



AgEcon SEARCH
RESEARCH IN AGRICULTURAL & APPLIED ECONOMICS

The World's Largest Open Access Agricultural & Applied Economics Digital Library

This document is discoverable and free to researchers across the globe due to the work of AgEcon Search.

Help ensure our sustainability.

Give to AgEcon Search

AgEcon Search
<http://ageconsearch.umn.edu>
aesearch@umn.edu

*Papers downloaded from **AgEcon Search** may be used for non-commercial purposes and personal study only. No other use, including posting to another Internet site, is permitted without permission from the copyright owner (not AgEcon Search), or as allowed under the provisions of Fair Use, U.S. Copyright Act, Title 17 U.S.C.*

Labor and wages, Agric.

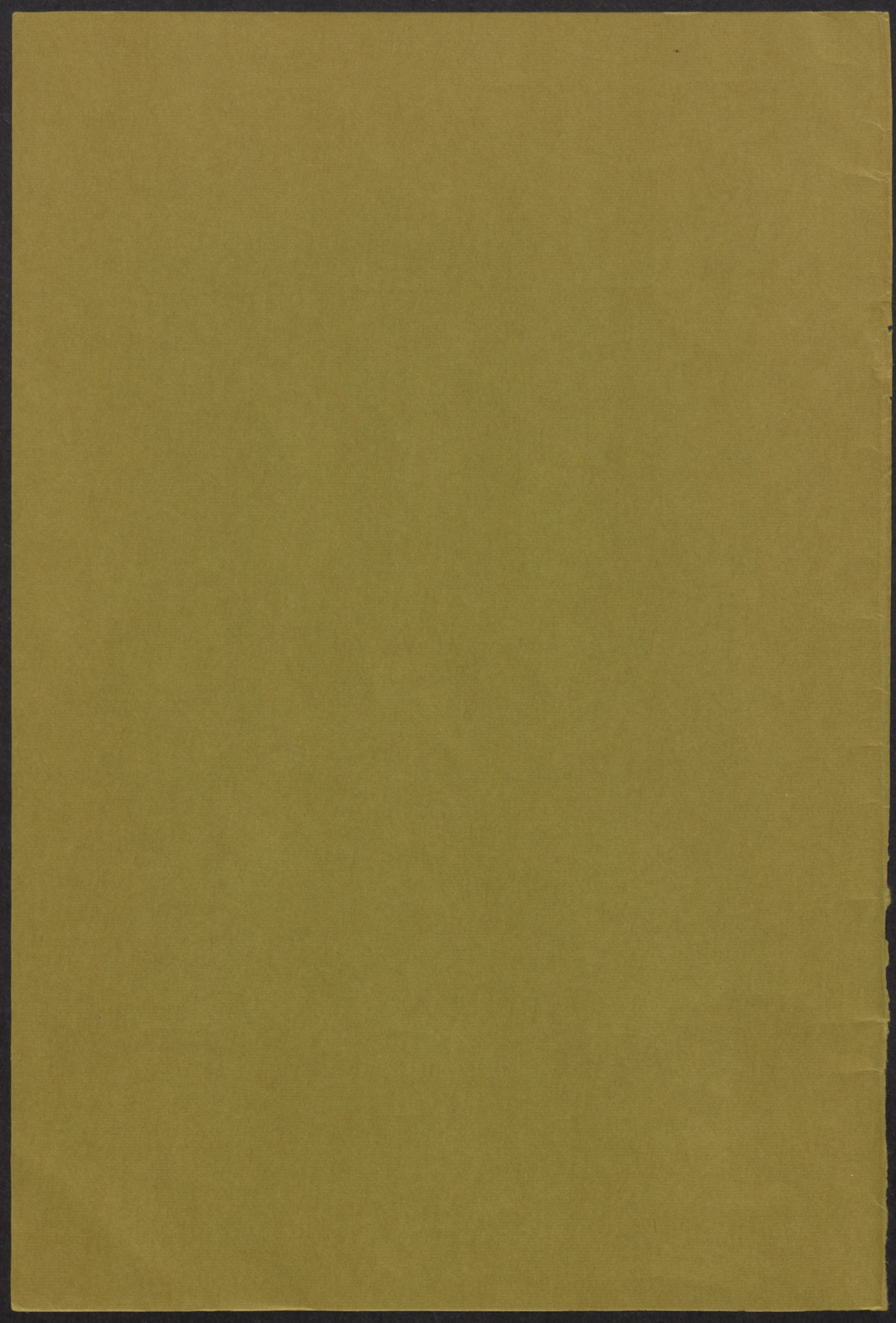
MULTIPLE JOBHOLDING AMONG
FARM OPERATORS—A STUDY OF
AGRICULTURAL ADJUSTMENT
IN ONTARIO



Brian B. Perkins
School of Agricultural Economics
and Extension Education
Ontario Agricultural College
University of Guelph

May 1972

Publication AE/72/5



MULTIPLE JOBHOLDING AMONG FARM OPERATORS -
- A STUDY OF AGRICULTURAL ADJUSTMENT
IN ONTARIO

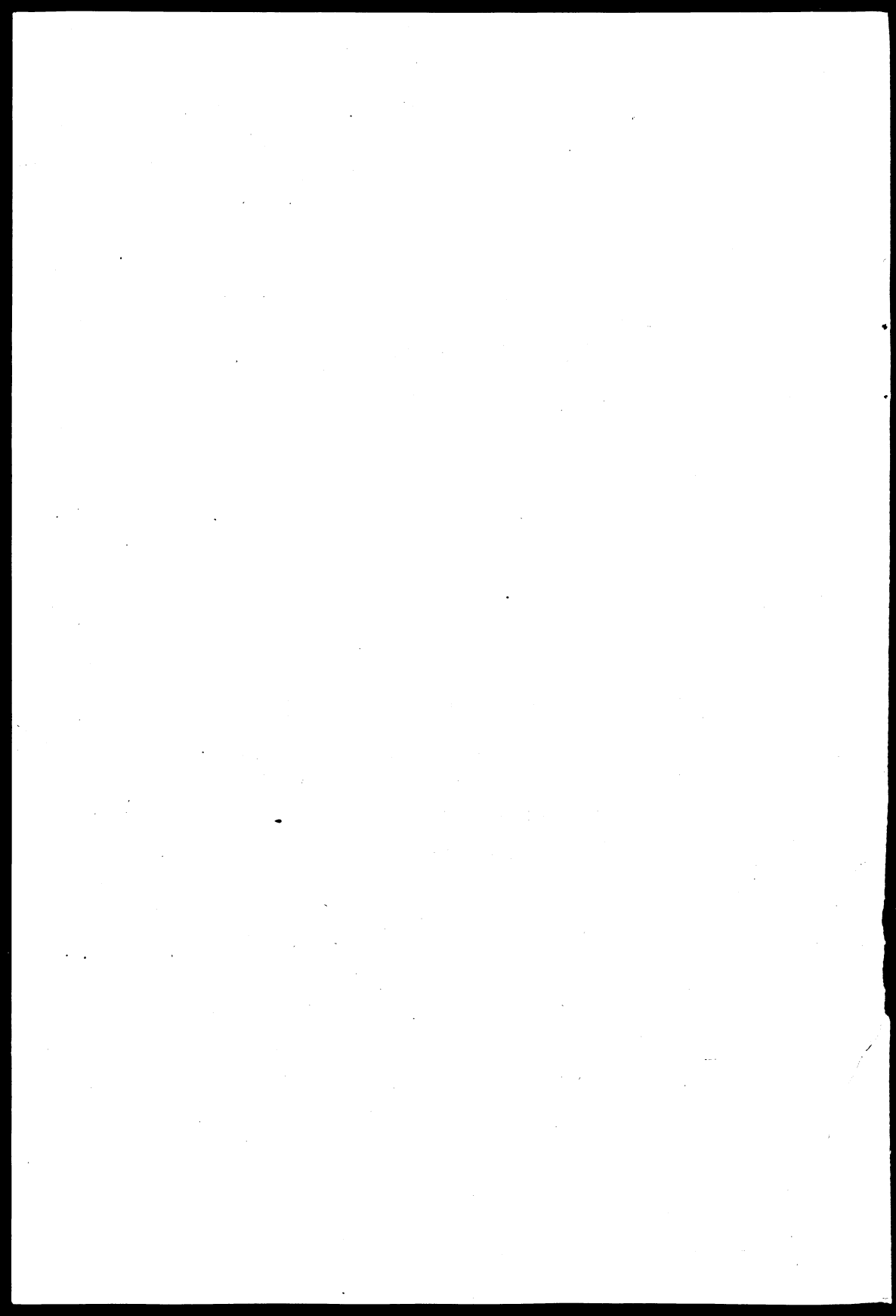
Brian B. Perkins

School of Agricultural Economics
and Extension Education

Ontario Agricultural College
University of Guelph

May 1972

Publication AE/72/5



ACKNOWLEDGMENTS

This study was undertaken as part of the continuing research program in Agricultural Economics supported by the Ontario Ministry of Agriculture and Food at the University of Guelph, and was supported additionally by an operating grant from the Ontario ARDA Directorate.

Mr. Stephen J. Gruber, former research assistant in the School of Agricultural Economics and Extension Education, conducted the survey in Grey County on which the study was based, and undertook much of the analysis of the data. Thanks are due to him, and also to Professors E.A. Cebotarev and M.A. MacGregor, for their numerous contributions at all stages of the project. Responsibility for the analysis and conclusions presented in this report, however, rest entirely with the author.

