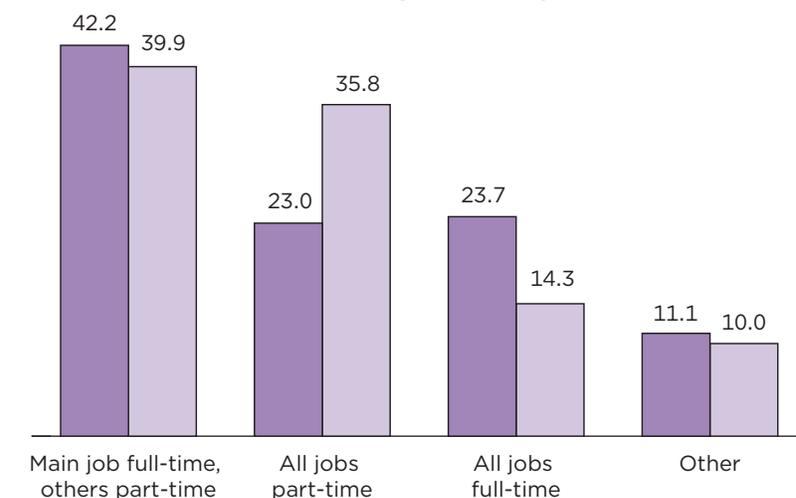


Figure 1b.
Distribution of Multiple Jobholders by Full-Time and Part-Time Status for All Multiple Jobs by Sex: 2013



Source: U.S. Census Bureau, Survey of Income and Program Participation (SIPP), 2014 Panel, Wave 1.

¹¹ The BLS also collects information on multiple jobholders and their data similarly shows that a larger percentage of women were multiple jobholders—in 2013, the annual average rate of multiple jobholders was 5.2 percent for women and 4.6 percent for men. The rates from SIPP were higher likely because it includes any instances of a respondent’s multiple jobs throughout the year, while the CPS rate reflects a snapshot of multiple jobholding during specific points throughout the year.

jobholding men and 10.0 percent of multiple jobholding women.¹⁴

In SIPP, all employed respondents who worked part-time (fewer than 35 hours per week) at a job were asked the main reason why they worked part-time at that job and were provided a list of reasons to select from. Figure 2 displays the reason why single and multiple jobholders worked part-time by job.¹⁵ Among multiple jobholding men and women, one of the reasons selected most often was that they “wanted to work part-time.” This was the top selected reason

¹⁴ The percentage of women (10.0 percent) who work an “other” schedule is not statistically different from the percentage of men (11.1 percent).

¹⁵ The percentage of multiple jobholders who answered this question for their main job was 33.5 percent of men and 45.5 percent of women. At their second job, this number increased to 65.2 percent among men and 75.8 percent among women. The percentage of single jobholders who answered this question was 16.8 percent among men and 30.2 percent among women.

among single jobholding women and one of the top reasons for single jobholding men.

Multiple jobholding women were more likely than multiple jobholding men to select “in school or taking care of children or other person.” Among all part-time multiple jobholding women, 27.6 percent selected this reason compared with 11.6 percent of men. The difference between single jobholding men and women who chose this category was less distinct—22.5 percent of men compared with 25.2 percent of women. Single and multiple jobholding men were more likely than women to select “could not find a full-time job, including slack work or material shortage.”

