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Labour market dynamics and the rising incidence of multiple jobs

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Introduction



- Motivation and Objective
- Findings
- Summary

Motivation and Objective



Motivation:

- Labour market analysis typically focuses on quantity, rather than quality, of employment.
- Lack of research on the characteristics of people who work multiple jobs in Ireland, and the factors which determine whether someone has two jobs or not.
- How does Ireland compare to Europe, is the rising prevalence of multiple jobs an Irish specific phenomenon?

Objective:

- Present a detailed analysis of those working multiple jobs in Ireland, including by age, gender, nationality, region, sector of employment and educational attainment.
- Examine patterns in the volume of hours worked of multiple-job holders.
- Seek to do so within a comparative EU context and to comment on any emerging patterns post-pandemic.

Potential motivations for secondary employment



- Financial (low pay in primary job, hours constraints, insure against job insecurity, favourable tax treatment → PRSI calculated independently across multiple jobs)
- Personal development (acquire new skills, career shifts)
- Psychological fulfilment (enjoy additional work, desire to mix with other people, work-life balance and flexibility)

Rising incidence of multiple jobs



Figure 1: Number of persons in employment (aged 15 years +) and percentage increase since Q2 2002, 2002 – 2023

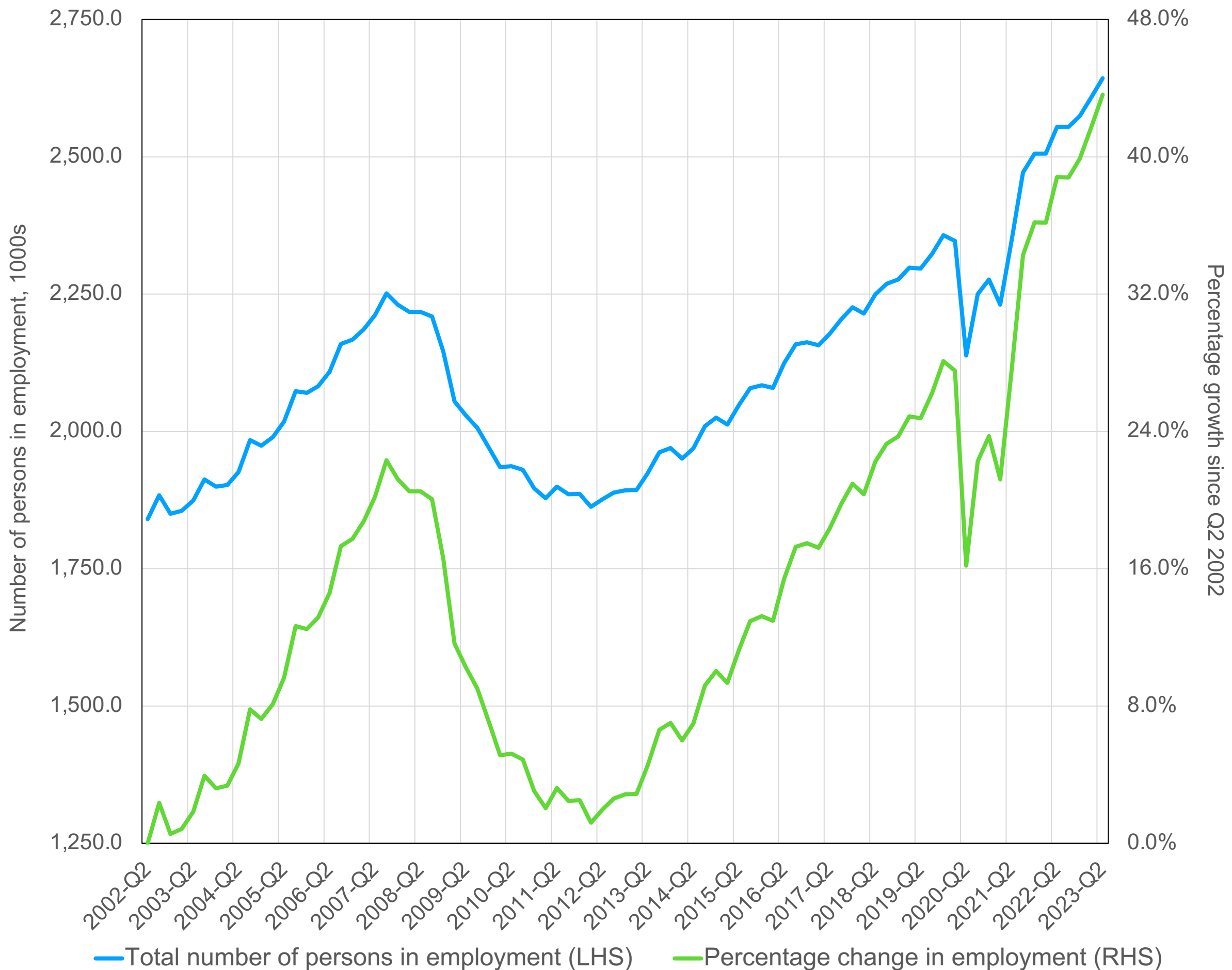


Figure 2: Number of persons in employment in Ireland (aged 15 years +) having a second job, and as a share of overall employment, 2002 – 2023