Brian B. Perkins

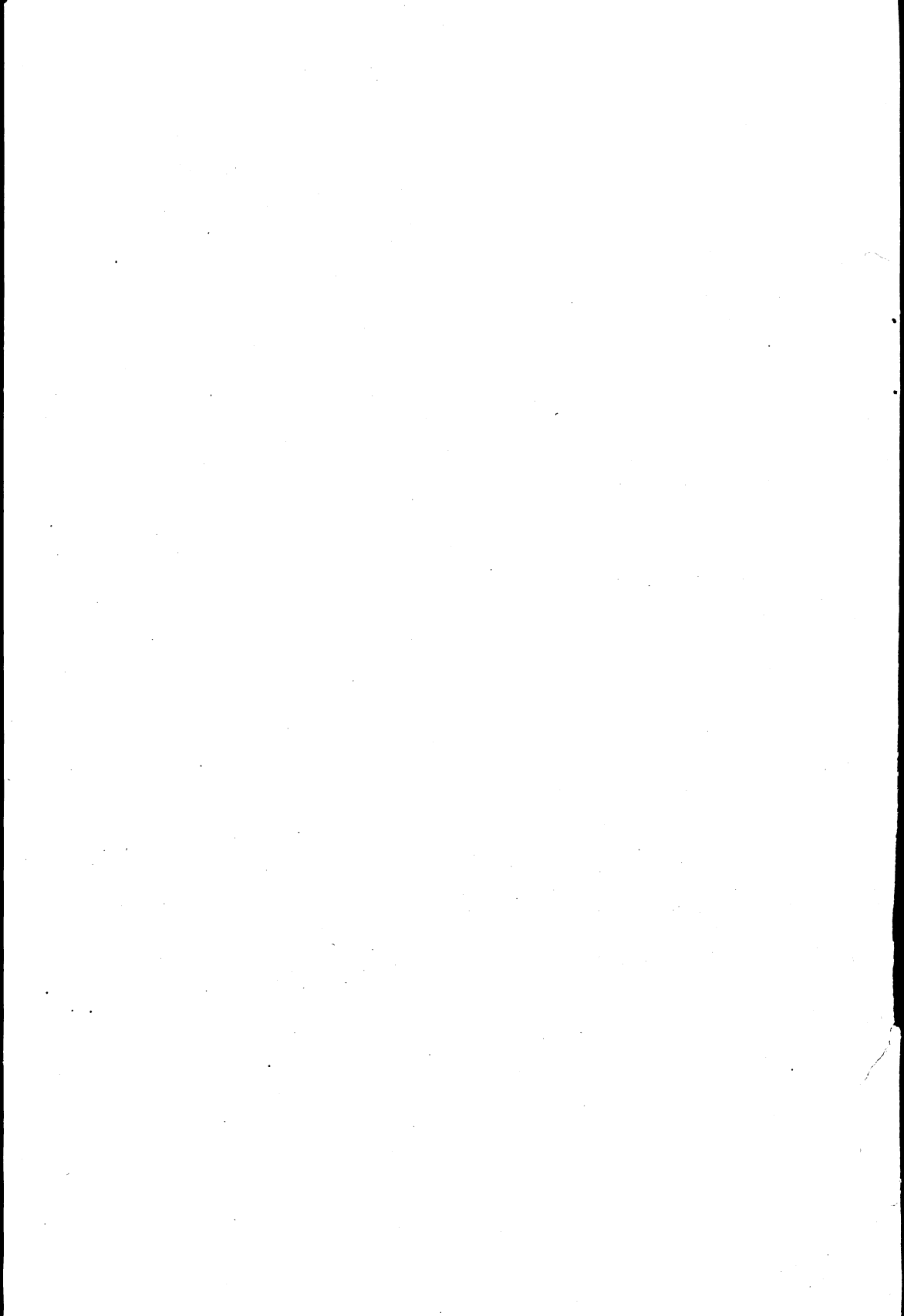


TABLE OF CONTENTS

	<u>Page</u>
ACKNOWLEDGMENTS	ii
TABLE OF CONTENTS	iii
LIST OF TABLES	iv
1. INTRODUCTION	1
2. THE GREY COUNTY SAMPLE	3
3. THE NATURE OF THE NONFARM EMPLOYMENT	5
4. WHAT FACTORS MAKE MULTIPLE JOBHOLDING LIKELY?	9
5. DOES MULTIPLE JOBHOLDING PAY?	19
6. IS MULTIPLE JOBHOLDING A TRANSITORY EMPLOYMENT STATUS?	24
7. MULTIPLE JOBHOLDING AS A FORM OF ECONOMIC ADJUSTMENT	29
8. SUMMARY AND CONCLUSIONS	38
9. APPENDICES	41
10. REFERENCES	56

LIST OF TABLES

<u>Table</u>		<u>Page</u>
3.1	Days of off-farm work and regularity of such employment by MJH farmers	5
3.2	Level of skills of jobs held by MJH farmers	7
3.3	Nonfarm earnings per day worked by MJH farmers	7
3.4	Distance commuted to nonfarm jobs by MJH farmers	8
3.5	Location of nonfarm jobs of MJH farmers, by Township	8
4.1	The incidence of multiple jobholding by age classes	9
4.2	The incidence of multiple jobholding by years of schooling and special training for nonfarm jobs	10
4.3	The incidence of multiple jobholding by age and educational attainment	12
4.4	Incidence of multiple jobholding according to employment of wife	12
4.5	Incidence of multiple jobholding according to family size	13

<u>Table</u>	<u>Page</u>
4.6 The incidence of multiple jobholding according to the value of farm products sold	13
4.7 The incidence of MJH by size of farm business, according to the age and to the education of the farmer	14
4.8 The incidence of multiple jobholding according to the operator's type of farm	15
4.9 The effect of proximity to an urban center on the incidence of MJH according to job location, skill level and regularity of employment	16
4.10 The determinants of multiple jobholding among farmers: results of a multiple regression analysis	17
5.1 The distribution of MJH farmers by nonfarm employment earnings	21
5.2 The distribution of MJH farmers by nonfarm earnings, according to the level of skill of their job	22
5.3 The distribution of nonfarm earnings of MJH farmers according to duration of continuous nonfarm work experience	23
6.1 Attitude toward holding two jobs by years of continuous nonfarm work experience of MJH farmers	26

<u>Table</u>	<u>Page</u>
6.2 The preferences and plans of MJH farmers with regard to their unemployment status	27
6.3 Farmers' valuations of the nonfarm earnings required to induce them to give up farming	28
7.1 The nonfarm income position of farm families in relation to their gross farm income by occupational status of the farmer	31
7.2 Sources of nonfarm employment information used by MJH farmers	34
A.1 Numbers of farmers and the incidence of multiple jobholding in 1961, 1966, 1971 in Proton and Sydenham Townships	44
A.2 The distribution of farm operators by economic class of farm in the Townships of Sydenham and Proton, 1961, 1966, 1971	44
A.3 Distribution of farms by type of enterprise, Townships of Sydenham and Proton, 1961, 1966, 1971	45
A.4 The age distribution of farmers in Sydenham and Proton Townships, 1961, 1966, 1971	45

<u>Table</u>		<u>Page</u>
A.5	Proportion of farmers reporting off-farm work according to the number of days reported, Grey County, "ARDA" counties, other counties; 1966	46
A.6	Distribution of farms by level of farm product sales, Grey County, "ARDA" counties, other counties, 1966	46

1. INTRODUCTION

Farm operators who combine a regular off-farm job with their farm employment are commonly called part-time farmers. However, many farmers work off their farms only part of the year on a seasonal or occasional basis. This study focuses on multiple jobholding among farmers, an occupational status which embraces all combinations of off-farm employment with the operation of a farm.¹

The incidence of multiple jobholding (MJH) among farm operators in Ontario has grown considerably during the past twenty years. While the number of farmers in the province declined from 149,920 in 1951 to 109,887 in 1966, the number of MJH farmers increased from 39,776 to 45,241 over the same period, so that the proportion of MJH farm operators rose from 26.5 per cent to 41.2 per cent.²

¹ The literature on part-time farming and multiple jobholding is voluminous, but relatively little work has been done on this phenomenon in Canada. Multiple Jobholding by Farm Operators (Research Bulletin 5, 1964, Michigan State University) by Dale E. Hathaway and Arley D. Waldo is an excellent example of U.S. studies. For reviews of the literature and recent analyses of multiple jobholding in Canada, see Antoine Locas Multiple Jobholding by Farm Operators in Canada, (1968), and Stephen J. Gruber An Analysis of Agricultural Adjustment Through Multiple Jobholding (1971), unpublished M.Sc. theses, University of Guelph.

² Source: Census of Canada, 1951, Vol. VI Part 2, and 1966 Vol. IV, Part 2. Changes in the definition of a farm, and hence of a farm operator, make these statistics not strictly comparable, but the number of farms affected was relatively small.

This rising incidence of multiple jobholding in agriculture has been associated with changes in technology, with increases in real wage rates and declines in real product prices, which jointly have increased the optimum economic size of farm enterprises, and commensurately, the capital requirements in farming. These changes, together with rising opportunities in nonfarm employment, have served to reduce the number of farms and farmers, and to stimulate combinations of farm and off-farm work.