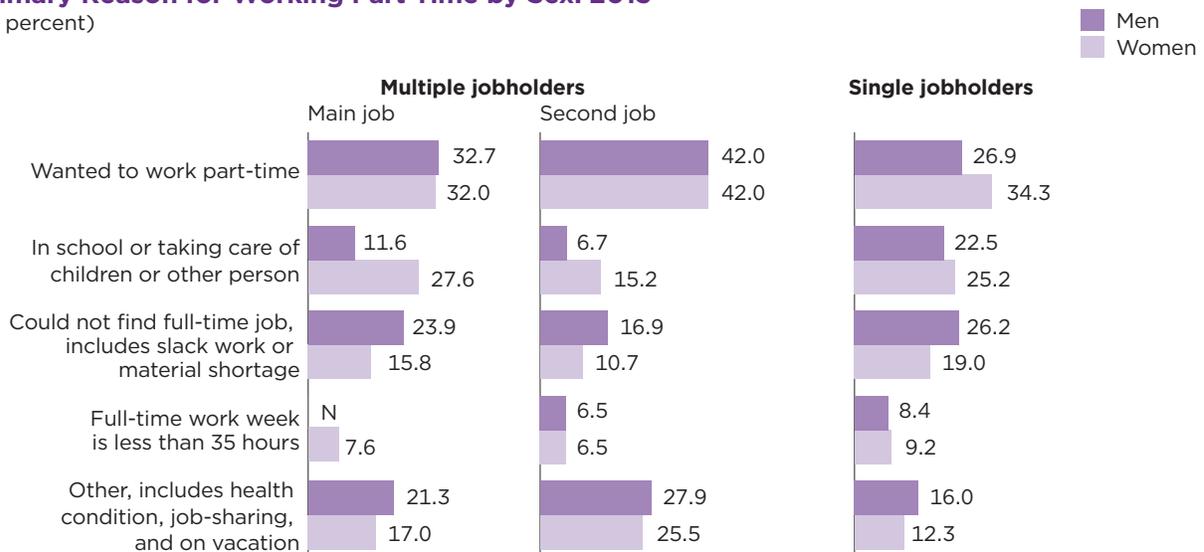
Between the main job and the second job, the reasons workers gave for working part-time differed only slightly. Both men and women were more likely to work

part-time at their second job compared with their first job because they “wanted to work part-time.” “Other” was also selected for the second job more often than for the main job—“other” includes being unable to work full-time due to injury, illness, disability, as well as participating in a job sharing arrangement or being on vacation.

SEASONALITY OF JOBHOLDING

We often think of multiple jobholders as those who pick up a second job in the summer or holiday season. It can be easier to find a job since employers are hiring to meet the demands of increased customer traffic doing their holiday shopping or taking vacations. For students, summertime means more time for secondary employment. The same could be true for those working in education-related jobs. If their work schedule

Figure 2.
Primary Reason for Working Part Time by Sex: 2013
(In percent)



N Not available or not comparable.

Source: U.S. Census Bureau, Survey of Income and Program Participation (SIPP), 2014 Panel, Wave 1.

follows the school calendar, then they may work reduced hours over the summer months allowing them to find additional jobs.¹⁶

SIPP data allow us to look at the seasonality of jobholding and analyze when workers are most likely to hold a second job throughout the year. The data include detailed information on start and end dates for each job held. Figure 3 shows monthly transitions in jobholding among multiple jobholders with two jobs in 2013. The stock was the number of respondents with multiple jobs where both jobs began before that month. The

¹⁶ In SIPP, there are multiple ways for respondents to describe time away from a particular job. They can enter up to two spells of a single job, they can report a spell of away without pay, or they can report up to two changes in job hours. This flexibility allowed workers to report complex schedules and seasonality in their job. In particular, education-related workers used a mixture of these methods, as needed, to detail their jobs.

flow-in is the number of respondents that began an additional job that month—essentially, the number of respondents who became multiple jobholders. The flow-out is the number of respondents who ended one of their two jobs in that month, becoming a single jobholder. Finally, total is the total number of multiple jobholders in the month—the stock, plus the flow-in, minus the flow-out.

