

Multiple job holding as a strategy for skill development

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Abstract

This paper investigated training effect of multiple job holdings for activity of main job. Firstly, we developed dual-labor supply model by adding training effect in working hours of second job. Theory showed workers unconstrained hours held second job when they earned skill development via experience of second job. For verifying the hypotheses from theoretical model, causal relationship between holding second job and wage rate of main job was estimated using Keio household panel survey. Difference GMM was adopted for removing time-invariant individual effect and endogenous bias. Moreover, estimations distinguished heterogeneity of main job (length of working hours, tasks, job turnover).

Full-time workers in analytic tasks and not changing their jobs earned training effects from second jobs. But, this effect was observed only when comparison group was same characteristic workers allowed to hold second job by employers employed them. It was presumed that the employers payed for restriction employee's activity, implicitly. Contrary, Part-time workers in motor tasks were exhausted by second jobs and decreased in wage rate of main jobs.