Multiple jobholding up sharply in the 1980's

More than 7.2 million Americans now hold two or more jobs; "moonlighting" soared among women during the past decade

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As the U.S. economy expanded vigorously after the recessions of the early 1980's, many Americans took advantage of the rising demand for labor by taking on a second job. Spurred by the growing availability of jobs or driven by the desire to meet economic needs, they engaged in "moonlighting" activities in unprecedented numbers. According to a survey conducted in May 1989, more than 7.2 million persons held two or more jobs, an increase of 1.5 million (26 percent) from 1985, the last time the survey was taken, and 2.5 million (52 percent) since 1980. With these increases, the multiple jobholding rate—the proportion of all employed persons with two or more jobs—reached 6.2 percent in 1989, up from 5.4 percent in 1985 and 4.9 percent in 1980. At 6.2 percent, the rate was the highest in more than three decades.

Given this rapid increase in multiple jobholding in such a short period of time, it is not surprising that many dual jobholders were reported in the May 1989 survey as having only recently joined the ranks of moonlighters. Still, there were many for whom working at two jobs had been a normal practice for many years. About one-fourth, for example, had been holding down two jobs for more than 5 years.

These findings are based on data collected from supplementary questions asked in the Current Population Survey (CPS) in May 1989.[1] For the purposes of this survey, a multiple jobholder is an employed person who, during the survey reference week, (1) had a job as a wage and salary worker with two employers or more, or (2) was self-employed and also held a wage or salary job, or (3) worked as an unpaid family worker on the primary job, but also had a secondary wage or salary job.[2] The primary job is defined as the one at which the individual worked the greatest number of hours.

The sharp increase in dual jobholding that occurred between 1985 and 1989 accounts for a large part of the greater employment growth shown by the Bureau of Labor Statistics' payroll employment series in recent years, as compared with its household employment series. Over this period, the growth in the payroll series exceeded that in the household by 1.7 million, but 65 percent of it was accounted for by the increase in the number of persons working at more than one job in which the second one was a nonagricultural wage and salary job.

Demographic characteristics

Women accounted for nearly two-thirds of the 1.5-million increase in multiple jobholders between 1985 and 1989. Both the number of women with two or more jobs (3.1 million) and the rate at which women held multiple jobs (5.9 percent) reached record levels in May 1989. (See table 1.) The number of women holding more than one job has doubled during the 1980's, and their multiple jobholding rate has risen by 2.1 percentage points.

The number of men holding more than one job also increased from 1985, rising by 580,000 to 4.1 million. The multiple jobholding rate for men, which had held steady at around 6 percent since the early 1970's, rose to 6.4 percent in 1989. The women's growth in multiple jobhold-

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ing has greatly changed the composition of moonlighters. In 1970, men comprised 85 percent of all multiple jobholders. Since then, the women's share of the total has risen steadily, reaching 33 percent in 1980 and 43 percent in 1989.

Women who moonlight are still much more likely than men to work at multiple part-time jobs, and they work fewer total hours on their multiple jobs, as shown by the following tabulation:

	Multiple jobholders in May 1989		
	Both sexes	*Men*	*Women*
Total (thousands)	7,225	4,115	3,109
Percent	100.0	100.0	100.0
One full-time job, one part-time job	74.7	82.8	64.0
Two part-time jobs	20.7	11.3	33.0
Two full-time jobs	4.6	5.8	2.9
Average hours worked at all jobs	52.0	55.8	47.1

Possibly because they found it easier to balance work and family responsibilities by working multiple part-time jobs, one-third of the women who moonlighted in May 1989 reported that they worked two part-time jobs. Even as dual jobholding among women has increased, however, this figure has dropped from 48 percent in 1979 and 40 percent in 1985.

Among both men and women, the highest rates of multiple jobholding were found in the 35- to 44-year age groups—7.4 and 6.8 percent, respectively. (See table 2.) Married men were the most likely to work at more than one job, while married women were less apt to do so than women without a spouse. Widowed, divorced, or separated women had a very high rate of multiple jobholding, 7.2 percent, up from 5.4 percent in 1985.

