Moonlighting

Moonlighting refers to the practice of working a second job or multiple other work assignments apart from one’s full-time job outside normal business hours. Therefore, an employee may work a normal 9-to-5 job as a primary source of income but work nights at a different job in order to earn extra money. Employees who work for private businesses may be subject to any policies the company has in place regarding moonlighting. Certain organizations may not want employees to work additional jobs while others will not care. Companies have opposed the practice, saying that employees doing multiple jobs can impact their productivity.

The **moonlighting job** attracted attention after major IT firms made certain headlines.[Firms like Infosys,**moonlighting TCS**](https://news.cleartax.in/concept-of-moonlighting-and-its-legality-in-india/8455/),[and **moonlighting Wipro**](https://news.cleartax.in/concept-of-moonlighting-and-its-legality-in-india/8455/) announced they would defer, reschedule, or decrease the varying payouts to staff members. This will be for the first quarter of the financial year 2023 due to falling margins.

IT firms such as Infosys and Wipro employ hundreds of thousands of young Indians.

Wipro had fired its 300 employees after finding out that they were working with one of its competitors infy, TCS, HCl tech etc. at the same time, Wipro Chairman Rishad Premji said on **21 September**.

Moonlighting is a "complete violation of integrity in its deepest form," he said as that current employees working for rival firms.

Later when quizzed about action taken against the 300 employees, he said services have been terminated in those specific instances of violation.

Wipro is not the only company that has raised concerns against 'moonlighting', a few days ago, even IBM warned against the latest trend

It’s not the Indian tech firms facing the issue, the term 'moonlighting' is prevalent in other countries as well where people are looking to supplement their income with assignments outside their work.

However, Indian IT firms are divided when it comes to moonlighting. For some, it’s unethical while others call it the need of the hour

Moonlighting has become a topic of debate in the IT industry as working from home became the normal norm during the Covid-19 pandemic, which is believed to have led to a rise in dual employment.

Meanwhile, Tech Mahindra CEO CP Gurnani said he could be open to the practice if it helps employees make extra money.

Mohandas Pai also disagrees with Premji on the issue. The former director of Infosys does not consider moonlighting “cheating". “Employment is a contract between an employer who pays me for working for them for 'n' number of hours a day. Now what I do after that time is my freedom, I can do what I want,"

ABHIRAM

**Does Any Law Prevent Dual Employment?**

There is no law that prevents dual employment, They argue that in the absence of overtime pay and regulation of employment contracts, IT employees have the right to disconnect from their primary job after the committed work hours and engage in other projects either for additional income or for developing skills, or to pursue other interests outside their job.

Swiggy earlier announced an “industry first" policy that allowed moonlighting for its employees. Any project or activity that is taken up outside office hours or on the weekend, without affecting productivity, and does not have a conflict of interest, can be picked up by the employees," Swiggy said. We know working from home became the trend during the Covid-19 outbreak, which is thought to have caused an increase in dual occupations. Moonlighting has come under intense debate in the IT industry.

**IS MOONLIGHTING LEGAL OR ILLEGAL**

**How many members have gone to tutions in school??**

**Do the teachers only have tutions as their primary income??**

Actually, teachers in india who taught in schools often took tuitions in the evening during their free time that was their side hustle founders of several startups which is a part of moonlighting.

according to the statistics of 2021 nearly 40 percent of the workers admitted to having two full-time jobs in the united states. in india also people working for moonlighting jobs from carona pandemic.

Do we say it as illegal?? No

for companies to recruit on a large scale according to a pwc server 54 % of the employees strongly agreed that india lacked the relevant skill set so there are people who started offering their service

Oracle recently coined the term “ethical moonlighting”, where organisations create more than one job opportunity for the employees and encourage them to take up multiple projects within organisation itself with their additional salaries. But you have to check the employment contract whether there exists restrictions for moonlighting or not. Some companies allow moonlighting by the approvals of HR and managers.

**What Are Companies’ Concerns?**

The primary concerns companies have against moonlighting is data and confidentiality breaches, and loss of productivity.

Moonlighting may give employees the opportunity to divulge trade secrets if they are working in a similar industry and job.

Employees need to understand the importance of maintaining confidential information that could benefit a competing organization.

If employees are working long hours, the second job may cause the employee to become distracted, unproductive, and neglect job responsibilities because of physical fatigue.

Employees may use company resources for their second job which increases operating expenses.

Sreya

the world we live in is far from ideal. So many people work jobs they don’t like; the reasons could be plenty – the need for a stable income, family, fear to start something new in the middle of their careers and so much more. A lot of people who take up secondary jobs are only trying to satisfy their appetite for growth, learning and doing what they love.

**The pros**

Extra cash: For many people, the extra cash a second job provides, is a lifeline. It can be used to pay off debt, or to cover unforeseen expenses like car or house repairs. It will also help you to maintain your living standard and to save more.

**New skills:** A second job can force you to acquire new skills. In addition, the skills and experience will improve your resume.

**New opportunities:** Working a second job means you will cross paths with more people, learn new skills and face new challenges. One day it may result in a new full-time opportunity ─ who knows!

**Security:** Many people will take a second job, because they do not feel safe at their full-time job for whatever reason. Taking a second job means they have something to fall back on.

**Save you from boredom:** If you are bored at your full-time job, a second might be the answer. It can be a creative outlet, provide you with a sense of freedom and even make you more productive. The new challenge can also motivate you to work harder to achieve your dreams.

**The cons**

in fact to a very strange gentleman in february of2022 who was caught working for not two not three but seven companies at the same time . discourage their employees from moonlighting there is conflict of interest and it also

impact on your primary job which is mainly the case your manager might think you are quiet quitting

**Less time:** Obviously you will have less time for family, chores and hobbies if you have a second job. Prioritise and consider what you are willing to give up.

**Stress:** If you already work long hours at your full-time job, taking a second job may be stressful and be bad for your health in the long term.

**Conflict of interest:** Working for a competitor may put you in a difficult position at your full-time job.

**Problems with performance:** Due to extra hours, less sleep and divided attention, your performance at your full-time job may slip and have a negative effect on your career.

I think we can manage by picking a job in unrelated field like A nurse who builds Web sites on the side, a marketing professional who teaches music etc. Checking with HR is a wise choice if your second job might be a conflict, especially if you're considering a professional part-time job or one that's related to your full-time job.

So, we conclude that Moonlighting is helpful for the people by acknowledging their financial status, new opportunities interests, aspirations etc. But still debates are running in IT and corporate sector according to their rival firms, confidential deals and maintaining secrecy.