

Polyoccupationalism: Occupational Identities in the Postindustrial Era

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Introduction

Polyoccupationalism is the propensity to report simultaneous work in multiple occupations

Lots of conversation about it but still an understudied phenomenon because:

1-Most occupational surveys are *single*-entry

2-Occupations are predominantly conceptualized as distinct and exclusive

Our goal is to provide evidence of, and describe, polyoccupationalism, and challenge the notion of a “post-occupational society” in which occupational identities are no longer salient

SNAAP data are particularly well-suited: creative industries are a good research site, and the survey has multiple-entry occupation questions

Research Questions and Hypotheses (1/2)

Q1 : The magnitude of polyoccupationalism

Why is it that some respondents report a higher number of occupations than others?

- *H1*: Polyoccupationalism is likely to be more pronounced among those engaged in **contract-based** work (as sole form of employment or in combination with a salaried position)
- *H2*: Polyoccupationalism is likely to be more pronounced among those workers who are highly engaged in **project-based** labor

Research Questions and Hypotheses (2/2)

Q2 : Variation among polyoccupationalists

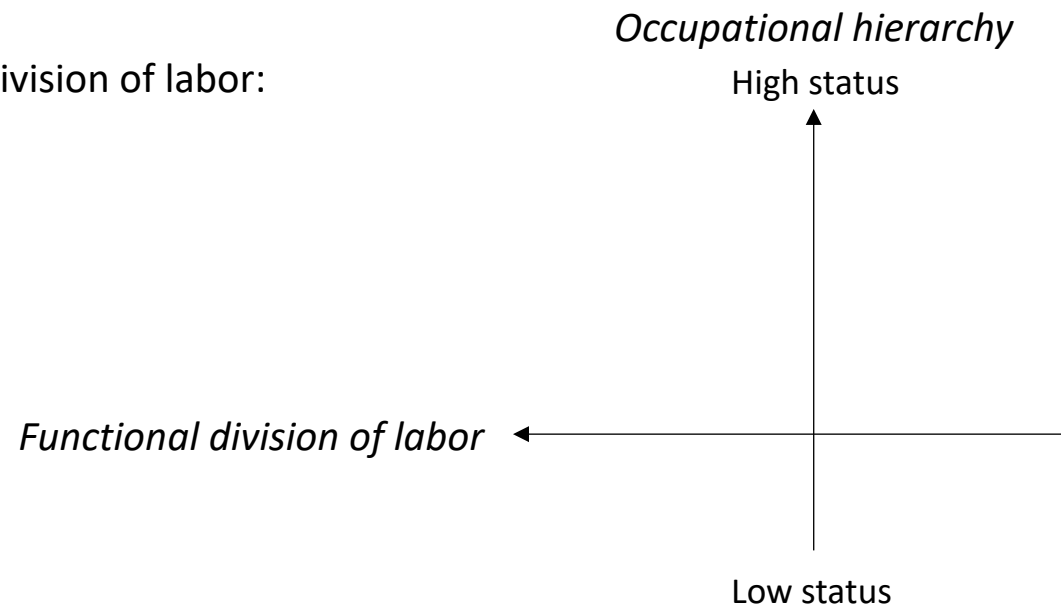
Do different groups of respondents engage in different forms of polyoccupationalism?

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Two dimensions of the division of labor:

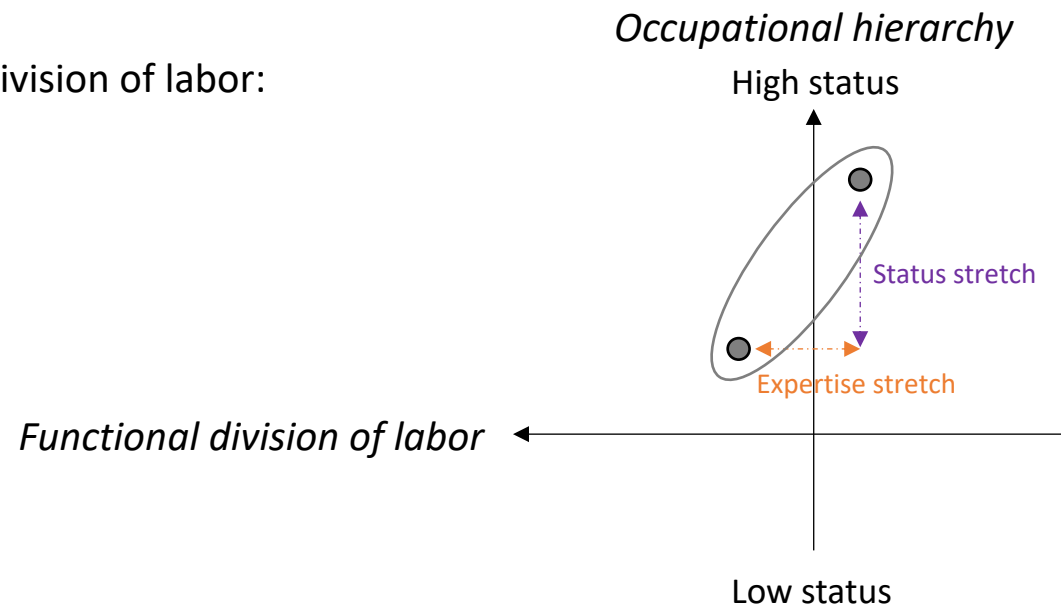


Research Questions and Hypotheses (2/2)

Q2 : Variation among polyoccupationalists

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Two dimensions of the division of labor:



Research Questions and Hypotheses (2/2)

Q2 : Variation among polyoccupationalists

Do different groups of respondents engage in different forms of polyoccupationalism?