Moonlighting continued to be most prevalent among whites, whose multiple jobholding rate rose to 6.5 percent from 5.7 percent in 1985. The moonlighting rate for blacks also increased, from 3.2 percent to 4.3 percent, while the rate for workers of Hispanic origin was about unchanged at 3.2 percent.

Reasons for multiple jobholding

The need to meet regular household expenses was the most important reason given for working at more than one job in May 1989, with more than 35 percent of dual jobholders citing that reason. (See table 3.) Another 9 percent said they worked at more than one job in order to pay off debts they had incurred. Together, the 44 percent of dual jobholders who cited one or the other of these financial considerations were slightly greater than the 41 percent who did so in 1985.[3] About 16 percent of multiple jobholders indicated a desire to save for the future, and another 15 percent said they wanted to get experience in a different occupation or build up a

Table 1. **Multiple jobholders and multiple jobholding rates by selected characteristics, May, selected years, 1970–89**

[Numbers in thousands]

Year	Total employed	Multiple jobholders				Multiple jobholding rate[1]				
		Total	Men	Women		Total	Men	Women	White	Black[2]
				Number	Percent of all multiple jobholders					
1970	78,358	4,048	3,412	636	15.7	5.2	7.0	2.2	5.3	4.4
1971	78,708	4,035	3,270	765	19.0	5.1	6.7	2.6	5.3	3.8
1972	81,224	3,770	3,035	735	19.5	4.6	6.0	2.4	4.8	3.7
1973	83,758	4,262	3,393	869	20.3	5.1	6.6	2.7	5.1	4.7
1974	85,786	3,889	3,022	867	22.3	4.5	5.8	2.6	4.6	3.8
1975	84,146	3,918	2,962	956	24.4	4.7	5.8	2.9	4.8	3.7
1976	87,278	3,948	3,037	911	23.1	4.5	5.8	2.6	4.7	2.8
1977	90,482	4,558	3,317	1,241	27.2	5.0	6.2	3.4	5.3	2.6
1978	93,904	4,493	3,212	1,281	28.5	4.8	5.8	3.3	5.0	3.1
1979	96,327	4,724	3,317	1,407	29.8	4.9	5.9	3.5	5.1	3.0
1980	96,809	4,759	3,210	1,549	32.5	4.9	5.8	3.8	5.1	3.2
1985	106,878	5,730	3,537	2,192	38.3	5.4	5.9	4.7	5.7	3.2
1989	117,084	7,225	4,115	3,109	43.0	6.2	6.4	5.9	6.5	4.3

[1] Multiple jobholders as percent of all employed persons in specified group.

[2] Beginning in 1977, data refer to black workers only; data for prior years refer to the black-and-other population group.

NOTE: Data for 1970–80 have not been adjusted to reflect 1980 census population controls. Comprehensive surveys of multiple jobholders were not conducted in 1981–84 and 1986–88.

Table 2. **Multiple jobholders by age, marital status, race, Hispanic origin, and sex, May 1989**

[Numbers in thousands]

Characteristic	Total			Men			Women		
	Total employed	Multiple jobholders		Total employed	Multiple jobholders		Total employed	Multiple jobholders	
		Number	Rate[1]		Number	Rate[1]		Number	Rate[1]
Age									
Total, 16 years and over	117,084	7,225	6.2	64,256	4,115	6.4	52,827	3,109	5.9
16 to 19 years	6,474	283	4.4	3,332	151	4.5	3,142	132	4.2
20 to 24 years	12,914	811	6.3	6,807	412	6.1	6,107	399	6.5
25 to 34 years	33,966	2,212	6.5	18,951	1,255	6.6	15,016	957	6.4
35 to 44 years	29,392	2,097	7.1	15,958	1,184	7.4	13,434	914	6.8
45 to 54 years	19,365	1,223	6.3	10,629	729	6.9	8,736	494	5.7
55 to 64 years	11,489	491	4.3	6,537	311	4.8	4,952	181	3.6
65 years and over	3,484	107	3.1	2,043	74	3.6	1,441	33	2.3
Marital status									
Single	29,432	1,742	5.9	16,667	905	5.4	12,765	837	6.6
Married, spouse present	70,673	4,359	6.2	40,979	2,835	6.9	29,694	1,524	5.1
Widowed, divorced, or separated	16,979	1,124	6.6	6,610	375	5.7	10,369	749	7.2
Race and Hispanic origin									
White	101,405	6,573	6.5	56,339	3,756	6.7	45,066	2,817	6.3
Black	11,967	514	4.3	5,939	278	4.7	6,028	236	3.9
Hispanic origin	8,542	270	3.2	5,065	149	2.9	3,477	120	3.5

[1] Multiple jobholders as a percent of all employed persons in specified group.