To promote adjustment to these economic forces, the Federal and the Ontario governments have taken measures to facilitate the movement of labour out of agriculture, and also to provide capital requirements and managerial training for those wishing to establish viable commercial farm businesses. However, multiple jobholding as a form of economic adjustment for farmers largely has been overlooked. In principle, it appears to be an attractive form of adjustment, particularly for the many farmers who cannot profitably expand their farm operations, and has the considerable advantage of avoiding changes in residence, and the personal disruptions and possible costs to the local community, associated with such changes.

At the same time it also must be recognized that the phenomenon of multiple jobholding among farmers has not been studied intensively in Ontario and though a number of studies have been undertaken in the United States, the transferability of those results to this Province is questionable. Moreover, in certain respects

the U.S. studies appear to have led to conflicting conclusions.³

The purpose of this study was to provide information on the nature of multiple jobholding pertinent to the development of farm adjustment policies in Ontario. The information required was considered to include the values and preferences of farmers and the characteristics of their families, as well as their age, training and the economic attributes of their employment.

2. THE GREY COUNTY SAMPLE

To obtain this information, personal interviews were conducted with a sample of 100 farmers in Grey County. This location was chosen because the county has a relatively high incidence of low output farms and has been a focus for the Ontario Government's agricultural adjustment programs. ARDA, the agency responsible for these programs, has designated "development areas" primarily on the basis of a high proportion of low income farmers and nonfarm rural households; Grey County is included in these areas, and for the purposes of this study, was considered fairly representative of ARDA Development Areas in Southern Ontario.

³ The most important inconsistency in the U.S. evidence on multiple jobholding concerns the permanence of changes to this dual employment status. Hathaway and Waldo (op. cit.) concluded that multiple jobholding was not typically a stable occupational status for farmers, but rather led to complete withdrawal from agriculture or to a return to full-time farming. By contrast, most studies of part-time farmers suggest that these individuals characteristically retain their dual employment status for many years. For further discussion of this point see Gruber, op. cit.

The sample was stratified by selecting farmers in two townships, Proton and Sydenham, under the expectation that the strata would differ essentially on account of the proximity of one stratum to an urban labour market. Sydenham Township is adjacent to Owen Sound, a city of 20,000 people, whereas Proton Township is over 35 miles from this center. The survey comprised 50 farmers in each of the two townships, or 14-15 per cent of all farmers in those townships.⁴

All farmers interviewed operated livestock farms, of which a majority were beef farms but mixed livestock and dairy farms were also important. Close to three-quarters of the farms had sales in excess of \$2,500 per year, and one third grossed over \$10,000. Of the 100 farmers in the sample, 43 reported off-farm work in the preceding year, that is, the estimated incidence of MJH was 43 per cent. Comparisons of these data and other characteristics with Census information supported the expectation that the sample was representative of farms and farmers in the area.⁵

⁴ The sample was taken from the tax assessment rolls of "farm basic shelter units", that is, farm properties which include a residence. From a randomly selected list of such farms, interviews were conducted with residents until the sample of 100 respondents was complete. Some residents were no longer farming, a few declined to be interviewed, and others operated very large farm enterprises, beyond the scope of this inquiry; these individuals were omitted from the sample.

⁵ See Appendix A.

3. THE NATURE OF THE NONFARM EMPLOYMENT

Information on the kind of nonfarm work done by MJH farmers in Ontario has been limited to Census data on numbers of days worked and an incomplete classification of the jobs they held. The Grey County sample provides a much more complete picture of the nature of this employment.

The regularity of off-farm work by farmers is commonly characterized in terms of the number of days of such employment, and indeed, this criterion is used in the Census definition of part-time farmers. However, a better description of the regularity of off-farm work is obtained by the distinction between occasional, seasonal, part-day and full-time employment, particularly since 'days worked' makes no distinction between full and part-time jobs (Table 3.1).

Table 3.1 Days of off-farm work and regularity of such employment by MJH farmers

<u>Days worked</u>	<u>No. of MJH</u>	<u>Regularity of employment</u>			
		Occasional	Seasonal	Part-day	Full-time
1-96	6	4	2	-	-
97-228	19	3	7	6	3
over 228	<u>18</u>	-	-	-	<u>18</u>
Total	43	7	9	6	21

Farmers who worked for short periods off their farms engaged in occasional or seasonal employment. The

six farmers who had part-day jobs were school bus drivers. Nearly half the MJH farmers had regular full-time jobs off their farms, and, of course, this group accounted for all the long period employment. In the sense that only the 'occasional' category represented an irregular form of employment, it can be said that 84 per cent of the MJH farmers had some kind of regular off-farm employment.

Surprisingly, the nonfarm employment of MJH farmers was not concentrated in unskilled jobs, but rather was distributed about equally among unskilled, semi-skilled, and skilled types of work (Table 3.2).⁶

Though no information on wage rates was obtained, it was possible to calculate earnings per day worked, from the data on days of off-farm work and total off-farm earnings (Table 3.3). Assuming an eight-hour working day, the hourly earnings predominantly were in excess of \$2.50 (up to a high of \$5.00 for a few skilled jobs), and though some farmers earned substantially less, only one earned as little as \$1.00 per hour. The part-day bus drivers earned \$6-7 per day.

⁶ The classification according to skills was based on the job description provided by the respondent. Jobs which required no formal training or education were classed as unskilled (for example, manual labour, driving a school bus); semi-skilled jobs were defined to involve some degree of responsibility or of special training (for example, road grader operator, mail and stock clerk with insurance company); the category 'skilled' comprised those who held positions of considerable responsibility (feed co-op manager, plant supervisor, for example) and those who had considerable special training for their work (for example, carpenter, electrician, teacher).

Table 3.2 Level of skills of jobs held by MJH farmers

	No. of farmers
Unskilled	15
Semi-skilled	14
Skilled	<u>14</u>
Total	43

Table 3.3 Nonfarm earnings per day worked by MJH farmers*

	No. of farmers
Under \$20	10
\$20-29	22
\$30 or more	<u>5</u>
Total	37

*Note: 6 farmers worked only part-day off their farms

The majority of MJH farmers did not commute as much as 10 miles to the site of their nonfarm job, and less than 10 per cent commuted over 20 miles (Table 3.4). This reliance on local employment, which confirmed the basis for the stratification of the sample, was evident also in the differences in job location between Proton and Sydenham Townships MJH farmers (Table 3.5). Whereas in Proton Township only 1 farmer out of 20 had a job in a city, in Sydenham Township 61 per cent of the MJH farmers worked in Owen Sound.

Table 3.4 Distance commuted to non-farm jobs by MJH farmers

Distance in miles	No. of farmers
5 or less ^{a.}	17
6-10	10
11-15	8
16 or more ^{b.}	<u>8</u>
Total	43

a. Included 14 MJH without a fixed place of work; see Table 3.5.

b. Included 4 MJH who commuted over 20 miles.

Table 3.5 Location of nonfarm jobs of MJH farmers, by Township

	Number of MJH farmers		
	Total	Sydenham	Proton
city	15	14	1
town/village	14	4	10
no fixed place ^{a.}	<u>14</u>	<u>5</u>	<u>9</u>
Total	43	23	20

a. School bus drivers, construction workers, etc.

4. WHAT FACTORS MAKE MULTIPLE JOBHOLDING LIKELY?

Previous studies have shown consistently that age is one of the most important determinants of multiple jobholding among farmers. Analysis of the Grey County sample corroborated this relation. ⁷Particularly marked was the difference in the incidence of MJH among farmers who were under 45 years of age and older farmers (Table 4.1).

Table 4.1 The incidence of multiple jobholding by age classes

Age in years	No. of farmers	No. of MJH farmers	Per cent MJH
under 35	10	7	70.0
35-44	26	17	65.4
45-54	29	11	37.9
over 54	<u>35</u>	<u>8</u>	<u>22.9</u>
All farmers	100	43	43.0

The decline in the probability of multiple jobholding with increasing age has been attributed to the greater access of younger men to nonfarm jobs, and to the

⁷

The term incidence is used here synonymously with proportion or per cent of the individuals in a class. These proportions can be interpreted as probabilities: for example, if in a randomly drawn sample of 100 farmers 43 are multiple jobholders, then the estimated probability that an individual drawn from the sample population is a multiple jobholder is 0.43.

greater adjustment which the change from full-time farming to multiple jobholding represents for older farmers. Because of rising educational standards, younger men tend to have more years of schooling, and they also are⁸ likely to have a greater aptitude for job training.

Table 4.2 shows the relation of years of schooling and special training to the incidence of MJH.

Table 4.2 The incidence of multiple jobholding by years of schooling and special training for nonfarm jobs

Years of schooling completed	No. of farmers	Per cent MJH
less than 8	15	40.0
8 to 9	63	31.7
10 to 12	17	70.6
more than 12	<u>5</u>	<u>100.0</u>
All farmers	100	43.0
Special training		
had	19	78.9
did not have	81	34.6

⁸ Pension and insurance costs to employers tend to rise with the age of the employer, but cursory inquiries with Canada Manpower officials suggested these factors were not of much significance in practice.

The probability of taking off-farm jobs was much higher for those farmers who had completed grade 10 than for those with less formal education, and those who had special training for nonfarm employment were twice as likely to be multiple jobholders as were other farmers.

