

The Impact of Multiple Jobs Holding on Family Life: A Case Study of Mardan

WAQAS NASEER

imsociology@gmail.com

MUHAMMAD BILAL

*Lecturer, Department of Sociology
Abdul Wali Khan University, Mardan*

DR. AHMAD ALI

*Assistant professor, Department of Sociology
Abdul Wali Khan University, Mardan*

HUSSAIN ALI

*Lecturer, Department of Sociology,
Abdul Wali Khan University, Mardan*

Abstract

The study is very new because effects of multiple jobs holding on family life are not researched in Pakistan. The importance of study of this topic is vital in Pakistan because due to inflation people are forced to hold multiple jobs and this ratio is increasing with the passage of time. At some stage holding multiple jobs will be common phenomenon in Pakistan. It surely affects the family and social life of people and it is the need of the time to study the implications associated with it which are not yet explored. The purpose of the study is to quantify the effects of multiple jobs on family life and to explore it to get an insight of the phenomenon. It is recommended from this study that multiple jobs holders should do proper time management. Government should also provide allowances to the employees so can stick to one job. And if it is possible respondents should try choosing family friendly jobs.

Keywords: *Multiple-job holding, Family life, Family needs, Time management, Mardan.*

1. Introduction

We live in a complex society where people have a busy routine. Their needs are increasing day by day and tragedy of the time is they can't afford to fill their needs by holding only one job. For overcoming that short coming people work over time or hold multiple jobs. Multiple jobs holding is not something rare but pretty common phenomenon of modern age. The term multiple job is defined as "Multiple jobs holding means holding a second or a third job, many times part-time job despite having a primary full-time job (Betts, 2006). In the words of (Shishko and Roster, 1976) multiple jobs holding is a situation where an individual maintains primary employment and engages in additional work for pay. It clearly shows that when a person cannot get desired pay by holding one job so then he engages in multiple jobs. Multiple jobs can provide people economic and social benefits which helps improve their status in society but on the other

hand it has some serious demerits when it comes to family life of multiple job holders. They cannot care or support their family members emotionally and unable to give them sufficient time because of their busy schedule of work (McClintock, w, Nick and Jamie, 2007).

Pakistan is an under developing country. Its majority of people are unable to fulfill their needs so they are compelled to hold multiple jobs. As (Hyder and Ather, 2009) says that multiple jobs holding in Pakistan is never a desire or ambition of any worker but unfortunately it is economy of Pakistan which is unable to stop the escalation of prices. Pakistani people are facing this problem but yet there is no sufficient research work available which focuses on impact of multiple jobs on family life. Pakistani people prefer to live in family hold the responsibility of family care and they get equal response in return. That's why researcher is very much concerned about this issue and he conducted this research in Pakistan to explore the effects of multiple jobs holding on family life, because family is the strongest institution in Pakistani society.

Devis defines family as a group of persons where relations to one another based upon consanguinity and who are therefore kin to one another (Devis) In Pakistani families bonds of relationship are very strong. Male is the breadwinner while it is believed that women responsibility is to do house chores, rear and care for children. In other words women are unpaid labor and dependant fully on their fathers, brothers and husbands. This divide if on one hand press women and demolishes her consent, creativity but on the other hand it put load on men and they work for long hours or hold multiple jobs to fulfill their and their family needs and give less time to family members.

Giving less time to family members is not only one variable which affect family life but busy routine of activities can stimulate anxiety and a feeling of overburden which eventually leads to breakup for becoming free from family responsibilities. It is also proved that people who face such anxious work schedule become hostile and angry upon their spouse (Nathalie, Laverdure, Devault, & Manseau, 2007). In Pakistan most people live in joint family system where everything is in common and shared but nuclear and extended family system is also practiced. According to Kapadia "Joint Family is a group formed not only of a couple and their children, but also other relations either from father's side or from mother's side depending on whether the joint family is patrilineal or matrilineal (Niranjan, Surender, Rao & Rama, 1998).

Apart from joint family system Nuclear and Extended family system is also practiced in some families. Knowing the fact that different family structures are practiced in Pakistan, researcher have decided to collect data from all of the family structures defined above the Joint, Nuclear and Extended family members who are holding multiple jobs. Only men are selected as a target population because of ethical issues of the society where the researcher is conducting research. There are numbers of determinants which can affect family in positive and negative way but this study is specifically concerned about "The impacts of multiple jobs on family life". You will come to know in this study that how does the family life of people effected by such a practice, what is the status of multiple job holder at home, and what are the effects of multiple jobs on parenting.

Universe of this study is Mardan City of KPK. The nature of this study is based on sequential Mix method design. For the collection of quantitative data close ended

questionnaire is used while in-depth interviews have been conducted for the qualitative data.