NOTE: Detail for race and Hispanic-origin groups will not add to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

Table 3. **Multiple jobholders by sex, marital status, race, Hispanic origin, and reason for working at more than one job, May 1989**

Characteristic	Total (thousands)	Percent distribution, by reason					
		Total	To meet regular household expenses	To pay off debts	To save for the future	To get experience or build up a business	Other reasons
Total, 16 years and over	7,225	100.0	35.5	8.9	16.2	14.7	24.6
Men, 16 years and over	4,115	100.0	31.7	8.7	17.9	15.9	25.8
Single	905	100.0	28.9	11.5	20.2	15.5	23.8
Married, spouse present	2,835	100.0	33.3	7.7	17.5	15.7	25.8
Widowed, divorced, or separated	375	100.0	26.6	9.4	15.4	18.4	30.1
White	3,756	100.0	30.9	8.5	18.1	16.2	26.3
Black	278	100.0	41.2	12.4	16.1	8.1	22.1
Hispanic origin	149	100.0	42.7	18.2	15.8	5.4	17.8
Women, 16 years and over	3,109	100.0	40.5	9.2	14.0	13.1	23.1
Single	837	100.0	37.6	12.5	20.6	11.1	18.2
Married, spouse present	1,524	100.0	34.1	7.5	13.4	16.6	28.4
Widowed, divorced, or separated	749	100.0	57.0	9.2	7.9	8.3	17.7
White	2,817	100.0	39.3	9.4	14.3	13.6	23.5
Black	236	100.0	58.0	8.6	11.6	5.9	15.9
Hispanic origin	120	100.0	50.6	6.6	11.7	15.9	15.2

NOTE: Detail for race and Hispanic-origin groups will not add to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

business. Nearly one-fourth of multiple jobholders reported various other reasons.

The reasons given for holding more than one job varied greatly by sex and marital status. Single men and women were more likely than other groups to cite saving for the future as their reason for working at multiple jobs, undoubtedly as much a function of their younger age as their marital status. Half of all women cited the need to meet regular household expenses or pay off debts as their reason for working at more than one job, compared to 40 percent of the men. These reasons were particularly important for widowed, divorced, or separated women, two-thirds of whom gave one or the other of those responses as reasons for holding multiple jobs.

The need to meet regular household expenses was the most important reason given for working at more than one job.

There were also significant differences in the distribution of reasons reported by white, black, and Hispanic workers. About 60 percent of both blacks and Hispanics gave the reasons of meeting household expenses or paying debts, compared with 43 percent of whites. On the other hand, whites were much more likely than blacks or Hispanics to say that they worked at a second job in order to gain experience or build up a business.

Industry, class of worker, occupation

The highest rates of multiple jobholding were for workers whose primary jobs were in public administration (8.8 percent) and in the services industry (7.8 percent), especially educational services (11.1 percent).

The proportion of multiple jobholders with at least one job in agriculture, which had fallen sharply to 9.3 percent in 1985, rebounded slightly in 1989 to 11.5 percent. This figure, however, was still well below the figures of the past—the proportions were 23 percent in 1969 and 18 percent in 1979.

More than 90 percent of the persons who worked at a second job in May 1989 did so in a nonagricultural industry. More than three-fourths of these were moonlighting as wage and salary workers, and the rest were self-employed. (See table 4.) Almost half of those holding a second nonagricultural wage and salary job were employed in the services industry on that job, principally in professional services, and another one-fourth were in retail trade.

