



STREAM Newsletter

Issue 6

Study on Transitions in Employment, Ability and Motivation Theme: Mobility

What is STREAM?

STREAM is a **four-year longitudinal study** with annual measurements 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. In the second measurement 82% of the original participants participated, in the third measurement this was 80%, and in the fourth measurement 74%.

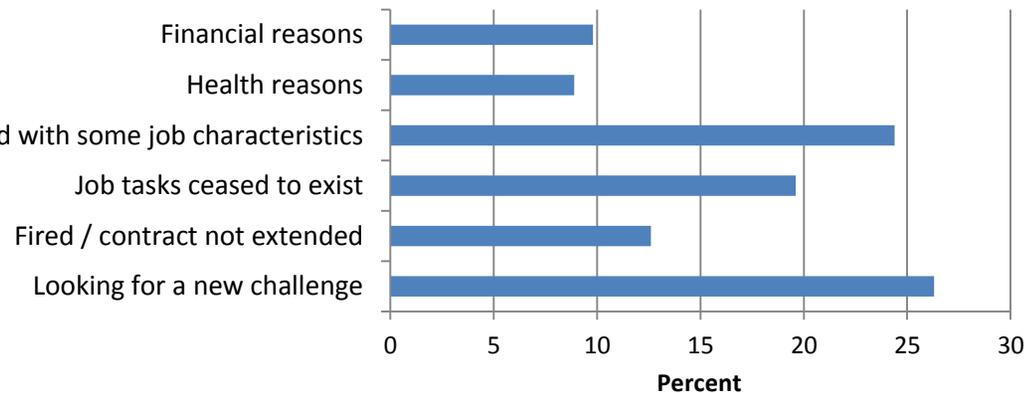
For data collection an existing Intomart GfK internet panel is used. For 89% of baseline participants, **data linkage** with information from **Statistics Netherlands** is possible.

To obtain addition insight, **qualitative studies** have been and will be conducted among STREAM participants.

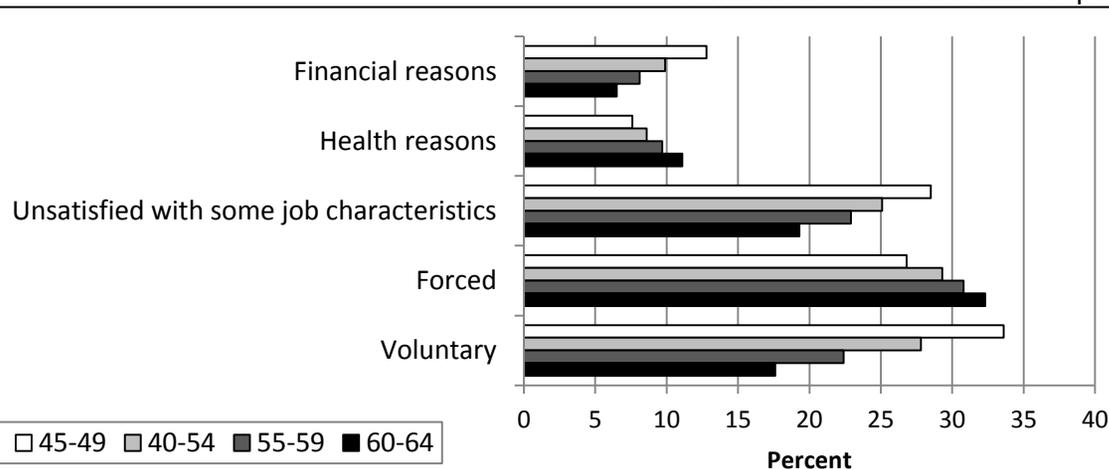
STREAM is being conducted by **TNO**, in close collaboration with the **VU Medical Center** and the **Erasmus MC**.