The obvious question which these relationships suggest is whether differences in the proportion of multiple jobholders between younger and older farmers are not simply a reflection of education or even training differences among age groups. Table 4.3 helps to clarify this important point. The well educated were highly likely to be multiple jobholders regardless of their age, but among the less well educated majority of farmers, relative youth greatly increased the probability of non-farm employment. Examination of the distribution of training for nonfarm work showed that such training was not correlated with age. However, among older farmers training for nonfarm employment was associated with fewer years of schooling and appeared to be an important determinant of MJH within this group: of the 14 MJH farmers aged 45 or older who had less than grade 10 education, 7 had had special training.

It was expected that farm families would regard paid employment by the wife as a substitute source of income to off-farm work by the farmer, and that the wife's employment status would strongly influence multiple jobholding among farmers. In fact, the incidence of multiple jobholding among farmers who had working wives was somewhat higher than among those whose wives earned no additional income (Table 4.4). A higher proportion of wives than of farmers had had special training and those wives who had special skills were more likely to have paid employment.

9

About 19 per cent both of farmers who were under 45 years of age and of those who were older had special training.

Table 4.3 The incidence of multiple jobholding by age and educational attainment

Age (years)	Schooling	No. of farmers	Per cent MJH
Under 45	less than grade 10	20	60.0
	grade 10 or higher	16	75.0
45 and over	less than grade 10	58	24.1
	grade 10 or higher	<u>6</u>	<u>83.3</u>
All farmers		100	43.0

Table 4.4 Incidence of multiple jobholding according to employment of wife

	No. of farmers	Per cent MJH
wife working	30	50.0
wife not working	<u>65</u>	<u>41.5</u>
Total	95	44.2

Note: 5 farmers were not married

Substantially greater differences in the proportion of MJH farmers were found in the distribution according to size of family. (Table 4.5) Farmers with five or more children were more than twice as likely to have off-farm work than those with two children or less, a finding which supports the popular belief that multiple jobholding is partly a function of need. The need for supplementary income as a reason for multiple jobholding also has been put forward as the basis for the inverse

Table 4.5 Incidence of multiple jobholding according to family size

Children in family	No. of farmers	Per cent MJH
none to two	39	30.8
three to four	39	48.7
five or more	<u>17</u>	<u>64.7</u>
Total	95	41.5

Table 4.6 The incidence of multiple jobholding according to the value of farm products sold

Value of farm product sales	No. of farmers	Per cent MJH
under \$2,500	28	67.9
\$2,500-4,900	17	41.2
\$5,000-9,900	22	40.9
\$10,000 & over	<u>33</u>	<u>24.2</u>
Total	100	43.0

relation between gross farm income and multiple jobholding observed in Census data. The same relation was observed in the Grey County sample (Table 4.6). Two-thirds of the farmers whose farm product sales were under \$2,500 reported off-farm work, whereas two-fifths of those with sales between \$2,500 and \$10,000, and

only one quarter of those with sales in excess of \$10,000, were multiple jobholders. Moreover, this relation did not arise because of association between size of farm in terms of sales and age or education (Table 4.7). Indeed, the differences in the proportion of multiple jobholders among different sizes of farm businesses tended to be greater when standardized for age or for education.

Table 4.7 The incidence of MJH by size of farm business, according to the age and to the education of the farmer

Value of farm product sales	All farmers	under 45	per cent MJH		
			45 & over	less than grade 10	grade 10 or higher
under \$2,500	67.9	100.0	52.6	60.0	87.5
\$2,500-9,900	41.0	87.5	29.0	30.3	100.0
\$10,000 & over	24.2	42.1	0	16.0	50.0

The predominant type of enterprise is another aspect of the farm which would seem likely to be related to multiple jobholding. The diversity of farming enterprises in the area sampled was largely limited to live-stock enterprises, and of these only dairying, which has rather heavy and inflexible daily demands for labour, was less likely to be associated with off-farm employment (Table 4.8).

Turning to the impact of proximity to urban employment centers, the data presented in Table 4.9 indicate a somewhat higher proportion of MJH in Sydenham Township than in Proton, but the differences in

Table 4.8 The incidence of multiple jobholding according to the operator's type of farm

<u>Type of farm</u>	<u>No. of farmers</u>	<u>Per cent MJH</u>
dairy	17	29.4
beef	54	42.6
mixed	27	48.1
other	<u>2</u>	<u>100.0</u>
Total	100	43.0

terms of the location of the job and the type of job are larger. Farmers in Sydenham Township were much more likely to be working off-farm in a city, in a regular full-time job, and in semi-skilled or skilled occupations than were Proton farmers.

To this point, factors affecting the incidence of multiple jobholding have been considered individually or at most two factors have been analyzed simultaneously. In order to examine the relation to multiple jobholding of several factors simultaneously, a multiple regression analysis was used. The results of the regression, presented in Table 4.10, strongly corroborate the findings of the simple tabular analysis.

The incidence of MJH was significantly greater among farmers under 45 years old than among those aged 45 or older; similarly, the proportion of MJH among the 45 to 54 year olds was higher than among the farmers aged 55 or older, but this difference was not statistically significant. Formal education and special training for nonfarm work proved to be significant determinants

Table 4.10 The determinants of multiple job-holding among farmers: results of a multiple regression analysis

<u>Independent Variables</u>	<u>Partial regression coefficients</u>	<u>t ratios</u>
Constant	+0.034	
Age ^d : 45-54	-.326**	-3.29
over 54	-.444**	-4.12
Wife working	+0.026	0.31
Number of children	+0.056**	2.55
Highest grade education	+0.042*	2.02
Special training ^d	+0.264**	2.48
In Sydenham Township	+0.093	1.20
Not dairy farm	+0.172	1.52
Farm acreage	+0.001	1.20
Gross farm income (\$'00)	-.003**	-4.26

$R^2 = .467$

Number of observations = 100

*significant at the .05 level, **significant at the .01 level, by a one-tailed t test. The t ratio corresponding to the difference between the coefficients of the two age variables included in the equation was 1.14.

Note: the analysis used was an unconstrained linear probability model of the form

$$MJH = a + b_1 Z_1 + \dots + b_{10} Z_{10} + \mu$$

where MJH = 1, if the farmer was a multiple jobholder,

of MJH¹⁰, but the township in which the farmer was located was not. As noted previously, the primary effect of location probably was on the kind of off-farm work obtained. Farmers whose wives had paid employment exhibited an incidence of MJH essentially similar to other farmers, but family size was strongly and positively related to multiple jobholding.¹¹ Of the three farm

¹⁰ The reader is cautioned that comparisons between the coefficients of these two variables cannot be made directly, since the first is a continuous variable whereas the second is a zero-one variable.

¹¹ The possibility of an interaction effect between "wife working" and size of family was not analyzed.

Note Table 4.10 continued:

0 otherwise.

If the model had been constrained to preclude predicted values of MJH greater than one or less than zero, the predicted values could be interpreted as estimates of the probability of farmers with specified characteristics (in terms of the independent variables) being multiple jobholders. The unconstrained model, however, discriminates between MJH and full-time farmers at least as well as would a constrained model. The possible effects of interactions among the independent variables were not examined.

d. Dummy or zero-one variables. The coefficients corresponding to these variables are estimates of differences in the incidence of multiple jobholding relative to the omitted complementary variable. The omitted variables, in order of the listing of the variable sets from which they were omitted, were "Under 45 years of age", "Wife not working", "No special training", "In Proton Township", "Dairy type of farm".

characteristics considered -- type of farm, size in acres, and gross farm income -- only the gross income variable proved to be a significant determinant of multiple jobholding.¹²

To sum up, the analysis indicated that the farmers most likely to have off-farm jobs were those who were young, well-educated, who had had special training, who had large families, and whose farm businesses were relatively small.

Before going on to other aspects of multiple jobholding it is important to note that farmers' attitudes exert an influence, and possibly a strong influence, on the probability of multiple jobholding. Attitudinal information was collected as part of the sample data, however, it is more convenient to discuss such influences in later sections on the continuity of multiple jobholding and on its use as a form of economic adjustment.

5. DOES MULTIPLE JOBHOLDING PAY?

People receive remuneration for their work in many more ways than monetary or cash earnings. Perquisites or income in kind, capital gains and tax advantages may be received, and these are likely to be especially important in farming. That is the amount of income in kind and of capital gains income, or the degree to which disposable income benefits from tax advantages, are generally higher for farm operators¹³ who own their farms than for most other occupations.

¹² The lack of a significant difference between the incidence of MJH among dairy and other farmers was the only conclusion from the regression analysis which was notably different from the simple tabular analysis.

¹³ Of course, to some extent these advantages are shared by other self-employed occupations.

Moreover, additional benefits in the form of psychic income, or the satisfaction which the individual derives from a particular work or associated living environment may make a significant contribution to the individual's total remuneration from his employment. Again it has been believed commonly that "farming as a way of life" provides compensations over and above the net income derived from operation of the farm business.

It is assumed that those who voluntarily change their employment status do so in the expectation of higher total remuneration even though the quantification of all the components of the total remuneration is difficult for the individual concerned, and to date not achieved by researchers. Accordingly, while the emphasis in this report will be on off-farm cash income, attention is given also to other forms of compensation which may help to explain the returns to multiple job-holding and the decisions regarding changes to or from that employment status.

It should be noted also that because of considerable difficulties in obtaining information on net farm income, such a data series was not used in the analysis. Farmers who had net income information for tax purposes were not reluctant to divulge it, but the majority appeared to genuinely lack adequate knowledge of their income from farming; research cost and time limitations precluded analysis to estimate the net farm income position of these individuals. The gross farm income data which were collected are better suited as a measure of size of business than as a proxy for net income.

