

Moonlighting in the Future of Work & Era of Gig Economy

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LEVERAGING PEOPLE FOR TOMORROW...

Moonlighting

Moonlighting is the common conversation theme in employee motivation management & Labour Mobility discourse

It carries local & colloquial work disciplines, it is known as Private Practice or “PP” or locum or side gig..

Moonlighting is also called as skill – lancing or job lancing

In simple terms it means a job or jobs undertaken in addition to primary job..

Moonlighting

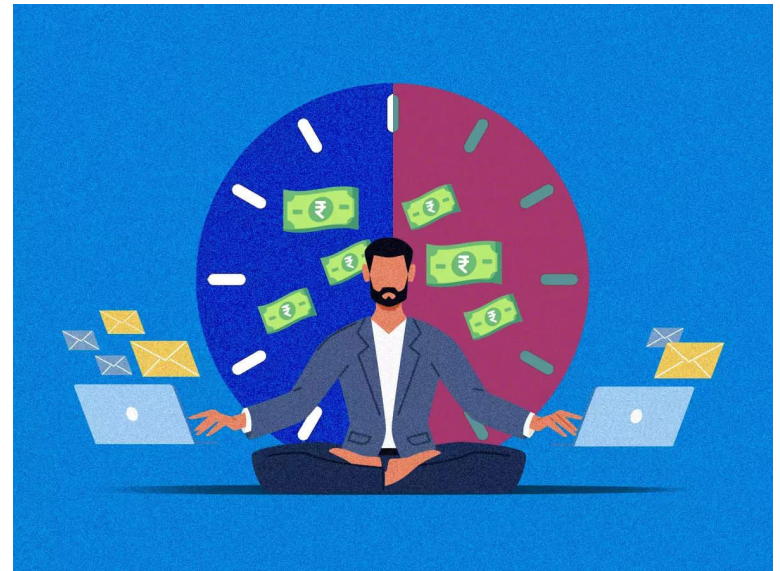
1. Money on the side
2. Side Hustles
3. Your other GIG
4. Extra Income
5. Alternative jobs
6. Upgrade Skills & Capabilities
7. Second Careers
8. Lack of Appreciation by Employer
9. To combat boredom
10. Utilizing time in creative way



Main Objective is to generates other stream of Income

Motivational Factor to drive Moonlighting

1. Economic or pecuniary Factor
2. Psychological Factor
3. Professional or Career Factor
4. Combination of any of the above



DO WHAT YOU LOVE & LOVE WHAT YOU DO

Genesis

The unrelenting VUCA (Volatile, Uncertain, Complex and Ambiguous) nature of the global economy that has had unplanned deleterious effects on on many employers of Labour, leading to large scale economic recession and insolvency/bankruptcy for many organization

Negative impact on general wellbeing of employees apart from fighting battle with the rising cost of living & inflation in the face of moratorium on salary & reward incentives

The end of the age of job security & the emergence of the concept of Job at a Will of Employer or Employees pushed many employees to explore additional job opportunities to address their needs

Uber, Swiggy & Airbnb have allowed & approved the concept of double employment

Genesis

Emergence of paradigmatic shift towards personal passion driven career has resulted in many employees taking up additional employments in the area of their passion like music, sports, catering, art, entertainment, fashion

Use of Technology innovation such as AI & IOT accentuated the ease of keeping multiple jobs for people across globe without a need for physical mobility

Need for financial freedom & empowerment is another reason to improve sources of income

To save on taxes on undisclosed/unreported jobs especially global jobs

Global, Geographic, Demographic & Economic Impact

Moonlighting is the emergence of the gig economy & it is on the rise..

The gig economy refer to free market principle of engaging Human Resources as a contingent workforce on need to have fixed term basis and on flexible contraction conditions. The freelancing is first choice of people in the given job market changes. The technology is also supporting freelancing

It is of two types

- Inbreed – Similar to current area of employment
- Outbreed – Taking Job outside the area of current employment

Global, Geographic, Demographic & Economic Impact

The gig workforce is expected to expand to 23.5 Millions by 2029-30. Currently it is around 7.7 Millions

At present 47% of gig work is in medium skilled jobs, 22% in high skilled & about 31% in lower skilled jobs

The gig economy revenue has witnessed growth by 17.4% year after year that is 204\$ to 455\$ by the year end 2023

The Government of India has already given its approval & it is helping in improving job opportunities for Women's, Physical handicapped & Retired employees and enabling them to use their skills

The RAISE approach is being practiced to provide social security.
Recognize/Allow/Incorporate/Support/Ensure Benefits

Types of Moonlighting

1. Blue Moonlighting
2. Quarter Moonlighting
3. Half Moonlighting
4. Full Moonlighting



Challenges of Moonlighting

1. Manage overall Work & Workplace
2. Workforce Management
3. Impact on Productivity of Employees
4. Impact on Motivation & Retention
5. Impact on Work Culture Dynamics
6. Impact on Entrepreneurial Growth, Labour Mobility & Skill Diversification
7. Impact on unreported work compensation on Tax Compliance



What is daylighting

Moonlighting gradually paved the way for Daylighting

Daylighting and moonlighting have the same fundamental idea: an employee work for multiple businesses while adhering to the law of ordinary wealth.