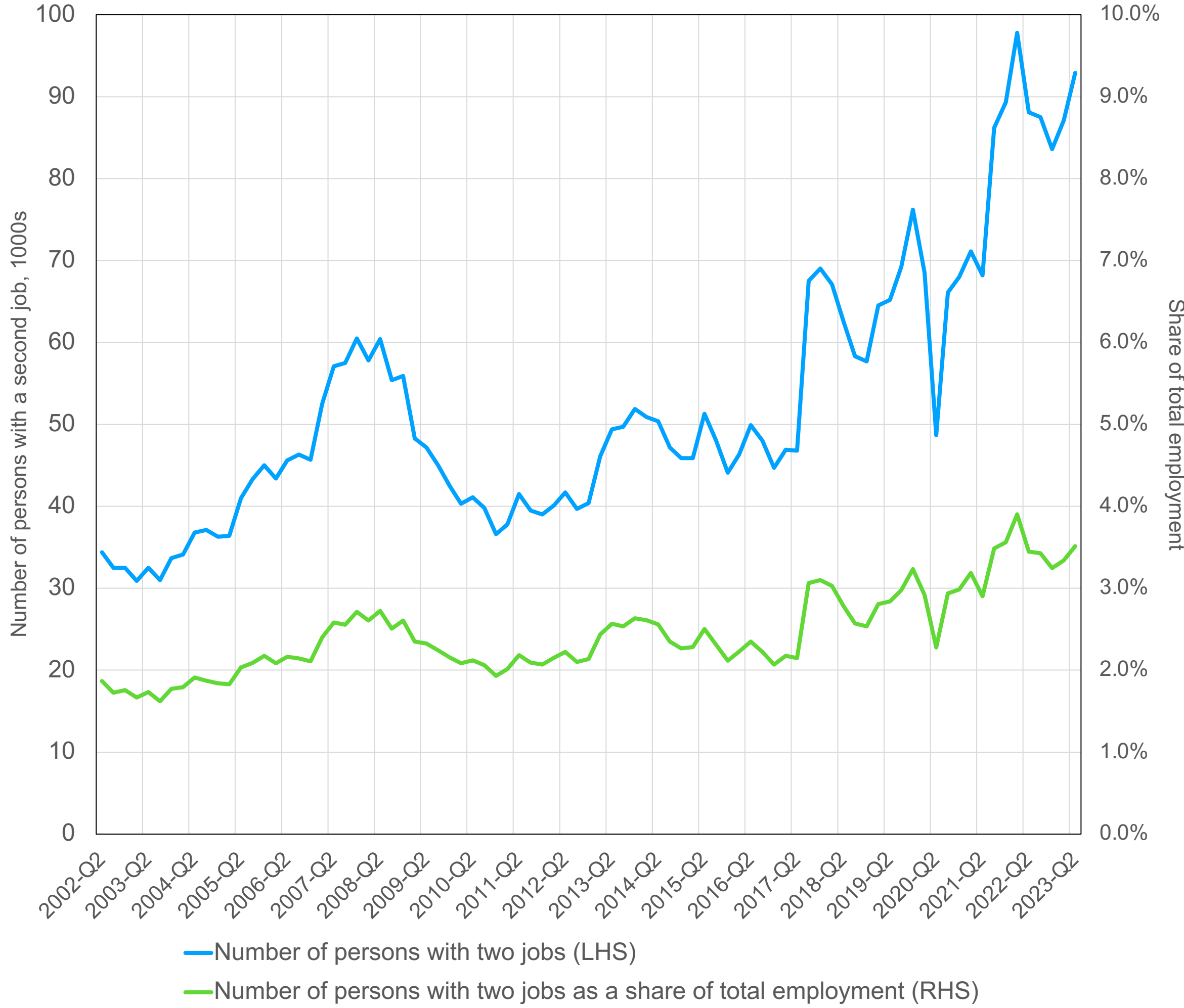