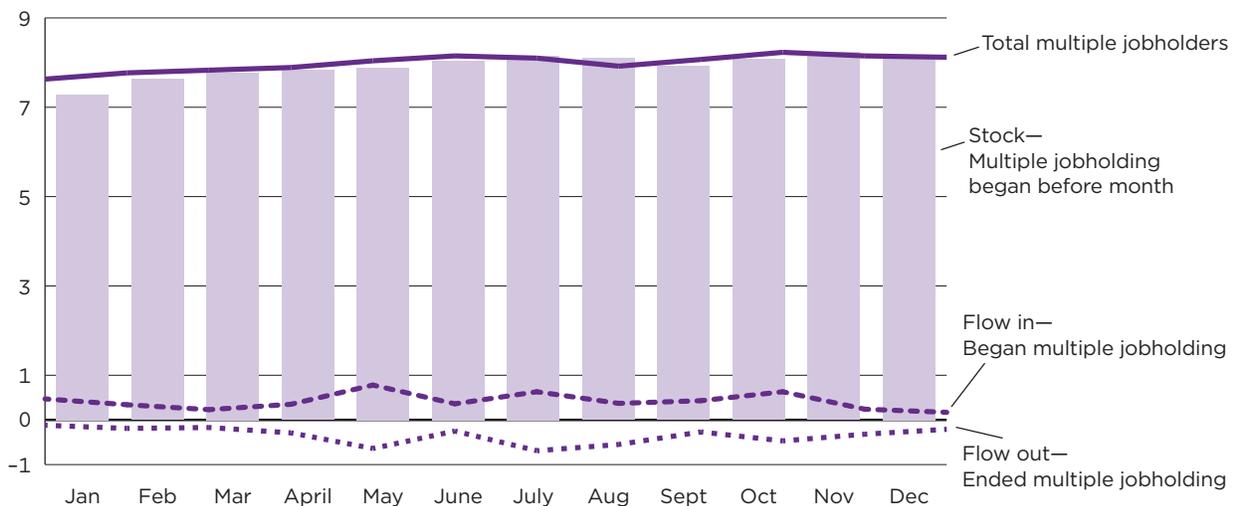
From Figure 3, we see that the number of respondents with two multiple jobs was mostly stable throughout the year, ranging between 7.6 million and 8.2 million. In addition, the flow-in and flow-out of multiple jobholders remained relatively low. This stability indicates that the majority of multiple jobholders held at least two jobs for the entire year. There was some movement in late spring and summer. For example, in May

around 800,000 workers began a second job. However, there was also a loss of about 600,000 second jobs in the same month. The total increase of second jobs that month was around 200,000. In July, 630,000 respondents began their second job while 680,000 respondents ended their second job.¹⁷

Workers were most likely to adjust their jobholding in the end of spring and the end of summer. In addition to the summer months, we see some movement in October. Around 630,000 workers began working a second job. This was likely connected with the beginning of the holiday season when demand for workers is high and it's easier to pick up additional work.

¹⁷ The number of respondents who began a second job (630,000) is not statistically different from the number of respondents who ended a second job (680,000).

Figure 3.
Number of Respondents With Two Jobs by Month: 2013
(In millions)



Note: There is a known seam-bias in January that inflates the flow in for that month. In order to reduce the known seam-bias, any job beginning in week 1 of January was counted as beginning before the reference year. Similarly, there is a known seam-bias in December that inflates the flow out for that month. In order to reduce this seam-bias, we counted any job ending in week 52 as ending after the reference year.

Source: U.S. Census Bureau, Survey of Income and Program Participation (SIPP), 2014 Panel, Wave 1.