As regards specific occupations, professional specialty workers had the highest rates of holding multiple jobs. A particularly high rate of moonlighting was recorded by college and university teachers, almost one-fourth of whom reported working at a second job. A high proportion of dual jobholders (11.8 percent) was also found among male protective service workers, a group that includes police, who frequently moonlight as guards or security personnel.

Multiple jobholders who work at home

While the traditional image of a multiple jobholder may be that of a person who works all day at one job and then races home for a quick bite to eat before heading out the door to the second job, the most recent data indicate that this is not always the case. New questions were asked in the May 1989 supplement to the CPS to determine how many of the multiple jobholders did any or all of their work on their second job at home.[4] About 2.3 million, or one-third of all multiple jobholders in May 1989, reported that they did some regularly scheduled work at home on their second job. Out of this group, 970,000, or 13 percent of all multiple jobholders, reported that they did all of their regularly scheduled work at home on their second job. (See table 5.)

Almost 34 percent of the men who were multiple jobholders indicated that they did some regularly scheduled work at home on their second job, slightly higher than the proportion for women (31 percent). Married women, who had the lowest multiple jobholding rate among workers classified by sex and marital status, had the highest proportions doing either some (42 percent) or all (20 percent) of their regularly scheduled work at home on their second job. This would seem to indicate that home and family responsibilities, which may discourage many married women from taking a second job in the first place, also impinge on those who do moonlight in such a manner as to impel them toward choosing a type of work that can be done, at least in part, at home. Married men were also more likely to do some work at home on their second job.

The proportion of multiple jobholders who indicated that they did some work at home on their second job increased with age, rising from a low of 5.2 percent among 16- to 19-year-olds to around 40 percent for those 35 years of age and over. White moonlighters, 35 percent of whom did some regular work at home on their second job, were about twice as likely to work at home as black and Hispanic multiple jobholders.

Not surprisingly, half of all persons who worked in agriculture on their second job said they did some of their regularly scheduled work "at home" (most likely on the family farm), with 37 percent of them saying they did all of their work at home. Only about one-fifth of those people working a second job as a nonagricultural wage and salary worker said that they

Table 4. **Multiple jobholders by industry and class of worker of primary and secondary job, May 1989**

[Numbers in thousands]

Primary job	Total employed	Multiple jobholders		Secondary job					
				In agriculture			In nonagricultural industries		
		Number	Rate[1]	Total	Wage and salary	Self-employed	Total	Wage and salary	Self-employed
Total, 16 years and over	117,084	7,225	6.2	696	219	477	6,529	5,040	1,488
Agriculture	3,342	198	5.9	66	38	28	132	123	9
Wage and salary workers	1,742	92	5.3	39	11	28	52	43	9
Self-employed workers	1,432	91	6.4	26	26	(2)	65	65	(2)
Unpaid family workers	168	16	9.3	1	1	(3)	15	15	(3)
Nonagricultural industries	113,742	7,026	6.2	630	181	449	6,397	4,918	1,479
Wage and salary workers	104,894	6,675	6.4	621	172	449	6,054	4,575	1,479
Self-employed workers	8,530	342	4.0	8	8	(2)	333	333	(2)
Unpaid family workers	318	10	3.2	—	—	(3)	10	9	(3)

[1] Multiple jobholders as a percent of all employed persons in specified group.

[2] Self-employed persons with a secondary business or farm, but no wage and salary job, are not counted as multiple jobholders.

[3] Persons whose primary job was as an unpaid family worker are counted as multiple jobholders only if they also had a wage and salary job.

Table 5. **Multiple jobholders by selected characteristics and whether they did any or all of their work at home on their secondary job, May 1989**

[Numbers in thousands]

