

Senate Select Committee on Job Security

Questions on Notice

Public Hearing – 16 September 2021

Thank you for attending the committee's hearing on Thursday, 16 September 2021. This email provides you with a copy of the proof *Hansard* transcript from the hearing and invites you to respond to questions on notice and make minor corrections **by COB Monday 4 October 2021**.

Please note that **additional written questions** from senators on the committee may be sent to you in the coming weeks.

Questions taken on notice at the public hearing

Note: This information is requested on the basis that it is to be provided *in public* (publishable). If there are any answers you wish to request to provide in-camera, you may wish to provide these in a separate document, and state the reasons for the request, including the specific harm/s that could result from public disclosure of the information. The [Government guidelines for official witnesses before Parliamentary Committees and related matters](#) may provide a useful reference.

*The following questions have been identified by secretariat staff reviewing the transcript. However, there may have been other questions you took on notice during the hearing. Please respond to **all** questions taken on notice during the hearing, whether or not they have been listed below.*

CHAIR: I just want to move to another line of questioning. What's the relationship between precarious work and multiple job holding?

Prof. LaMontagne: People who are precariously employed are more likely to be working more than one job. That's also tied up with the underemployment problem, where there's a couple of things: (1) you may not be able to get enough hours, and (2) you may not be able to get enough pay in order to get by, and so you hold multiple jobs. In addition, there's the unpredictability of, for example, a gig job, where you might have hours one day and the next day you've got none, and, if you've got bills to pay or kids to feed, you've got to be juggling more than one job. So that, I think, is the most likely explanation. People can also do this by choice, wanting to put together a mix of different types of work. I'm sure that's possible as well. I believe there are studies of multiple job holding and its association with health, but I can't quote them right now. I think there are some studies, but I don't have them in my head at the moment.

CHAIR: That's okay. I'll put that question on notice. It would be helpful for the inquiry.

Prof LaMontagne's RESPONSE

4 October 2021

I have had a quick look at this question and found two publications linking multiple job-holding to higher injury rates (below). The submission and testimony of Prof Michael

Quinlan and Else Underhill will cover this in greater detail—they have done research in this area.

- 1) Helen R. Marucci-Wellman, Joanna L. Willetts, Tin-Chi Lin, Melanye J. Brennan, and Santosh K. Verma. **Work in Multiple Jobs and the Risk of Injury in the US Working Population**. Am J Public Health. 2014;104:134–142. doi:10.2105/AJPH.2013.301431)
- 2) This paper provides a brief review of studies linking multiple job-holding to higher injury rates and proposes some possible explanations. It also showed that multiple job holders were less likely to return to work compared to single job holders within the first six months after the first time-loss day, with greater and longer lasting effects for males, workers with a serious injury, and a higher wage.
Maas ET, Koehoorn M, McLeod CB (2018) Return-to-work for multiple jobholders with a work-related musculoskeletal disorder: A population-based, matched cohort in British Columbia. PLoS ONE 13(4): e0193618.
<https://doi.org/10.1371/journal.pone.0193618>