The earnings of MJH farmers from nonfarm employment ranged up to nearly \$11,000, but the median or average value was \$3,900 (Table 5.1). Earnings

varied primarily with number of full days of off-farm work and only secondarily because of differences in rates of pay. All those who earned \$6,000 or more had regular full-time jobs and worked more than 228 days off the farm, whereas none of those earning less than \$2,000 had regular full time employment.

Table 5.1 The distribution of MJH farmers by nonfarm employment earnings

	<u>No. of farmers</u>
Under \$2,000	13
\$2,000 to 3,900	9
\$4,000 to 5,900	8
\$6,000 & over	<u>13</u>
	43

As might be expected those in unskilled jobs were concentrated in the lower earning classes while those in skilled occupations tended to have the highest earnings (Table 5.2), but since earnings depended largely on the number of full days worked, some unskilled workers earned \$4,000 or more and some skilled workers earned less than \$2,000. The median earnings per day for unskilled, semi-skilled and skilled full-day workers were \$20, \$23, and \$24, respectively.

More significant was the relation between earnings and years of continuous nonfarm employment, which shows that earnings tended to be higher the longer the individual had had nonfarm jobs (Table 5.3). The median earnings of those who had less than 5 years,

Table 5.2 The distribution of MJH farmers by nonfarm earnings, according to the level of skill of their job*

<u>Nonfarm earnings</u>	<u>All MJH farmers</u>	<u>Level of skill of nonfarm job</u>		
		<u>Unskilled</u>	<u>Semi-skilled</u>	<u>Skilled</u>
under \$2,000	13	9	2	2
\$2,000 to 3,900	9	3	3	3
\$4,000 to 5,900	8	1	5	2
\$6,000 and over	13	2	4	7
Total	43	15	14	14

* The hypothesis of independence between level of skills and earnings was rejected by a χ^2 test at the .05 level of significance.

5 to 9 years, and 10 years or more of continuous non-farm work experience were \$2,500, \$4,300 and \$5,900, respectively. This increase in earnings with years of nonfarm job experience was due mainly to the number of days worked in the year rising with nonfarm employment experience.

The information obtained on income from farming was subject to several shortcomings, since in addition to the lack of data for most farmers on net cash income, no information was obtained on income in kind, capital gains or tax advantages. However, few MJH farmers reported experiencing any reduction in their gross farm income on changing to a MJH status, and for the great majority of farmers at least there is no reason to believe that losses were suffered under the

Table 5.3 The distribution of nonfarm earnings of MJH farmers according to duration of continuous nonfarm work experience*

<u>Nonfarm earnings</u>	All MJH farmers	<u>Years of continuous nonfarm work</u>		
		Under 5	5 to 9	10 years & over
under \$2,000	13	6	5	2
\$2,000 to 3,900	9	5	1	3
\$4,000 to 5,900	8	-	6	2
\$6,000 & over	13	3	3	7
Total	43	14	15	14

* The hypothesis of independence between years of nonfarm work and earnings was rejected on the basis of a χ^2 test, at $\alpha = .05$.

last three categories of remuneration as a result of multiple jobholding. Among the 43 MJH farmers, 12 had changed to this status from one of exclusively nonfarm employment; among the remainder, 25 reported no loss in farm gross income as a result of changing to a MJH status, and only 6 had experienced a reduction in farm income. Moreover, comparisons of the increases in gross farm income of full-time operators and MJH farmers over the preceding five years suggested that the two groups had experienced similar gains on the average.¹⁴

¹⁴ Among those who had farmed during the preceding 5 years, the average gain in gross income was \$1,344 for MJH farmers and \$607 for full-time operators; However, exclusion of all farmers aged 55 years or older (an age group which tended to experience less growth in their farm businesses) raised these averages to \$1,667 and \$1,757 respectively.

In short, the survey evidence indicated that MJH farmers had nonfarm earnings which were major contributions to their total money income, and which tended to be proportional to the length of their experience in nonfarm work, while on average their money income from farming did not appear to rise less rapidly than that of full-time farmers. The question of non-monetary or psychic income is discussed more appropriately in the next two sections.

6. IS MULTIPLE JOBHOLDING A TRANSITORY EMPLOYMENT STATUS?

For a full understanding of the nature of multiple jobholding among farm operators it is important to know whether this dual occupational status is typically a means of gradual withdrawal from farming, or a stable persistent status, or yet a method of accumulating capital for expansion of the farm business. Knowledge on this issue appears critical for decisions on appropriate policy objectives and measures with regard to multiple jobholding among farmers.

Cross sectional surveys undertaken in the United States have suggested that part-time farming is not a transitory but a continuing status for the individual.¹⁵ By contrast, work history data from U.S.

¹⁵ See, for example, Ralph A. Loomis, Working in Two Worlds - Farm and Factory, Res. Rep. No. 32, Mich. St. U., Agr. Expt. Stn. 1965; Charles Sargent, Part-time Farming in Southeastern Indiana, Res. Bull. No. 794, Purdue U., Ag. Expt. Stn., 1965; W.M. Crosswhite, "Part-time Farming; Part-time Jobs" A Place to Live, 1963 Yearbook of Agriculture, USDA, pp. 146-151.

Social Security records indicates that the probability of complete mobility out of agriculture is higher for individuals who are multiple jobholders, and that at least for a few years this probability rises with the number of years of nonfarm work experience.¹⁶

The Grey County survey provided two kinds of information on this issue, namely, data on their employment record and statements of intentions with regard to future employment. It did not, of course, provide information on the employment experience of those who had left farming altogether for nonfarm jobs.

Two-thirds of the MJH operators who were interviewed had had continuous nonfarm employment for at least 5 years and one third had held nonfarm jobs for 10 years or more (Table 5.3). When asked whether "holding down two jobs was a satisfactory arrangement", 37 per cent of the MJH operators indicated that it was not, but this proportion was higher for those with the least nonfarm experience and lower for those with the longest nonfarm job experience (Table 6.1). It is not

¹⁶ See Hathaway and Waldo, op.cit.; Brian Perkins and Dale Hathaway Movement of Labor Between Farm and Non-farm Jobs, Res. Bull. 13, Mich. St. U., Agr.Expt.Stn., 1966; Dale E. Hathaway and Brian B. Perkins "Occupational Mobility and Migration From Agriculture", Chapter 13 in Rural Poverty in the United States, A Report by the President's Natl. Adv. Comm. on Rural Poverty, Washington, 1968.

The U.S. Social Security work history data for farm operators were limited to a relatively short period of years, and consequently the studies alluded to did not examine the probability of mobility out of agriculture for those who had had nonfarm employment for as long as most of the MJH farmers in the Grey Co. sample.

Table 6.1 Attitude toward holding two jobs by years of continuous nonfarm work experience of MJH farmers*

<u>Years continuous non-farm job experience</u>	Was holding down 2 jobs a satisfactory arrangement		
	Yes	No	% satisfied
1 to 4	6	8	42.9
5 to 9	10	5	66.7
10 & over	<u>11</u>	<u>3</u>	<u>78.6</u>
All MJH farmers	27	16	62.8

clear whether multiple jobholders became more accustomed over time to the demands of their job status, or whether the dissatisfied individuals tended to revert to a single job status.

There clearly was a difference between the preferences of MJH operators and their employment plans or intentions. (Table 6.2) Nearly two-thirds of these individuals would have preferred to farm full-time, and only 28 per cent expressed a preference for continued multiple jobholding. However, when asked about their employment plans, only 12 per cent indicated a change to full-time farming, and 81 per cent expressed the intent to continue in their MJH status. This contrast reflected both the attachment of the respondents to farming and also their limited opportunities in that occupation relative to nonfarm employment.

Further evidence of the attachment of farmers to farming was obtained by their reaction to a series of

Table 6.2 The preferences and plans of MJH farmers with regard to their employment status

<u>Employment Status</u>	<u>Preferences</u>	<u>Plans</u>
full-time farming	28	6
multiple jobholding	12	35
full-time nonfarm	<u>3</u>	<u>2</u>
	43	43

attitude statements regarding various aspects of farm life and farm work. Unfortunately, many of the attitudinal statements in the questionnaire combined more than one aspect of farm life or work, and possibly as a consequence, the average response did not deviate as much as expected from indifference. Nonetheless, there was nothing in the results to suggest that MJH farmers were any less attached to farming than full-time operators, and in reaction to the simple attitudinal statement "The farm is the best place to live", a higher proportion of multiple jobholders than of other farmers expressed strong agreement.¹⁷

A further point of evidence on the continuity of multiple jobholding were the reasons given for the original change from full-time farming to multiple jobholding. Of the 31 farmers who had made such a change in occupational status, 20 had done so to "supplement their farm income to meet family needs", 2 to pay off

¹⁷ Among the MJH farmers 81 per cent strongly agreed and none strongly disagreed; whereas among the full-time farmers 72 per cent strongly agreed and 2% strongly disagreed.

debts and 9 to obtain capital for expansion of the farm business. Interestingly enough, only 2 farmers in the latter group still planned to return to full-time farming, the other 7 having changed their plans to continued MJH status.

Finally, of relevance to the question of the continuity of multiple jobholding were the farmers' valuations of the nonfarm earnings they would have to receive to induce them to give up farming (Table 6.3). It is important to recognize that this was a very difficult estimate for most respondents to make, indeed many declined to do so, and consequently that the results should be interpreted with great caution.