INDUSTRY AND OCCUPATION

Comparing the type of jobs held by single and multiple jobholders can help explain the seasonality of multiple jobholding seen in Figure 3. Together, industry and occupation specify the type of job. Industry describes the kind of business conducted by the worker's employer and occupation specifies the type of work

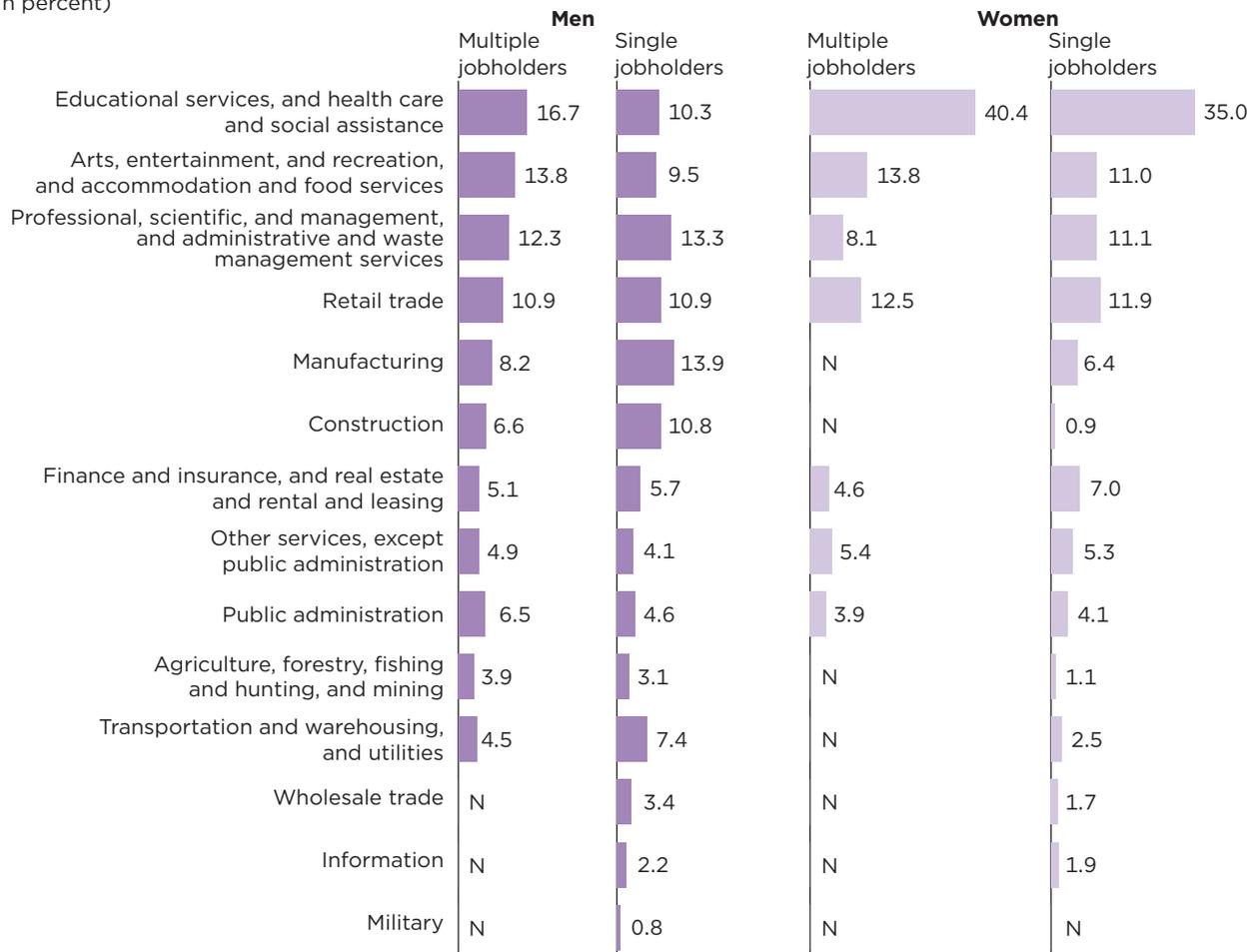
done on the job.¹⁸ Figure 4 shows the distribution of multiple and single jobholders across industry of the main job. For both men and women, multiple jobholders were concentrated in the educational services and healthcare and social assistance industry. This industry includes employers such as schools, colleges, doctors' offices, nursing care facilities, and child day care services. Due to

the school year calendar, changes in jobholding within this industry would have more likely occurred over the summer as opposed to the holiday season.