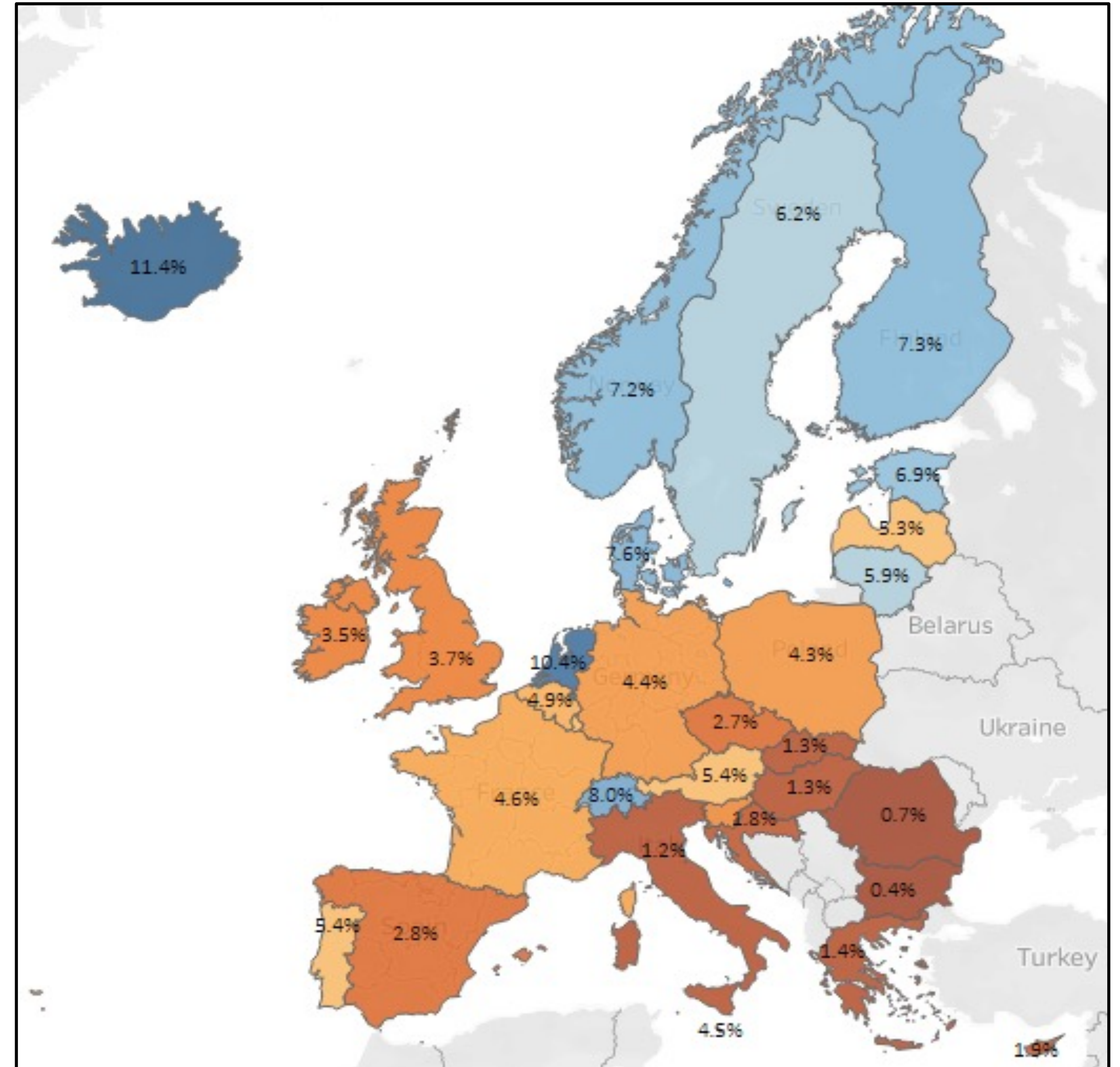