1.1 Justification of the study

In Pakistan people are facing inflation crises. They can't fulfill their needs by holding one job. So people are holding multiple jobs to maximize their income which balances their needs. But due multiple jobs they have to cut their family time which affects their family relationship. The study of the topic is of worth importance because researcher is the first one to conduct this study in Pakistan with the locality of area; district Mardan. Researcher wants to explore the topic and give recommendations for the related issue that how we can make balance between multiple jobs and family.

1.2 Objectives of the study

- To examine the effects of multiple jobs holding on family life.

2. Literature Review

Multiple job holding can have bad effects if balance isn't there in work and life of individuals. As McClintock (2004) shows data from census (2001) shows on average across the work force that 46.6% of multiple job holders' work 50 or more hours per week in New Zealand while the balance hours per week are 35 to 44 hours So 50 hours and more are too much. He also identified the ratio of multiple job holders in New Zealand that 1 from every 10 people are holding multiple jobs influenced of the benefits which include the following: Higher income, income security, making contact, work experience, and get motivation. Other reasons for holding multiple jobs are more income, portfolio of job, following particular profession, enjoying specific lifestyle or for social contact and family circumstances (Marriage, education, and planning for retirement). The benefits of holding multiple jobs mitigated many effects. Many people were of the view that they hold multiple jobs because they want to hold. Work-life balance effects due to a lot of time spent in activities outside the house. People from farming sector are more involved in voluntary work for their community well being that's why they are unable to give time to family members. Café workers and health workers both faced conflicting obligations between jobs (McClintock Nick & Julie, 2004).

Another research on multiple jobs "Second job plight or pleasure" conducted in Britain. Kimmel and Conway (2001) found that about 6% of US men had a second job during 1993, while Paxson and Sicherman (1994) report that 20% of working men in the US had a second job at some point between 1976 and 1989. However, there is little European evidence on second job holding. Bell et al. (1997) report that about 10% of workers in Britain hold a second job and that the number is increasing, while Schwarze and Heineck (2001) report that 6% of employed workers in Germany have a second job. But many questions regarding the holding of second jobs remain unanswered. For example what motivates second job holding? Who holds a second job and why? How stable are second jobs?

In this paper, we present new and unique evidence on the dynamics of second jobs in Britain using panel data covering the period 1991-1998. There are many reasons which can influence people to hold second jobs three main reasons which were identified is following: It is possible that a person wants to work more hours in his main job but he is unable to do so because of institutional factors or employment restrictions so he has no other way but holding a second job. Recent studies suggests that 40% of Britain men and

women are facing hours constraints in their main job and that 8% wants to increase their numbers of hours. A second reason for second job holding is negative financial shocks. Third reason of holding a second job is insecurity in the first job. This point is very important because many employs face threat of being dismissed so they keep second job for bad times. Results shows that if a person have permanent job so it is less likely to hold second job, but other indicators of job insecurity fails to support this hypothesis. But Bell et al. (1997) had found little evidence for such a behavior in Britain. Low wages can also compel a person to hold second job. Kimmel and Conway (2001) had found some evidences in US relating to job insecurity (Boheim& Taylor,2004).

Sussman (1998) have found in his study that majority of multiple job holders are from the field of medicine, health and social sciences. He identified that more than 5% Canadians hold multiple jobs. Reasons for holding multiple jobs were to meet expanses of family but many of the people responded differently and suggested that they enjoy working second job (Sussman, 1998).

3. Research Methodology

The methodology for this research is described in details below:

3.1 Title of the Research Study

The impact of multiple jobs holding on family life: A case study of Mardan.

3.2 Nature of Research Design

I had used mix-method design in this study because the topic is new and there is no literature (locally produced) available on the topic taken for study so it is important to explore the topic and researcher also wanted to know the ratio of effects of multiple jobs on family life.

3.3 Tools of Data Collection

I had used structured questionnaire which is constructed on Likert Scale and structured interviews for the collection of data. Data has been collected through direct access and by phone call to the respondent.

3.4 Analysis of Data

Data is analyzed through SPSS (Statistical Program for Social Sciences) version 20 and displayed in tables. Researcher have coded the qualitative data collected through in-depth interviews and then conducted detailed discussions on the bases of coded data.

3.5 Area of the study

The main area of the study is Mardan city.

3.6 Limitations of the study

Data is collected only from men. Women who hold multiple jobs are not part of the study because of ethical issues it was not possible to collect data from them. Sample for quantitative data is collected from a limited number of respondents but still researcher is able to collect data from fifty (50) respondent's which is sufficient data supposing the population of the study.