These data suggest that MJH farmers on the average would have to receive additional nonfarm earnings equivalent to more than 50 per cent of their

Table 6.3 Farmers' valuations of the nonfarm earnings required to induce them to give up farming

	MJH farmers	full-time farmers
No. responding to questions	30	34
Mean nonfarm earnings to quit farming for nonfarm employment and (a) continue living on farm	(\$ 6,220	5,690
(b) move into town	(\$ 7,940	6,950
Mean present nonfarm earnings	(\$ 4,020	

Note: the reader is cautioned that most farmers had great difficulty in quantifying the nonfarm earnings they would require; the valuations should be regarded as rough guesses.

current nonfarm earnings to induce them to quit farming but continue living on the farm, and equivalent to nearly 100 per cent of their existing earnings if this change required moving off the farm. The extra earnings required to leave the farm may be regarded as a manifestation of a preference for farm life, but the increase in earnings required to solely quit farming would indicate both the net farm income foregone and the value placed on farm work. The corresponding earnings estimates reported by full-time farmers were somewhat lower in absolute terms, suggesting that the presumably better information available to multiple jobholders tended to raise rather than lower the value placed on farming. It seems reasonable to conclude that many MJH farmers place a premium on continuing in farming, a premium which they would find difficult to match through additional nonfarm earnings.

To sum up, the survey provided evidence that for many MJH, dual employment is not a transitory status but a persistent one. It seems clear that this situation is strongly influenced by a marked preference for farm life and by the relatively greater income opportunities available in nonfarm over farm employment. However, to fully determine whether multiple jobholding increased the probability of complete withdrawal from farming, it would be necessary to have data on those individuals who had moved out of agriculture into exclusively non-farm employment, and this information was not provided by the Grey County survey.

7. MULTIPLE JOBHOLDING AS A FORM OF ECONOMIC ADJUSTMENT

It is well known that the difficulties of adjustment to changing economic conditions are especially acute for small scale farm operators. However, it is

quite widely believed that since small-scale farming is associated with a high incidence of off-farm work or of retirement income, few farm families have low total incomes and that the process of adjustment works relatively smoothly. This study was undertaken on the assumption that impediments to the economic adjustment process are important and contribute to low-income problems among farm families.

To examine this issue it is necessary first to assess the total money income of farm families. Total family income included off-farm earnings by either the farmer or his wife,¹⁸ other sources of income such as pensions and dividends, as well as net income from farming. Although information on the latter component was not available it was possible to make inferences about the total income position of the farm families. Table 7.1 provides information which relates nonfarm money income to each of four classes of gross farm income.

It is apparent that nearly three-quarters of all the farm families interviewed had some nonfarm income, a fact which does not indicate that these were not bona fide farmers since both MJH and full-time operators of farm businesses of all sizes were among those with nonfarm income. Nor does it indicate an absence of low incomes; on the contrary, many families had total incomes which were low. Although low-income families clearly were concentrated among those of full-time farmers, some MJH farmers' families also had low incomes. What these data do suggest is the diversity of farm family income sources. Particularly significant, even though it is in a sense obvious and expected, is the nonfarm income advantage of MJH farmers' families

¹⁸ Any earnings of other members of the family were not considered as a part of total family income by the farmers interviewed, and apparently did not enter into the decision-making of their families.

Table 7.1 The nonfarm income position of farm families in relation to their gross farm income by occupational status of the farmer

Gross farm income	All farmers				Total nonfarm income	Median nonfarm income
	none	under \$2,000	2,000-3,900	4,000 & over		
<u>Multiple jobholders</u>						
under \$2,500	-	2	5	12	6,000	31
2,500 - 4,900	-	2	2	3	3,500	
5,000 - 9,900	-	3	-	6	4,700	
10,000 & over	-	1	5	2	2,700	
Total	43	8	12	23		
<u>Full-time farmers</u>						
under \$2,500	9	1	5	3	1,900	
2,500 - 4,900	10	3	2	-	3,100	
5,000 - 9,900	13	5	5	2	1,000	
10,000 & over	25	17	4	2	0	
Total	57	26	16	7	8	

over that of full-time farmers' families for each level of gross farm income.

These data draw attention to the need for better information on the sources and distribution of incomes of farm families for policy purposes. Programs designed to improve the incomes of farm families logically should be concerned with the total family income rather than any single source of income, yet to date very little information on net farm income, still less on total income of Ontario farm families, has been available.¹⁹

The critical questions with regard to programs designed to stimulate off-farm earnings for farmers are:

- (i) which farmers might be expected to respond and benefit from such measures and how many are there?
- (ii) what kinds of measures would be most appropriate for these purposes?
- (iii) to what extent are such services already provided through existing programs?

The Grey County survey provided a great deal of information, but not complete answers, on these key questions.

Presumably farmers whose total family incomes are already relatively high or who manage fairly large farm enterprises or who are of advanced age, would be less likely to respond to nonfarm employment stimulation measures. As a first approximation to the

¹⁹ It is expected that, when published, the results of the 1971 Census will substantially improve this situation by providing information on the distribution of both farm and nonfarm incomes of families of farm operators.

question of numbers of farmers who might respond, those who had total nonfarm family incomes of less than \$3,000, whose gross farm income was under \$10,000, and who were under 55 years of age were identified. Of the 100 farmers in the sample a total of 13 satisfied the three criteria, of which 6 were MJH farmers and 7 were full-time operators. Relaxation of the gross farm income condition on the grounds that today \$10,000 in sales is no longer enough to assure an adequate net income in most farm enterprises, added 5 multiple job-holders with farm product sales in the \$10,000 to 14,900 range, 12 full-time farmers in the same range, and another 5 full-time farmers with gross farm incomes in excess of \$15,000. Similarly, it might be argued that the age limit is arbitrary, although with less justification as the retirement pension age is approached. Maintaining the first two income criteria but relaxing the age constraint revealed an additional 6 farmers (3 MJH and 3 full-time) aged 55 to 59, and 6 aged 60 to 64 years (of whom 5 were full-time farmers).

Measures for stimulating off-farm employment may be categorized under (a) information facilities, (b) counselling services, (c) training, (d) placement services, (e) economic incentives.

The need for better information on nonfarm jobs was very evident in the replies of the farmers surveyed. In part, the lack of such information was recognized in all references to nonfarm employment in many interviews, including the responses to those attitudinal statements which implied some kind of farm/nonfarm comparison, but it can be documented most objectively by reference to the replies to questions concerning nonfarm job preferences, occupational aspirations for children, and, in the case of those who had nonfarm employment, the source of job information which they had used.

In response to the question "What sort of nonfarm job would you prefer, if you could choose one that would give you enough time to operate the farm as well" 39 out of 43 multiple jobholders could not think of a better type of job than the one they had, while 42 of the 57 full-time farmers did not answer the question. Admittedly, for many these responses expressed their satisfaction with their existing occupation(s), but it was also clear that few individuals had knowledge of alternative opportunities. In expressing their aspirations for their children very few farmers were able to specify any preference for nonfarm jobs, although more were able to identify preferences for girls, all in "traditional" occupations such as teacher, nurse, stenographer. Table 7.2 summarizes the source of information used by MJH farmers in obtaining their nonfarm job. The two most common responses, "just applied" and "friends", suggest that no information and informal information sources were the predominant bases of job selection. Significantly, only 4 individuals had found their job through Canada Manpower, the Federal agency responsible for mobility programs, and these 4 farmers lived near Owen Sound, where the area Manpower Center is located.

Table 7.2 Sources of nonfarm employment information used by MJH farmers

<u>Source</u>	<u>No. of farmers</u>	<u>% distribution</u>
"Just applied"	17	39.5
Friends	10	23.3
Newspaper	8	18.6
Canada Manpower	4	9.3
Other	<u>4</u>	<u>9.3</u>
	43	100.0

Counselling may be regarded properly as a specialized form of information services, the information provided being much more specific and being intended to relate directly to the individual's circumstances. The diversity of individual circumstances and the variety of off-farm employment possibilities observed in the Grey County survey point to the need to tailor job information services to individual requirements. An additional, and very important, reason for counselling services, is that the traditional nature of the values held by most farm families in the survey area would make them less responsive to information services oriented primarily to urban communities.

Special training for nonfarm jobs was not essential for Grey County farmers who wanted to work off their farms, but clearly those who had special training were much more likely to have nonfarm work, and presumably had a broader choice of job alternatives. Most farmers on entering the nonfarm job market under a multiple job status did so through taking unskilled work, and only after many years of experience improved their qualifications for nonfarm employment. Special training could provide direct access to the more skilled occupations. That special training appeared to offer advantages to older farmers who had limited formal education is an encouraging and interesting point, meriting further investigation. Finally, it should be recognized that some farmers, especially younger men, could benefit considerably from training in the form of upgrading of formal schooling, as the employment advantages enjoyed by farmers in the survey who had completed grade 10 education serve to demonstrate.

Placement services seem likely to be especially beneficial for potential MJH farmers, since by virtue of their rural location and farming activities they are unlikely to be able to visit as many employers as an urban person, particularly one who is unemployed.

No specific economic incentives through public policy measures to encourage the seeking of nonfarm employment were envisaged in designing this study. The rationale for employment services normally is that economic incentives exist in the market system, but are not perceived by, or are not fully accessible to potential beneficiaries, because of imperfections in the functioning of labour markets. It seems reasonable to conclude that the only economic incentive measure which merits further investigation is the subsidization of the cost to the individual of special training or adult education courses.