Multiple jobholding women also worked in arts, entertainment, and recreation, and accommodation and food services and retail trade. Men holding multiple jobs were also likely to work in those industries, as well as professional, scientific, and management, and administrative and waste management services. While educational services and healthcare and social assistance was also the

¹⁸ Industry codes and titles are based on the 2012 Census Industry Code List, while the occupation titles and codes are based on the 2010 Census Occupation Code List. For more information on industry and occupation, visit <www.census.gov/topics/employment/industry-occupation.html>.

Figure 4.
Distribution of Multiple and Single Jobholders Across Industry of the Main Job by Sex: 2013
(In percent)



N Not available or not comparable.

Source: U.S. Census Bureau, Survey of Income and Program Participation (SIPP), 2014 Panel, Wave 1.

top industry for single jobholding women, it was not for men. For single jobholding men, manufacturing, and professional, scientific, and management, and administrative and waste management services were the top two industries.

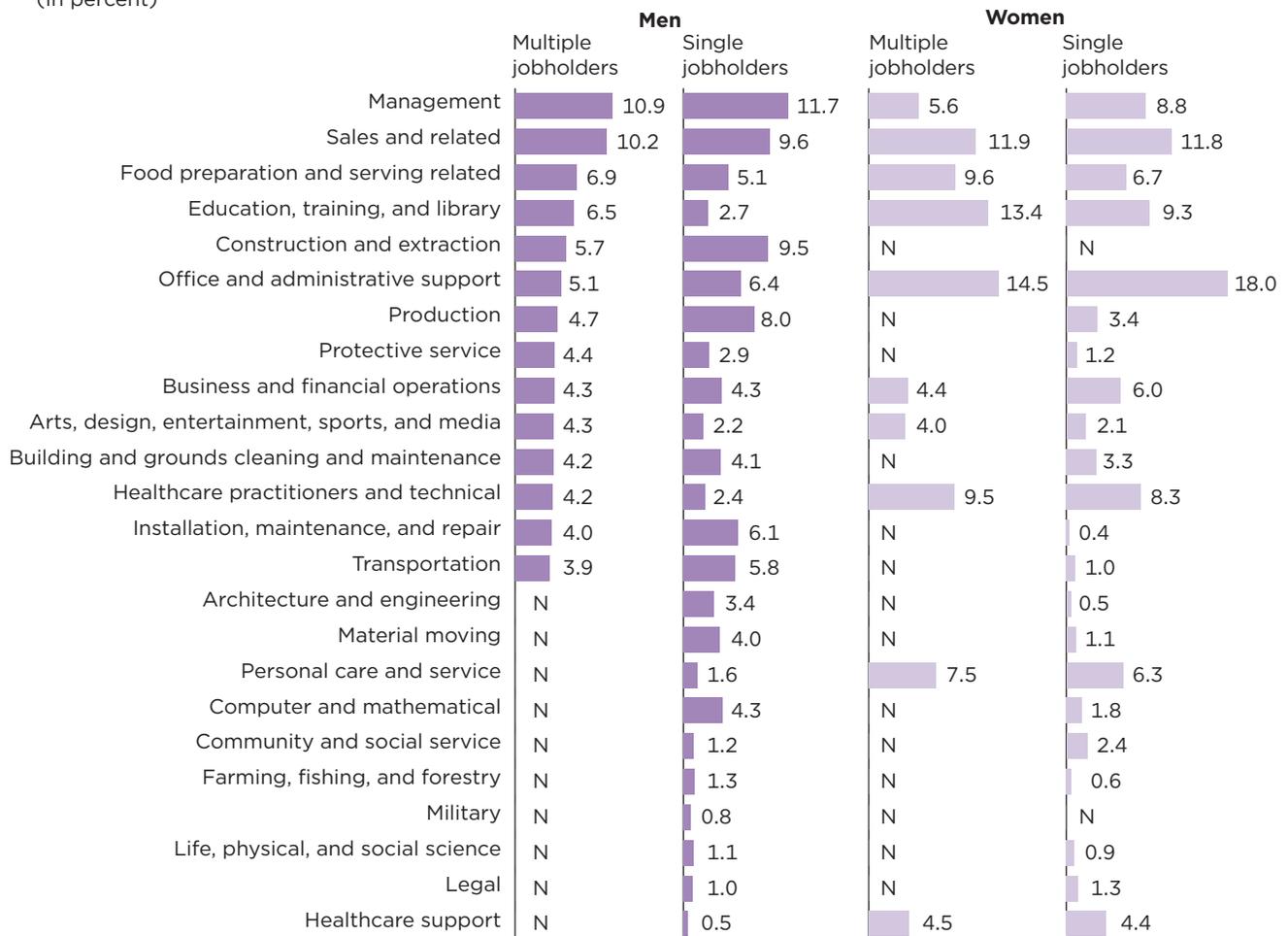
Figure 5 displays the distribution of multiple and single jobholders across occupation of the main job. Among women, multiple and single jobholders were concentrated in the same occupations. Among the top occupations were office and administrative support, sales and related occupations, and