Characteristic	Total multiple jobholders	Persons who did any regularly scheduled work at home on their secondary job		Persons who did all regularly scheduled work at home on their secondary job	
		Number	Percent of total multiple jobholders	Number	Percent of total multiple jobholders
Sex, race, and Hispanic origin					
Total	7,225	2,342	32.4	971	13.4
Men	4,115	1,377	33.5	545	13.2
Women	3,109	965	31.0	426	13.7
White	6,573	2,226	33.9	925	14.1
Black	514	86	16.7	34	6.6
Hispanic origin	270	48	17.8	22	8.1
Industry and class of worker of secondary job					
Agriculture	696	343	49.3	258	37.1
Nonagricultural industries[1]	6,529	1,999	30.6	713	10.9
Wage and salary workers[1]	5,040	1,080	21.4	267	5.3
Construction	159	32	20.1	14	8.8
Manufacturing	318	72	22.6	32	10.1
Transportation and public utilities	196	26	13.3	7	3.6
Wholesale trade	71	18	(2)	6	(2)
Retail trade	1,224	128	10.5	43	3.5
Finance, insurance, and real estate	276	107	38.8	18	6.5
Services	2,450	594	24.2	141	5.8
Public administration	341	99	29.0	6	1.8
Self-employed workers	1,488	919	61.8	446	30.0
Occupation of secondary job					
Managerial and professional specialty	2,189	1,013	46.3	266	12.2
Technical, sales, and administrative support	1,987	653	32.9	280	14.1
Service occupations	1,221	117	9.6	59	4.8
Precision production, craft, and repair	511	149	29.2	85	16.6
Operators, fabricators, and laborers	592	85	14.4	40	6.8
Farming, forestry, and fishing	724	324	44.8	241	33.3

[1] Includes mining, not shown separately.

[2] Data not shown where base is less than 75,000.

regularly did some work at home. The highest proportion (39 percent) of moonlighters who did some work at home among the major industry groups was seen in persons working second jobs in the finance, insurance, and real estate industry, where the nature of the work lends itself to working at home. The lowest percentage doing any work at home, as one might expect, was among those moonlighting in retail trade. More than three-fifths of those working as nonagricultural self-employed workers on their second job said they did some work at home, with 30 percent of them saying that they did all of their regularly scheduled work at home.

Home and family responsibilities appear to impinge on those who moonlight in such a manner as to impel them toward choosing a type of work that can be done at home.

In terms of occupations, workers whose second jobs were in managerial and professional occupations were the most likely to indicate that they did at least some work at home, with almost half of them responding affirmatively. Close behind were those whose second job was in a farming, forestry, and fishing occupation. One-third of this group said they did all of their work at home (again, probably on the family farm), compared to only one-eighth of the managerial and professional workers.

Duration of multiple jobholding

In addition to the data on work at home, questions were also asked for the first time in May 1989 on the duration of multiple jobholding, that is, the length of time that persons had been working two or more jobs at the same time.[5] As the following distribution shows, three-fourths of multiple jobholders reported that they had held two or more jobs for 5 years or less:

	Multiple jobholders		
	Both sexes	*Men*	*Women*
Total (thousands)	7,225	4,115	3,109
Percent	100.0	100.0	100.0
Less than 1 year	35.3	31.1	40.8
1 to 5 years	39.7	36.9	43.3
5 to 10 years	10.9	13.2	7.9
10 years or more	14.1	18.8	8.0

Thirty-two percent of the men who worked at more than one job had done so continuously for 5 years or more, and interestingly, almost one-fifth of all men had worked at two jobs for 10 years or more. By contrast, women recorded much shorter durations of dual jobholding, with almost 85 percent reporting that they had worked at two or more jobs for less than 5 years. This disparity is not unexpected, since the number of women working at more than one job has risen rapidly in recent years, and thus, women have not had the time to build up long histories of moonlighting. It is also probable that the press of home and family responsibilities has interrupted the continuity of multiple jobholding among women more often than among men, resulting in shorter durations of moonlighting being reported for women.

As should be expected, the length of time spent working at two or more jobs increased with age. For each successive age group, the proportion working multiple jobs for 5 years or more rose, from just over 2 percent for 16- to 24-year-olds to a high of 57 percent for those aged 65 years and older.

Differences in employment growth

Because of the different ways in which moonlighters are treated in BLS employment surveys, the large increase in the number of multiple jobholders since 1985 has had an important impact on the measurement of U.S. employment trends in recent years.