3.7 Duration of the study

Duration of the study was six months.

4. Discussions

Both quantitative and qualitative data are discussed here details. After data collection we have found that 62% of the respondent's family life was affected by holding multiple jobs. Many of the respondents have a busy schedule and they feel tired when come home

so they are unable to give sufficient time to their family members. As one respondent said that *“I feel tired at home due to multiple jobs. Unable to give sufficient time to my family members”*(Fazal). This is because 48% respondents don't have energy to do different things (chores etc) needed at home. That's why family members of respondents demand their rights and ask them to leave their second job. Quoting from a respondent *“They tell me that you have made yourself working machine and you don't give us time leave one job”*(Asif). But they cannot leave the job many of the family members realized that. 44% of the respondents don't have regularity in their daily routine. In simple words they can't plan their activities or if they plan they fell short of execution. Many of the respondents usually have to cut family planned activities time for their work and they cannot manage time for family. One respondent said that *“I work from 7 am to 11 pm and sometime take my work home”* (Sultan). So it become very difficult for family members when work routine too much tough.

Even if a respondent reach home early he has psychological effect of abandon of work. When asked 44% of the respondents were not mentally present at home, means despite physical presence they are not fully involved with family members and mentally stressed due to busy routine of work. They prefer rest instead of engaging with family members. As one respondent said *“I need sometime for relaxation and don't want to talk to someone till 2 hours”* (Fazal). 38% of the respondents become angry and 52% feel stressed at home so if family members are reluctant to talk to them when they come home tired they are never in a good mood to respond gently. *“I need rest and cannot tolerate any one even my children wandering around me because I do stressful duty whole day”*(Rahman). This is also because their work is also very tough and their boss shows less flexibility towards taking leave etc if one boss give them leave other denies. (Rahman) also said *“If one boss mood is good the other mood is off so always a problem”*.

These were some negative effects we discussed above but we have found some positive responses too from few respondents. They believed that they can keep work-life balance by having proper execution of time management. 38% of the respondents stated that multiple job holding have no effect on their family life. They do proper time management this is because their work time is predictive they know what time they will get free so they plan family related activities in their free time. 32% of the respondents said that life partner facilitate them for a balance family life. This is because she realizes the compulsion of her husband work and never demands too much time which husband can't give. A respondent replied to the question that *“Family members have realized that it's my compulsion if I leave one job I will be unable to fill their needs”* (Fazal). So it shows that it makes respondent less stressed when he gets positive response from family. Flexible workplace is also a factor which brings balance to work-family life. It depends on the boss if he is flexible enough and less strict. As one respondent said *“I just write an application and my boss accept it so my boss is very good”* (Shahkar).

32% of the respondent can take leave easily for important family events and 26% of the respondents agreed to the statement that they meet demands of their family members similar percentage was for those who entertain their family members on holidays. They give a short tour to their family members or spent time with them on holiday. One respondent said *“We go for tour on Sunday once in a month or two”*

(Sultan). This also helps reduce the family demands and maintain smooth relationship among each other despite busy schedule in working days. Later half of data shows that despite holding multiple jobs an individual can make a balance between work and family. But those who believe that multiple jobs holding affect their family life are in majority and there are many reasons which hinder work-family balance discussed above.

4.1 Result of quantitative data is shown in the table below:

Effects of multiple jobs on respondent family life	
	62% said YES to the statement
1. Respondents don't have energy to do things needed at home.	48% agreed to the statement
2. Respondents don't have regularity in his daily routine.	44% agreed to the statement
3. Respondents are not present at home mentally.	44% agreed to the statement
4. Respondents feel angry at home.	38% agreed to the statement
5. Respondents feel stressed at home.	52% agreed to the statement
	38% said NO to the statement
Effects of multiple jobs on respondent family life	
1. Life partner facilitates respondents for a balance family life	32% agreed to the statement
2. On holidays respondents entertain their family fully	26% agreed to the statement
3. On particular occasions respondents can take leave easily	32% agreed to the statement
4. Respondents meet their family demands	26% agreed to the statement

5. Conclusion

It is concluded from the study that multiple jobs holding have great affect on an individual family life. He is unable to give sufficient time to his family because they feel stressed and tired when they come home. But few people can overcome this problem by time management and can bring balance to their work-family life because there work is less stressful and get flexible workplace.

5.1 Recommendations and Suggestions

- Multiple jobs holders need to do proper time management.
- Government needs to give allowance to the employees
- Multiple jobs holders should choose family friendly jobs.

- Employers of private/public sector should form unions for their rights of work and should focus on flexible timing.
- Government needs to examine private sector whether they are providing sufficient salaries.
- Government needs to give sound salary package to the employees.

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