Figure 3: Secondary employment rates across Europe, Q2 2023

Secondary employment rates across Europe

- There are currently over 8 million persons with a second job across the EU, making up 3.9 per cent of total EU employment.
- Ireland has the 11th lowest share out of the EU 27 (though in 2003 had the 4th lowest share).
- Appears to be inverse relationship between sizes of shadow economies/undeclared work and secondary employment.

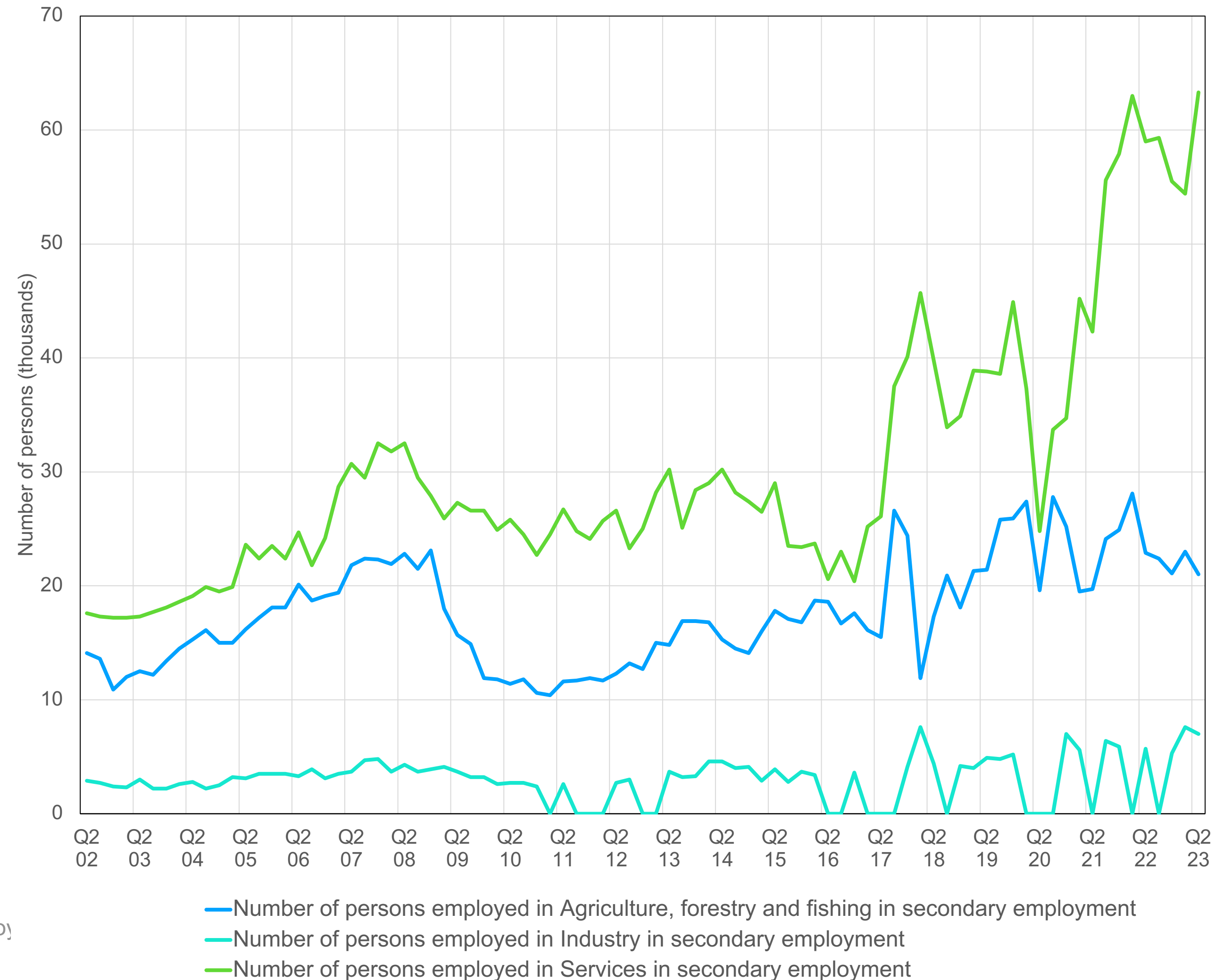


People increasingly work in the ‘services’ sector in their second job



Figure 4: Number of persons with a second job split by economic sector (of second job), 2002-2023

- Rapid increase in the number of second jobs in Services sector in recent years.
- Number of second jobs in Agricultural sector has remained stable in recent years, but now makes up 23% of secondary employment, compared to 40% in 2002.
- High Agricultural share has impact on nationality breakdown – 10% of second job holders are non-Irish, a lower share than in employment overall (19%).



Increasing share of women having second jobs, but type of work varies significantly by gender



Figure 5: Gender breakdown (percentage share) of persons in employment in Ireland (aged 15 years +) with a second job, 2002-2023