- *H3*. Expertise stretch will be higher in groups of relatively advantaged workers as they claim an ability to perform a larger set of tasks
- *H4*. Status stretch will be higher in groups of workers located in relatively lower-status occupations as they seek to enhance their position within the occupational structure

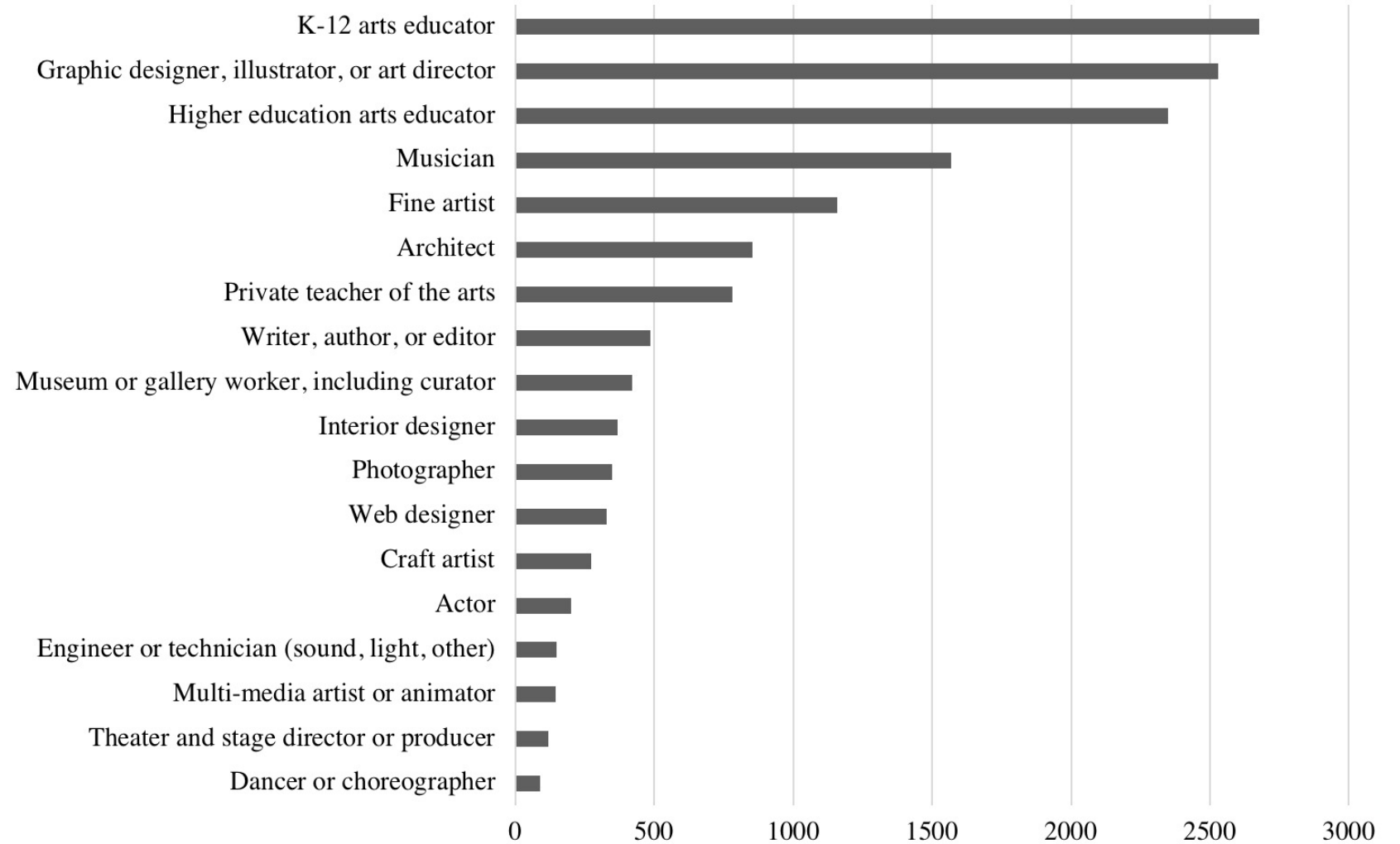
Sample and Data

Sample:

Among respondents to three waves of SNAAP survey (2015-2017), we limited our sample to those who reported work in those 18 arts occupations with an exact fit in the SOC system, and to those who were working and living in the US.