It appears that government programs to facilitate agricultural adjustment through multiple jobholding are conspicuous by their absence.²⁰ Ontario ARDA programs provide assistance oriented toward operators of small farm businesses who wish to expand their operations to a viable commercial size, and those who wish to leave agriculture altogether. Only the agency's farm business diversification measures, such as the Farm Vacation Hosts program, are directed to stimulate some form of multiple jobholding. Individuals inquiring about ARDA's programs may receive counselling which subsequently leads them to take off-farm work without giving up operation of the farm; but the counselling services provided by ARDA are not oriented toward this objective, the counsellors are not professionally prepared or selected for it, and the

²⁰ An interesting exception are the provisions under the Veterans' Land Act for loans to farmer veterans "to develop a secondary non-agricultural enterprise". Predominantly borrowers under VLA programs have been part-time farmers. Of course, this credit source is limited to veterans, and the loans for non-agricultural enterprises relate to off-farm self-employment by either the farmer or his family. (Personal communication from Mr. W. Strojich, Director, Farm Services Division, Canada Department of Veterans Affairs).

individual's choice may be more the result of the elimination of the alternatives of farm expansion and migration to the city, than of selection among possible options.

Public services with regard to nonfarm employment primarily are the responsibility of Canada Manpower, and it is to this agency that ARDA counsellors direct farmers who express interest in nonfarm work or who seem unlikely to be able to make a living from farming.

Manpower's activities include placement services, financing of training or of academic upgrading, and mobility assistance. The latter, of course, is not pertinent for the would-be MJH farmer. Training or additional schooling is not available to a farmer since²¹ only unemployed persons are eligible for these courses. Manpower's main services, which may be aptly described as that of an employment brokerage, is available to farmers as to any other individual whether employed or not. However, for farmers, Manpower's placement services suffer from three deficiencies: (a) Manpower offices are not readily accessible to farmers who do not live close to the urban centers where the agency's offices are located; (b) because the farmer is interested in jobs which are in the vicinity of his farm, Manpower's ability to provide relevant information may be limited; (c) the farmer is not treated as a farmer but as an individual seeking a nonfarm job, and he receives no counselling for the dual employment status in which he is interested.

Thus under existing programs a farmer interested in multiple jobholding cannot get appropriate counselling, is not eligible for government assisted courses to improve his employment qualifications, and unless he lives near an urban center which has Manpower offices, he may find it difficult to obtain relevant job information and placement services.

²¹ An exception are the ARDA-sponsored, Manpower financed, courses relating to farming.

8. SUMMARY AND CONCLUSIONS

This study has shown that multiple jobholding can be a significant means of raising family incomes, compatible with continued operation of the farm business and with the strong attachment of farm people to farm life. It suggests that MJH typically is not a phase of withdrawal from agriculture, but a relatively stable persistent status. It was found that younger farmers, and those who were better prepared for nonfarm employment through formal education or occupational training, were more likely to obtain off-farm jobs; similarly, operators with smaller farm businesses or farmers who had large families, apparently were more likely to seek such employment. The type of off-farm work varied considerably in terms of the number of days worked per year, the regularity of the employment, the skills required, and the rate of remuneration. The great majority of MJH farmers did not commute beyond a distance of 20 miles from their farms. The importance of employment opportunities in local urban centres was reflected in the tendency for MJH farmers living close to the city of Owen Sound to have more regular and more skilled nonfarm jobs.

These findings prompt important questions about the future structure of farming and about appropriate public policies toward economic adjustment among farmers. The prospects are that the incidence of multiple jobholding in Ontario agriculture will continue to rise among all economic classes of farms, except possibly among operators of farms with annual sales of less than \$2,500, a class which includes residential farms and many semi-retired farmers. The minimum size of full-time commercial farm businesses will continue to increase because of changing relative prices of farm products and inputs, rising income aspirations of farm operators, and

technological change in agriculture. These economic forces will put pressure on farm operators either to expand their farm business or to obtain additional employment off their farms. Agricultural production will thus become increasingly concentrated among the largest farm operations, while farmers as a group will depend more and more on off-farm sources of income. In the United States where changes in the structure of agriculture lead developments in Canada, farmers' total off-farm incomes on average already exceed their farm business earnings.

These trends run counter to the traditional goal, still embodied in government policies, of an agricultural structure in which full-time commercial family farms would predominate. It is time that agricultural adjustment policies were subjected to a careful reevaluation. Programs to assist expansion of small farm businesses will succeed in benefiting only small numbers of farm families, and probably at a high cost per family assisted. Encouraging migration out of agriculture promises to improve the welfare of the migrants, but may contribute to the difficulties of development of the communities from which they migrate. It is no longer appropriate to regard multiple jobholding as a temporary phenomenon, as an aberration in the structure of farming to be corrected by public policies. Programs to facilitate off-farm employment by farm operators and their families merit serious consideration as a complement to other forms of adjustment assistance.

The need for manpower services in rural areas is not, of course, confined to farm families. The rural nonfarm labour force also is disadvantaged relative to urban workers in obtaining relevant job information and placement services. Moreover, spatial dispersion in rural labour markets causes communication difficulties which affect all participants. For these reasons, and also because it would be inappropriate to provide manpower

services for one occupational group, proposals for employment services for farm families should be considered as part a general rural manpower program.

The sound development of a rural manpower program requires further research to provide information essential to a determination the type of services most needed, the methods by which these might be provided, and an evaluation of costs. It would be particularly appropriate to undertake a careful examination of the experience with rural manpower programs in the United States, in order to clarify program options and identify potential problems in the provision of manpower services. In the narrower context of agricultural adjustment, further research is needed to provide information on the total income situation of farm families and the potential contribution of off-farm employment, to examine the nature of on-farm production adjustments for multiple jobholding, and to assess the impact of such dual employment by farmers on rural communities.

APPENDIX A

Representativeness of the Sample

As a simple check on the representativeness of the sample in relation to the population of farmers in the Townships studied, comparisons with available 1961 and 1966 Census data were made. More direct and comprehensive comparisons will be possible when 1971 Census information is published.

Table A.1 compares the number of farmers and the incidence of MJH according to Census sources for 1961 and 1966 with sample data for 1971. (It should be noted that the Census definition of a farmer is only approximately equivalent to the definition employed in the survey). The comparison suggests that the decline in the number of farmers which occurred between 1961 and 1966 continued over the subsequent five year period, while the proportion of multiple jobholders rose less than in the earlier period.

Comparisons of the distribution of farm operators according to economic class of farm are presented in Table A.2. The distribution of farms in 1971 according to the survey is consistent with the changes in the structure of farming in these Townships indicated by the 1961 and 1966 Censuses, and with established trends in the economic structure of agriculture in the Province.

Type of farm data is available from Census sources only for the so-called commercial farms, and, moreover, the Census definition of commercial farms in 1961 excluded holdings with sales of less than \$1,200 whereas in 1966 the corresponding cut-off level was \$2,500. (Table A.3) However, the more serious problems of comparability may lie in differences in definitions of type of farm. The survey criterion was over 50 per cent of gross farm revenue from the enterprise in question for the specialized categories dairy, beef, sheep, and hogs; other farms were classed as mixed livestock. Census classification apparently included other

criteria which made the mixed livestock category much less important than survey data suggest. Both sources consistently indicate the predominance of livestock farms in the Townships studied.

Comparison of the age distribution of farm operators suggests that the farmers interviewed in the survey were more concentrated in the 35-54 years old class than would have been expected on the basis of Census data. However, in part, these differences are consistent with trends in the age profile of farmers in the area and the remaining differences are not large.

The issue of the applicability of the findings of this study to other low-income farm areas in Ontario deserves additional research. On the basis of 1966 Census data both similarities and differences between Grey County and other "ARDA" counties²² farmers are apparent. The overall incidence of MJH in Grey County appeared to be somewhat lower than the average for ARDA counties (Table A.5). However, the more marked difference between MJH in "ARDA" and "other" counties is the greater incidence of short-term off-farm employment in the lower income counties, and in this regard the situation in Grey County was similar to that in other ARDA counties: the percentage of farmers working less than 229 days of their farms was 27.4 in the ARDA counties, 25.6 in Grey County, but only 21.4 in non-ARDA or "other" counties.

Of course, ARDA counties have a much higher proportion of small-scale farms than other counties, and this is evident in both Grey County and Proton - Sydenham Township data (Table A.6).

²² That is, counties which include ARDA development areas.

Table A.1 Numbers of farmers and the incidence of multiple jobholding in 1961, 1966, 1971 in Proton and Sydenham Townships*

	No. of farmers	No. of MJH farmers	% MJH farmers
<u>Proton</u>			
1961 (Census)	382	95	24.9
1966 (Census)	376	137	36.4
1971 (Survey)	341	136	39.9
<u>Sydenham</u>			
1961 (Census)	392	130	33.2
1966 (Census)	358	164	45.8
1971 (Survey)	356	164	46.1

*Sources: 1961, 1966 Census of Canada data, in part unpublished: 1971 total numbers of farmers correspond to numbers of "farm basic shelter units" on tax assessment rolls (see text p. 3) from which numbers of MJH farmers were calculated by applying survey estimates of MJH proportions.

Table A.2 The distribution of farm operators by economic class of farm in the Townships of Sydenham and Proton, 1961, 1966, 1971*

	All farmers	<u>Value of agricultural product sales</u>			
		Under \$2500	2500-4999	5000-9999	10,000 & over
1961	100.0	44.8	31.5	17.7	5.9
1966	100.0	37.1	23.6	25.2	14.2
1971	100.0	28.0	17.0	22.0	33.0

*Sources: 1961, 1966 Census of Canada; 1971 estimated from survey.