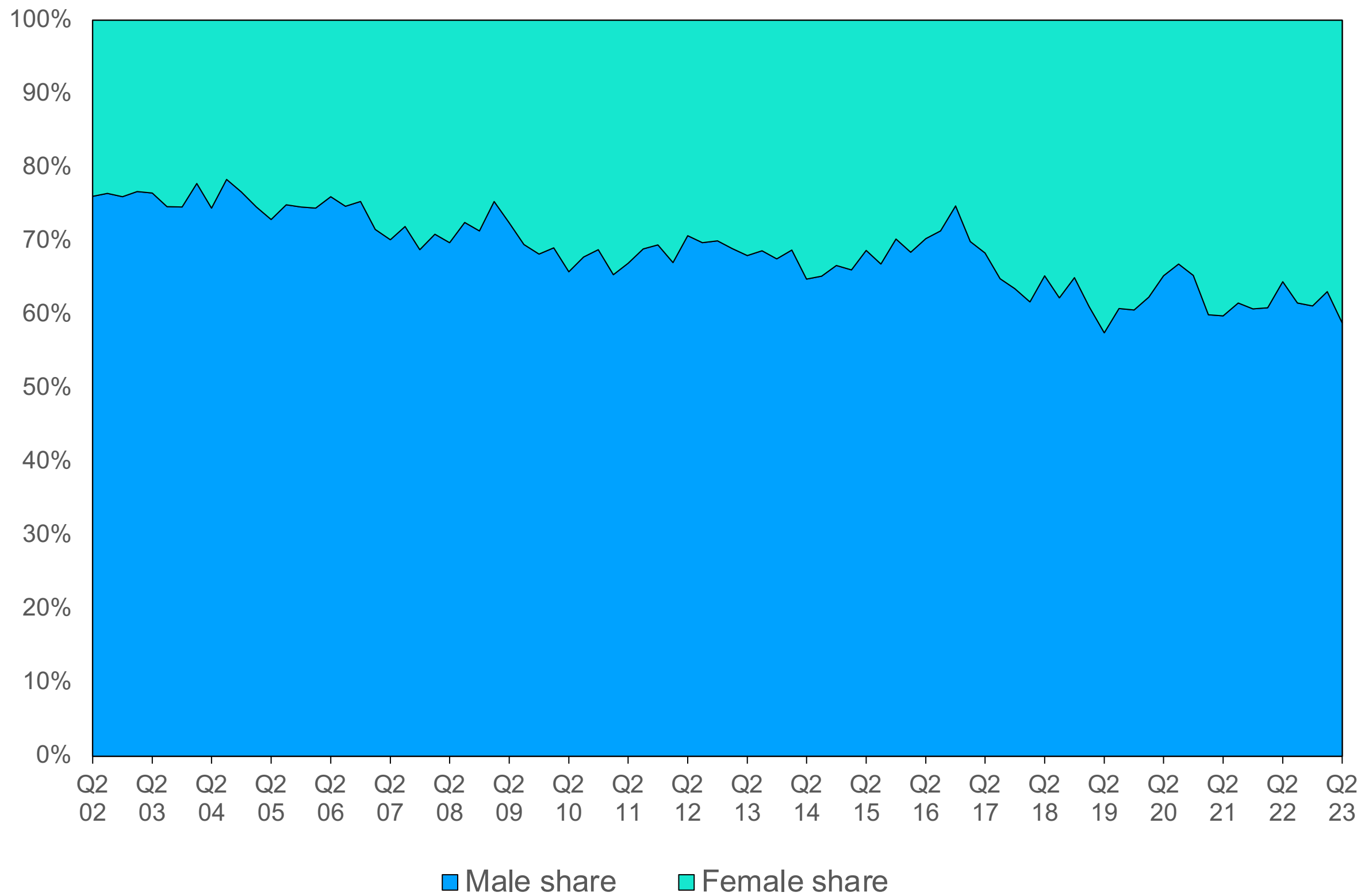