education, training, and library occupations. While both single and multiple jobholding women were likely to hold jobs in these occupations, there was a significant difference between them. Of women with only one job, 18.0 percent were employed in office and administrative support compared with 14.5 of women with multiple jobs. Conversely, 9.3 percent of single jobholding women worked in education, training, and library occupations compared with 13.4 percent of multiple jobholders. This finding that

multiple jobholding women were more likely to work in education-related occupations is in line with the seasonality of multiple jobholding since these occupations are more likely to change with the summer season as teachers' and related workers' schedules alter for summer.

Among men, multiple jobholders were concentrated in management and sales and related occupations, with about 10 percent in each. Single jobholding men were also likely to work in these occupations, as well as construction and

Figure 5.
Distribution of Multiple and Single Jobholders Across Occupation of the Main Job by Sex: 2013
(In percent)



N Not available or not comparable.

Source: U.S. Census Bureau, Survey of Income and Program Participation (SIPP), 2014 Panel, Wave 1.

extraction and production occupations. A lower percentage of multiple jobholding men worked in construction and extraction occupations (5.7 percent compared with 9.5 percent of single jobholders) while a higher percentage worked in education, training, and library occupations (6.5 percent of multiple jobholding men compared with 2.7 percent of single jobholders). Multiple jobholding men working in these education-related occupations added to the summer increase in multiple jobholding seen in Figure 3.

Table 2 displays how the jobs held by a multiple jobholder compare between each multiple job for industry and occupation. Given Figure 4 and Figure 5, we know how the distribution of industry and occupation differed between jobholding types and now from Table 2 we see that, for the majority of multiple jobholders, the jobs held were similar.¹⁹ Multiple

¹⁹ Table 2 shows the percentage of multiple jobholders who held more than one job in the same industry or occupation group. The industry and occupation groups used are shown in Figures 4 and 5, respectively.

jobholders were more likely than not to find additional work in their current line of work.²⁰ This was especially true for men—around 73.8 percent had their main and secondary jobs in the same industry and 75.1 percent had jobs in the same occupation. Among women, around 66 percent had jobs in the same industry and 69.3 percent in the same occupation. These results indicate that compared with multiple jobholding men, multiple jobholding women were more likely to diversify jobs held.