The BLS produces two independently derived estimates of employment in the United States each month. One is based on data from the CPS (also called the household survey) and the other on data from the Current Employment Statistics program (also called the payroll or establishment survey).[6] Both measures are important indicators of labor market trends and the overall performance of the economy. The size of the

Table 6. **Changes in payroll and household survey employment, May 1985–89, not seasonally adjusted**

[In thousands]

Employment series	May 1985	May 1989	Change[1]
Nonfarm payroll employment	97,708	108,745	11,037
Total civilian employment (household survey)	106,880	117,039	10,159
Less:			
Agriculture	3,476	3,284	–192
Nonagricultural self-employed	7,726	8,559	823
Nonagricultural unpaid family workers	292	318	26
Private household workers	1,235	1,158	–77
Unpaid absences	1,509	1,891	382
Total deductions	14,238	15,210	972
Plus:			
Agricultural services	526	658	132
Adjusted household survey employment	93,168	102,487	9,319

[1] Changes in the household survey series do not reflect the population adjustments introduced into the survey in January 1986.

employment growth shown by the one series, however, is not always in agreement with that shown by the other.[7] For example, between May 1985 and May 1989, the employment gain shown in the payroll survey was 11 million, almost 900,000 more than that shown by the household survey. (See table 6.) Moreover, when the household employment data are adjusted for the readily measurable differences between the two series—such as the inclusion in the household survey of agricultural, self-employed, and private household workers, all excluded from the payroll survey—the difference in employment growth over the 4-year period is increased to 1.7 million.

One factor that clearly accounts for a large part of this difference is the different treatment of multiple jobholders in the two employment series. In the household survey, employed persons holding more than one job are counted only once, at the job at which they worked the greatest number of hours (the "primary job") during the survey reference week. In the payroll survey, on the other hand, persons with a nonfarm wage and salary job are counted as many times as their names show up on a payroll record. An increase in multiple jobholding would therefore cause employment estimates from the payroll survey to show a faster rate of growth than would be evident in the household survey.[8]

As mentioned at the beginning of this article, the number of multiple jobholders has indeed increased in recent years, rising by 1.5 million between May 1985 and May 1989. The multiple jobholders of primary interest for the purposes of reconciling the household and payroll survey employment estimates are those who held second jobs as nonagricultural wage and salary workers. Their number rose by about 1.1 million over the 4-year period, thus accounting for almost two-thirds of the growth difference between the two employment surveys during that time.

Further evidence that this difference is accounted for in large part by the differential treatment of multiple jobholders is provided by looking at specific industries. The difference in employment growth over the May 1985–May 1989 period occurred entirely in the service-producing industries, principally the retail trade and services industries. Correspondingly, virtually all of the growth in dual jobholding over the period came among workers who had second jobs in those very same industries—retail trade and services.

Conclusion

Multiple jobholding grew rapidly during the 1980's, with the pace of growth accelerating in the last half of the decade as the economy sustained a long expansion from the recessions in the 1980–82 period. Moonlighting among women soared during the decade, and women's multiple jobholding characteristics began to resemble more closely those of men. Newly collected data on work at home by multiple jobholders and the duration of multiple jobholding provide some additional insight into the moonlighting phenomenon. Finally, the rapid rise in dual jobholding helps to reconcile the differences in employment growth recorded by different BLS surveys. □

Footnotes

[1] The CPS is a monthly survey of about 60,000 households that provides the basic labor force and unemployment data for the Nation. The supplementary questions in the May 1989 CPS were the first attempt to gather information on multiple jobholding since the May 1985 CPS. Before that, data on multiple jobholding were collected annually each May through 1980. For the most recently published reports on multiple jobholding, see "Multiple jobholding reached record high in May 1989," *Bureau of Labor Statistics News*, USDL 89–529, Nov. 6, 1989; John F. Stinson, Jr., "Moonlighting by women jumped to record highs," *Monthly Labor Review*, November 1986, pp. 22–25; and "Moonlighting: a key to differences in measuring employment growth," *Monthly Labor Review*, February 1987, pp. 30–31.

[2] Also included in the count of multiple jobholders are a small number of persons who had two jobs simply because they changed jobs during the survey week. Excluded are persons employed only in private households (for example, as a cleaner, gardener, or babysitter) who worked for two employers or more during the survey week, because working for several employers is considered an inherent characteristic of private household work, rather than an indication of multiple jobholding. Also excluded are self-employed persons with additional farms or businesses and persons with secondary jobs as unpaid family workers.