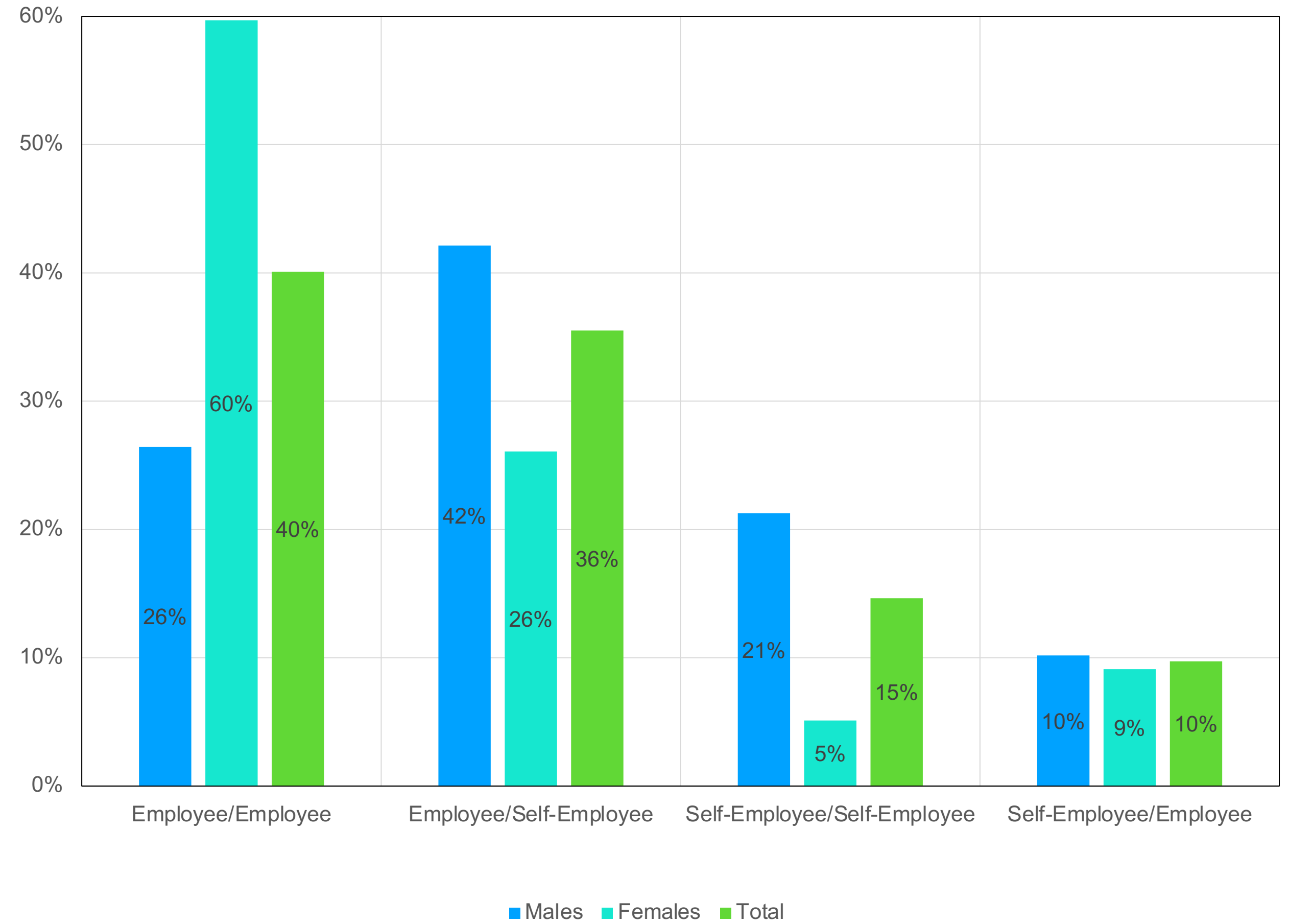