In the four-year STREAM cohort, 74% of employees did not switch jobs. 8% of employees changed job, in 40% of cases this was also a change in occupational sector. 19% of employees changed job position within the same organization. In the figure below the frequency at which several reasons for job change were reported is presented.

Reasons for job change



The categories 'job tasks ceased to exist' and 'fired / contract not extended' were coupled under 'forced' reasons for job change and 'looking for a new challenge' was labeled 'voluntary'. Interestingly, the extent to which these reasons were reported showed different patterns between different age groups.



Here we see that especially the youngest group of employees reported changing jobs for financial reasons and due to dissatisfaction with job characteristics. On the other hand, older employees more often reported health reasons. Furthermore, whereas younger employees more often report voluntary job change as compared to older employees, older employees more often report forced job change.



More information on STREAM is available at: www.tno.nl/STREAM
Contact: infostream@tno.nl

Multi-jobbing: motives and employability outcomes

Dorenbosch, L., Boneschansker, O., Fermin, B., Andriessen, S., Sanders, J. and Geuskens, G. (Submitted), 'Multi-jobbing: motives and employability outcomes' .

Can holding down multiple jobs (“multi-jobbing”) form an attractive employability-route for the ageing worker? In the past multi-jobbing was seen as an option mainly for people struggling to make (financial) ends meet.

However, a new qualitative study with 20 Dutch multi-jobbers of 45 years and older that participated in STREAM shows the diverse motives and employability outcomes of combining two jobs or combining paid work with self-employment.

Overall, in-depth interviews with participants in both high-skilled and low-skilled jobs show that multi-jobbers can be divided in three basic categories, graphically shown in the figure on the right. These categories are: (1) those who hold two jobs, but prefer one job in their traditional line of work, (2) those who explicitly prefer two jobs over one job, and (3) those who prefer one job, but regard multi-jobbing as a transition phase towards a new job in a different line of work.

Particularly the “hybrid” job construction, in which workers with one paid job also took on self-employed activities as an entrepreneur, fulfilled older workers’ needs like more challenging work, better control over work-life balance, or becoming an entrepreneur without losing their job security.

Furthermore, we asked multi-jobbers about the employability effects of having two jobs in terms of the benefits and drawbacks they encountered. The outcomes, summarised in the table below, were categorised into three employability indicators – health/well-being effects, work motivational effects, and effects on the employee’s position in the labour market.

Take aways

- multi-jobbing can act as a personal work strategy to improve employability;
- employability is not necessarily threatened after the transition from one to multiple jobs;
- policymakers should not necessarily judge multi-jobbing as an undesirable type of labour market behaviour;
- in a more flexible and ageing European labour market, the employability benefits could counterbalance some of the potential drawbacks;
- the hybrid combination of paid employment and self-employment is more prevalent at a higher age, and most benefits older employees.



	Benefits of Multi-jobbing	Drawbacks of Multi-jobbing
Health/well-being effects	<ul style="list-style-type: none"> Multi-jobbing with one home-based job increases work time control Part-time self-employment provides more job control – it offers the ability to say ‘no’ to overtaxing activities 	<ul style="list-style-type: none"> More/flexible work hours and less sleep The burden of a double administration Work–life balance is harder to maintain
Work motivational effects	<ul style="list-style-type: none"> More task variety motivates and gives work pleasure in both jobs Knowledge/network from one job is applicable in the other job New learning experiences when setting up own business 	<ul style="list-style-type: none"> Hard to commit to two employers, especially when one job is less than five hours per week Loyalty conflicts when two employers call on your flexibility
Labour market position	<ul style="list-style-type: none"> Higher net income Financial security from paid employment gives way to incremental growth of own business without worrying about financial issues (job security) Better chances in the labour market when partly self-employed (spreading your chances) 	<ul style="list-style-type: none"> Loss of pension schemes when partly self-employed In multiple small jobs, less access to additional courses paid by employer Institutional barriers to combine multiple jobs when also partly unemployed

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