Note should be made of the treatment of incorporated self-employed workers (individuals who worked for corporations they themselves owned) in the multiple jobholding data. In the regularly published data from the CPS, incorporated self-employed workers are included among wage and salary workers, so that only unincorporated self-employed workers are actually classified as self-employed. This distinction is maintained in the multiple jobholding data in one sense but not another. In these data, the incorporated self-employed are included among wage and salary workers; there were about 85,000 incorporated self-employed workers out of 6.8 million persons working as wage and salary workers on their primary job and about 410,000 out of 5.3 million classified as wage and salary workers on their second job. Also, as in the regularly published CPS data, the dual jobholders classified as self-employed on either their primary or secondary job are those who are not incorporated. The difference in treatment arises when there is some combination of incorporated (I) and unincorporated (U) self-employed persons on the primary and secondary job. As mentioned earlier, self-employed persons with additional

farms or businesses are excluded from the count of multiple jobholders. Strictly speaking, this category includes only those persons who are classified as U on both their primary and secondary jobs. However, it was felt that the spirit of the principle of excluding persons who were self-employed in two jobs from the count of multiple jobholders was best met by also excluding persons who had combinations of U-I, I-U, and I-I on their primary and secondary jobs. In May 1989, the effect of excluding these combinations as well was to lower the count of multiple jobholders by about 250,000.

[3] Strict comparisons cannot be made with years prior to 1985 for the data on reasons for multiple jobholding, because the number of choices offered as reasons on the questionnaire was reduced from nine to six in 1985.

[4] Along with the other questions on multiple jobholding, the respondents to the May 1989 survey were asked, "As part of ... (the worker's) regularly scheduled work (on the second job), does ... usually do any of this work at his/her own home?" Persons answering in the affirmative were then asked if they did all of this work at home. Interviewers were instructed not to include as working at home those individuals who occasionally take work home during periods of heightened office or workplace activity, unless such work is on a regularly recurring basis.

Data on the number of persons who did any or all of their regularly scheduled work at home on their *principal* job were collected in a supplement to the May 1985 CPS. Persons working at home on their second job were not included among home-based workers in those statistics. For an analysis of the May 1985 data, see Francis W. Horvath, "Work at home: new findings from the Current Population Survey," *Monthly Labor Review*, November 1986, pp. 31–35.

[5] The question asked was, "How long has...(the worker) been working at two or more jobs at the same time?" Responses were put into one of four categories: Less than 1 year, 1 to 5 years, 5 to 10 years, and 10 years or more. Interviewers were instructed to seek a continuous period of multiple jobholding. Therefore, if a worker held two jobs for 3 years, quit the second job for a brief period, and then started working at a second job again 6 months prior to the survey, that worker would be reported as having been a multiple jobholder for less than 1 year.

[6] As mentioned in footnote 1, data from the household survey are obtained from a sample of about 60,000 households. These data measure the work status of *persons* and yield estimates of total employment for the Nation. Data from the establishment survey are derived from the payroll records of over 300,000 establishments and are essentially a count of occupied payroll *jobs* in the nonfarm sector of the economy.

[7] For a discussion of the differences in employment growth shown by the two surveys over the course of the current economic expansion and the possible reasons for the differences, including the increase in multiple jobholding, see Paul O. Flaim, "How many new jobs since 1982? Data from two surveys differ," *Monthly Labor Review*, August 1989, pp. 10–15.

[8] For an analysis of the growth in moonlighting between 1980 and 1985 and its impact on the differences in growth in the household and payroll employment series, see Stinson, "Moonlighting: a key to differences."

Achieving the desired result

Whether in family or in working life, there is no point in trying to resist the changes brought about by age; on the contrary, people need to be made aware of them and helped to cope with them so that they can secure material and mental well-being and the greatest possible contentment in their remaining years.

—PIERRE LAROQUE
"Towards a New Employment Policy,"
International Labor Review,
Vol. 128, No. 1989, p. 5.