Count of SNAAP Respondents in our Main Sample by Primary Occupation

18 occupations
N=14,774



Sample and Data

Variables:

Standard individual demographics: age, gender, race, marital status, education, parents' education, residential area

Work-related characteristics: contract-based labor, importance of projects, individual annual income, full-time work, managerial role, job ambiguity

*Occupational-level variables (BLS and O*NET data):* licensing requirements, social status, number of core tasks, task-distinctiveness, hybridity of occupational groupings

O*NET is a widely used source of information on occupations

Descriptive
Statistics in Main
sample

N=14,774

	Sample Mean / Percent	Sample SD	Sample Min	Sample Max
Number of reported occupations	1.7	0.9	1	10
<i>Demographics</i>				
Age	44.1	14.5	18	92
Woman	60.3			
White	84.5			
Married or domestic partner	63			
Graduate degree	52			
Parent with graduate degree	39.7			
Highly urban residential area	31.9			
<i>Work Characteristics</i>				
Contract-based labor	52.5			
Importance of projects	3.7	.7	1	4
Working full-time	70.7			
Managerial role	17.4			
Job ambiguity (words count)	11.5	15.1	0	213
<i>Primary Occupation</i>				
Licensed	26.3			
Social Status	59.7	6.7	33	78
Number of core tasks	24.2	10.5	6	44
Task-distinctiveness	48.6	21.2	12.5	100
Hybridity of grouping	1.9	1.3	1	5

Analysis 1.

Who engage in polyoccupationalism?

Sample: main sample (N=14,774)

Method: Poisson regression

Our dependent variable is the number of occupations an individual reported in the SNAAP survey – a simple measure of polyoccupationalism

Coefficients
from Poisson
Regressions

N=14,774

	Dependent Variable: Number of Reported Occupations		
	Model 1	Model 2	Model 3
Intercept	.462***	.224***	.155*
<i>Demographics</i>			
Age	.001	.000	.001
Woman	-.041**	-.042***	-.056***
White	-.025	-.021	-.022
Married or domestic partner	.016	.014	.011
Graduate degree	.135***	.154***	.087***
Parent with graduate degree	.031*	.022	.017
Highly urban residential area	-.049***	-.059***	-.022
<i>Work Characteristics</i>			
Contract-based labor		.239***	.251***
Importance of projects		.037***	.037***
Annual individual income (k\$)			-.001***
Working full-time			.045**
Managerial role			.076***
Job ambiguity (Word count)			.002***
<i>Primary Occupation</i>			
Licensed			-.268***
Social status			.001
Number of core tasks			.015***
Tasks-distinctiveness			-.001**
Hybridity of occupational grouping			-.133***
Likelihood Ratio Chi-Square	172.100	529.298	906.920
Df	7	9	18
Sig.	.000	.000	.000

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Analysis 2.

Who engages in expertise and status stretch?

Sample: polyoccupationalists in the main sample (N=6,821)

Method: Linear regressions

Our dependent variables are measures of expertise stretch and status stretch (using O*NET data)

Expertise stretch is the number of new tasks the respondents can claim by virtue of adding occupation(s) to the primary occupation

Status stretch is the largest absolute difference between the social status associated with the primary occupation and any other reported occupations

Coefficients from Linear Regressions

N=6,821

	Dependent Variable: Expertise stretch	Dependent Variable: Status stretch
	Model 4	Model 5
Intercept	-3.158	10.355***
<i>Demographics</i>		
Age	-.076***	.015*
Woman	-3.404***	-.152
White	.422	.406
Married or domestic partner	.300	-.039
Graduate degree	2.911***	-1.373***
Parent with graduate degree	1.101***	.023
Highly urban residential area	-2.950***	-.412*
<i>Work Characteristics</i>		
Contract-based work	1.567***	.399*
Importance of projects	-1.111***	.260
Annual individual income (k\$)	.015**	-.003
Working full-time	.099	-.704***
Managerial role	2.184***	-.254
Job ambiguity (Word count)	-.032**	.014**
Number of reported occupations	16.657***	3.172***
<i>Primary Occupation</i>		
Licensed	-9.487***	6.172***
Social status	.082**	-.176***
Number of core tasks	.597***	-.136***
Tasks-distinctiveness	-.182***	.027***
Hybridity of occupational grouping	-4.700***	1.537***
R	.726	.448
R ²	.527	.200

Coefficients from Linear Regressions

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Conclusion and Directions for Further Research

Polyoccupationalism exists and is associated with the gig economy

Its expression varies within the occupational structure: “entrepreneurs” vs. “hustlers”

- To what extent is this phenomenon exaggerated in the **creative industries**?
- Is polyoccupationalism flattening hierarchies, or increasing **inequalities** among workers?

Lessons: we not only need to discard single-entry occupational survey but also start **measuring contracts, jobs and projects**

Many other interests: the role of gender; licensing and training; life course, age and career; classifications and categories

Thank you!

Merci

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