Table A.3 Distribution of farms by type of enterprise, Townships of Sydenham and Proton, 1961, 1966, 1971*

	Type of farm enterprise				
	All	Dairy	Cattle hogs, sheep	Mixed LS	Other
1961 Census					
Sales of					
\$1200 & over	100.0	11.5	82.0	3.0	3.5
1966 Census					
Sales of					
\$2500 & over	100.0	14.1	80.5	2.8	2.6
1971 survey total	100.0	17.0	56.0	27.0	-
1971 survey sales					
\$2500 & over	100.0	22.2	52.8	25.0	-

*Source: see Table A.2

Table A.4 The age distribution of farmers in Sydenham and Proton Townships, 1961, 1966, 1971*

	All farmers	Age in years			
		under 35	35-44	45-54	55 & over
1961	100.0	15.9	20.8	24.5	38.8
1966	100.0	13.0	24.5	24.3	38.1
1971	100.0	10.0	26.0	29.0	35.0

*Source: see Table A.2

Table A.5 Proportion of farmers reporting off-farm work according to the number of days reported, Grey County, "ARDA" counties, other counties, 1966*

<u>Location</u>	<u>No. of farmers</u>	<u>Per cent working off farm:-</u>			
		<u>1-96 days</u>	<u>97-228 days</u>	<u>over 228 days</u>	<u>total</u>
Proton/Sydenham	734	15.4	11.6	14.0	41.0
Grey Co. total	4,941	14.7	10.9	12.5	40.2
"ARDA" counties	55,893	15.1	12.3	15.7	43.1
"Other" counties	53,994	12.5	8.9	17.8	39.2

*Source: 1966 Census of Canada, published and unpublished tabulations.

Table A.6 Distribution of farms by level of farm product sales, Grey County, "ARDA" counties, other counties, 1966*

<u>Location</u>	<u>under \$2,500</u>	<u>2,500- 4,999</u>	<u>5,000- 9,999</u>	<u>10,000- over</u>	<u>all farms</u>
	<u>per cent</u>				
Proton/Sydenham	37.1	23.6	25.2	14.2	100.0
Grey Co. total	35.2	23.4	25.3	16.1	100.0
ARDA counties	41.4	20.2	20.9	17.5	100.0
Other counties	30.2	14.6	20.3	34.9	100.0

*Source: see Table A.5

APPENDIX B

The Survey Questionnaire

ARDA-OAC STUDY ON MULTIPLE JOBHOLDING

		Schedule Identification Number	Col. 1-3		
			Col. 4		
Section I:	Household: Age				
	Operator		5-6		
	Wife		7-8		
	Children: (number)		9		
	At home and in school:				
	At home and working:		10		
	Away from home:				
II:	Schooling: last year of education completed				
	Operator		11-12		
	Wife		13-14		
III:	Tenure and Use of land				
	Owner/Operator = 1 Tenant = 2				
	Combination = 3		15		
	Total Acreage		16-17-18		
	of which:				
	In crops (including wheat, coarse grains, corn)		19-21		
	Improved land for grazing or pasture		22-23		
	Summer fallow		24-25		
	Other		26-27		
	What price per acre would you put on your land?		28-30		
IV:	Type of Farm Enterprise				
	Dairy = 1; Cattle = 2; Mixed Livestock = 3; Cash crops = 4; Fruit & Vegetable = 5; Other (specify) = 6		31		

V: By how much (approximately) has gross income from the farm operation increased or decreased over the past five years?

32-34

Value of Agricultural Products Sold (1970)

35-36

Has farm income gone down because you took a job off the farm?
Yes = 1 No = 0

37

Is total income (farm & nonfarm) more than farm income (gross) when you did not have an off-farm job?

38

How much more/less?

39-40

VI: Off-Farm Work

What type(s) of nonfarm employment have you had in 1970? (Please describe)

41

How many days did you work off the farm in 1970? (not including work on other farms)

42-44

Is your off-farm employment a) regular full-time, b) regular part-time, c) seasonal, d) occasional?

45

How long have you had off-farm employment?

46-47

Have you had any special training for an occupation other than farming? Yes = 1 No = 0

48

Where is your job located?
(name of town)

How did you find out about it?

49

How far do you travel to work?

50-51

Why did you take off-farm work
in the first place?

52

Do you intend to 1) quit your job
and farm full time or 2) keep the
job and give up the farm or 3)
keep your nonfarm job and continue
to operate the farm as well?

53

Is holding down two jobs a
satisfactory arrangement for you?

Yes = 1 No = 0

54

Why?

What sort of arrangement would you
prefer, if you could select any of
the following?

- 1) farm full-time;
- 2) full-time work off the farm and
quit farming;
- 3) have a nonfarm job and continue
to farm.

55

In 1970, how much (approximately)
did you earn from nonfarm employ-
ment?

56-57

Is this more or less than what
you earned in the first year you
took a nonfarm job?

58

How much more/less?	59-60			
What sort of nonfarm job would you prefer, if you could choose one that would give you enough time to operate the farm as well?	61			
How much more would you have to earn before you would quit farming to work full-time at a nonfarm job and				
a) continue to live on the farm;	62-63			
b) move into town?	64-65			
What kind of occupation(s) would you like your children to have?	66			
VII: Other Family Members Who Work Off-Farm and Contribute to Family Income				
Wife Yes = 1 No = 0	67			
Children Yes = 1 No = 0	68			
Does your wife have any special occupational training? (e.g. nurse, teacher, secretary, etc.)	69			
If your wife were not working, would you seek nonfarm employment yourself?	70			
How much additional income does that work contribute to total family income?	71-72			
How much do you receive from other sources of off-farm income? (e.g. pensions, etc.)	73-74			

VIII: Please indicate whether you agree or disagree with the following statements.

	Agree	Very Strongly	Strongly	Slightly	Very Slightly
Disagree	"	"	"	"	"
1. The farm is the best place to live. Why?	5 9 1	8 2	7 3	6 4	
2. It is too difficult to work off the farm full-time and continue farming.	5 1 9	2 8	3 7	4 6	
3. The government should be doing more to help farmers stay on the farm.	5 9 1	8 2	7 3	6 4	
4. A person who works off the farm should give up the farm operation.	5 1 9	2 8	3 7	4 6	
5. Even if I could get a job off the farm and make more money, I would not give up the freedom that goes with farming.	5 9 1	8 2	7 3	6 4	

6. The government should help farmers who want to get out of farming and retrain them for other work.

	1	2	3	4
5	9	8	7	6

If you agree, what kind of work should farmers be trained for?

7. Farming is just too much hard work and doesn't pay.

	1	2	3	4
5	9	8	7	6

8. Nonfarm work offers a person more security than farm work.

	1	2	3	4
5	9	8	7	6

9. Living on the farm and earning less is better than quitting the farm and earning more.

	9	8	7	6
5	1	2	3	4

75-76

IX

1. Farming offers me as good a way to earn money as another job.

	9	8	7	6
5	1	2	3	4

2. Small improvements would make farming as profitable for me as another occupation.

5	9	8	7	6
	1	2	3	4

3. Industrial work is better paid than farming.

5	1	2	3	4
	9	8	7	6

4. I would not earn any more in another occupation than I do in farming.

5	9	8	7	6
	1	2	3	4

77-78

X

1. My neighbours think that a combination of farming and working off the farm is the best way to make a living.

5	9	8	7	6
	1	2	3	4

2. Our friends think that a person should either farm full-time or get out of farming.

5	1	2	3	4
	9	8	7	6

3. People around here think that off-farm work is a useful way to earn extra income besides what I make from the farm.

5	9	8	7	6
	1	2	3	4

4. My friends think that taking a non-farm job is a bad idea because a person doesn't have much time to be active socially.

5	1	2	3	4
	9	8	7	6

79-80

Questions concerning knowledge of ARDA programs and about social participation were asked, but the responses were not used in this report.

REFERENCES

1. Crosswhite, W.M., "Part-time Farming; Part-time Jobs" A Place to Live, 1963 Yearbook of Agriculture, USDA, pp. 146-151.
2. Gruber, Stephen J., An Analysis of Agricultural Adjustment Through Multiple Jobholding (1971), unpublished M.Sc. thesis, University of Guelph.
3. Hathaway, Dale E. and Arley D. Waldo, Multiple Jobholding by Farm Operators, Research Bulletin 5, 1964, Michigan State University.
4. _____ and Brian B. Perkins, "Occupational Mobility and Migration From Agriculture", Chapter 13 in Rural Poverty in the United States, A Report by the President's Natl. Adv. Comm. on Rural Poverty, Washington, 1968.
5. Locas, Antoine, Multiple Jobholding by Farm Operators in Canada, (1968), unpublished M.Sc. thesis, University of Guelph.
6. Loomis, Ralph A., Working in Two Worlds - Farm and Factory, Res. Rep. No. 32, Michigan State University, Agr. Expt. Stn. 1965.
7. Perkins, Brian B. and Dale E. Hathaway, Movement of Labor Between Farm and Nonfarm Jobs, Res. Bull. 13, Michigan State University, Agr. Expt. Stn., 1966.
8. Sargent, Charles, Part-time Farming in Southeastern Indiana, Res. Bull. No. 794, Purdue University, Agr. Expt. Stn., 1965.

Notes

Notes