SUMMARY

In this brief, data from the recently released 2014 SIPP was used to examine multiple jobholders and answer four basic questions. First, what proportion of working men and women held multiple jobs and how many jobs do they hold? Second, how did multiple jobholding vary throughout the year? Third, how did multiple jobholders

²⁰ This was not true among multiple jobholding women with three to five jobs for whom the percentage of jobs in the same industry, 67.3 percent, is not statistically different from 50.0 percent.

balance their time across jobs and what factors motivate this decision? Finally, what types of jobs or businesses were held simultaneously? The percentage of multiple jobholders in 2013 was 8.3 percent with women having had a higher rate than men, 8.8 percent compared with 8.0 percent, respectively. Also, 6.9 percent of multiple jobholders held more than two jobs. The most common schedule was to work full-time at the main job and part-time at their other job(s). Women were more likely than men to work part-time at all jobs, while men were more likely to work full-time at every job. Among multiple jobholding men and women, one of the reasons selected most often for working part-time was that they “wanted to work part-time.”

Over the course of the calendar year, multiple jobholding did not vary widely—with only small changes in the late spring, summer, and late fall. Any seasonality was likely driven by the relatively high proportion of both multiple jobholding men and women in education-related industries and

Table 2.

Percentage of Multiple Jobholders Who Work in the Same Industry or Occupation by Number of Jobs Held and by Sex: 2013

Characteristic	Industry				Occupation			
	Men		Women		Men		Women	
	Percent	Margin of error ¹ (±)	Percent	Margin of error ¹ (±)	Percent	Margin of error ¹ (±)	Percent	Margin of error ¹ (±)
Multiple jobholders.	73.8	2.1	66.1	2.2	75.1	2.2	69.3	2.5
2 jobs	73.8	2.2	66.0	2.3	75.3	2.2	68.9	2.6
3 to 5 jobs	74.1	8.5	67.3	9.0	71.9	8.0	74.5	8.2

¹ The margin of error is a measure of an estimate's variability. The larger the margin of error in relation to the size of the estimate, the less reliable the estimate. This number, when added to or subtracted from the estimate, represents the 90 percent confidence interval.

Source: U.S. Census Bureau, Survey of Income and Program Participation (SIPP), 2014 Panel, Wave 1.

occupations. Finally, multiple jobholders held similar jobs with regards to both industry and occupation. These results coincide with data from the BLS that found the majority of multiple jobholders did so for economic reasons as opposed to enjoyment of the second job.²¹ Multiple jobholders find additional work where they already have experience and they are unlikely to make many job changes throughout the year.

SOURCE AND ACCURACY

Statistics from surveys are subject to sampling and nonsampling error. All comparisons presented in this report have taken sampling error into account and are significant at the 90 percent confidence level unless otherwise noted. This means the 90 percent confidence interval for the difference between the estimates being compared does not include zero. Nonsampling errors in surveys may be attributed to a variety of sources, such as how the survey was designed, how respondents interpret questions, how able and willing respondents are to provide correct answers, and how accurately the answers are coded and classified. To minimize these errors, the U.S. Census Bureau employs quality control procedures throughout the production process, including the overall design of surveys, wording of questions, review of the work of interviewers and coders, and the statistical review of reports.

²¹ Hipple (2010).

Some estimates in this report have response rates below 70 percent. To see the nonresponse bias study for the 2014 SIPP, please visit <www.census.gov/programs-surveys/sipp/tech-documentation/nonresponse-reports/2014nonresponse-reports.html>.

For further information on the source of the data and accuracy of the estimates including standard errors and confidence intervals, please see the 2014 Panel Source and Accuracy Statements at <www.census.gov/programs-surveys/sipp/tech-documentation/source-accuracy-statements/source-accuracy-statements-2014.html> or contact Mahdi S. Sundukchi of the Census Bureau's Demographic Statistical Methods Division at <mahdi.s.sundukchi@census.gov>.

Additional information on the SIPP can be found at the following Web sites: <www.census.gov/sipp/> (main SIPP Web site) and <www.census.gov/content/dam/Census/programs-surveys/sipp/methodology/2014-SIPP-Panel-Users-Guide.pdf> (SIPP User's Guide).

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