Figure 6: Employment status in first and second job (percentage of total), split by gender, Q2 2023

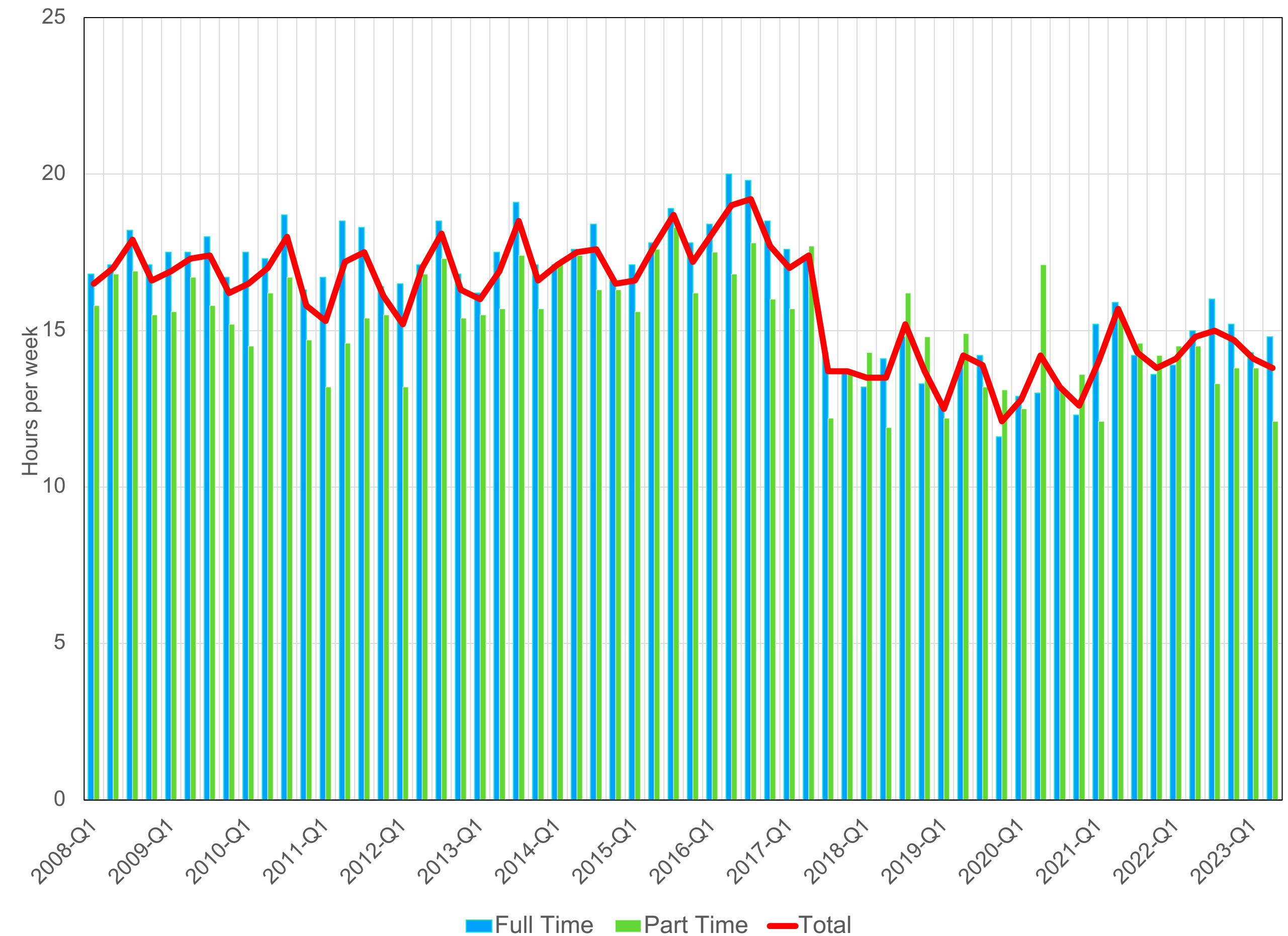


Average hours worked in second job has fallen over time, but displays seasonality



Figure 7: Average number of hours worked per week in a second job, by F/T and P/T status, 2008-2023

- Average number of hours worked per week in a second job has fallen over time, from 16.4 hours in Q1 2008 to 13.8 hours in Q2 2023.
- The majority of second-job holders work full-time in their primary job (64%). This cohort also typically work more hours in their secondary employment.
- Men work an average of 15.6 hours per week in their second job, compared to 11.0 hours for women.
- Compared to the EU average, Irish residents with second jobs work significantly more hours in their second job



Many second-job holders not captured in analysis



- LFS definition of employment: “A person working for at least one hour for **pay or profit** in the **reference week**”
- LFS results show c.93,000 persons had a second job in Ireland in Q2 2023.
- Revenue analysis definition: “**Employee** who earns income from two or more employers **in a month**”.
- Research by Revenue (Murphy, 2023) found there were c.85,000 employees with multiple-jobs, as of October 2022.
- Our analysis suggests an Employee-Employee combination makes up approximately 40% of total secondary employment. There are therefore potentially c.200,000 multiple job holders in Ireland (using month long definition).

Summary



- Rapid increase in the number of persons with two jobs in Ireland in recent years but remains below EU average.
- Large increase in number of persons having a second job in services sector, although share of Agriculture remains high.
- Men and women appear to take up secondary employment for different reasons.
- Hours worked per week in a second job has fallen but is well above EU average.
- Many second job holders (those working more infrequent hours) are not captured in the analysis.



APPENDIX

Data Sources



Eurostat

- Hours worked
- Gender
- Occupation in first job
- Age
- Educational attainment

CSO

- Sector
- Nationality
- Employment status
- FTE employment
- Region

Note: The Labour Force Survey (LFS) replaced the Quarterly National Household Survey (QNHS) in Q3 2017. The LFS release for Q3 2017 also incorporated revisions to population estimates based on the 2016 Census of Population. Adjustments were made to the historic data in Q3 2017 and Q1 2018 to allow comparability with the new LFS for a range of indicators. For other indicators, the series before and after Q3 2017 may not be directly comparable and users should remember this when examining all changes, both quarterly and annual'