The similarities stop there, though...

In daylighting the second employment is held during the same 9 to 5 hours as your first job, daylighting becomes extraordinary

What is Quite Quitting

Quiet quitting refers to something other than employees actually quitting their jobs

Employees who “quietly quit” are actually doing the bare minimum required of them rather than resigning from their jobs outright

This may include arriving at work on time for your shift, asking for overtime pay, dismissing ambitious efforts, separating yourself from your work, and/or drawing clear lines between your personal and professional lives

What is Quite Firing

A Situation where a boss shirks their responsibilities in an attempt to get an employee to quit rather than effectively managing them

And occasionally, they can unknowingly be pushing their workers/employees out the door

Quiet quitting refers to something other than employees actually quitting their jobs

Is Moonlighting Ethical, Legal

1. The moonlighting is not forbidden in India
2. There are two schools of thoughts old & New - Some feels it is cheating & the other feels it is the future of work & workplace
4. WIPRO/INFOSYS/IBM/TECH Mahindra/CRED/TCS (Main IT Companies are now divided & contemplating its implications/Risk)



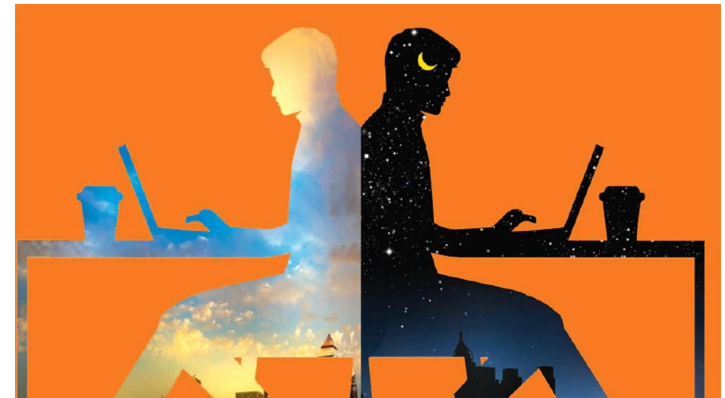
Moonlighting Risks ...

1. Conflict of Interest
2. Employees' Doubts about their job performance
3. Misapplication of Employer Resources
4. Absenteeism
5. Lack of concentration & fatigue
6. Confidentiality of Data/Processes



Is Moonlighting Crime....

1. The Factory Act, 1948, forbid the dual employment but it not applicable to other industries such as IT/Services/Hospitality
2. Section 9 of Delhi Shops & Establishment Act, 1954, The Bombay Shops & Establishment Act, 1948, Indian Employment & Standing order Act, 1946 do prohibits dual employment & talks about compliance of specific terms of contract



Need of the hour

- Create appropriate laws that tackle the issue of moonlighting in all industries
- Employers may use technologies such as Workforce Analytics to monitor and keep an eye on where their remote employees are spending their time while they should be working for you
- Speak with them if number of them start dedicating more time to their side ventures than you expected
- Employers can also use "remote employee monitoring software" such as "Work Status" to track how much time workers spend working after hours

Need of the hour

- Employers should ensure that their employment policies, as well as other papers such as the employee contract and IT, clearly state the company's stance on moonlighting
- Before looking for side jobs or launching a business, individuals should thoroughly review their employment contract with their primary employer to guarantee compliance with any moonlighting regulations
- Employees can seek greater job possibilities in top Management services

In Conclusion

- Moonlighting is the practice of working numerous jobs after regular business hours without the knowledge of one's principal employment
- Moonlighting might be a strategy for maintaining competence and productivity while avoiding disengagement, gaining new abilities, and increasing enthusiasm
- Moonlighting may also contradict the primary goal of rest periods, vacations, and leave, while also negatively impacting workers' physical and mental health and leading to burnout
- Loss of experience, data, and technology to competitors will also pose a risk to the employer

In Conclusion

- There is still no clear-cut regulation in India governing moonlighting that can be applied to all fields of employment. So whether moonlighting is law-ful or criminal is largely determined by the company and the terms of employment
- Companies may add a conflict-of-interest provision as well as an exclusive clause barring moonlighting in their employee agreements, but legal limits alone will not provide the intended outcomes if there is no trust and no engagement
- While companies like Swiggy have devised policies that allow employees to moonlight in a way that does not create a conflict of interest and has no detrimental consequences on productivity, it may herald a new age in employment

In Conclusion

- The government should develop a policy on moonlighting as part of the new labour legislation. It may merely provide a legal framework for what has been going on secretly for years in so many domains
- It is past time to develop a comprehensive policy describing what is acceptable and what is not, allowing workers to work outside of their full-time role.



Let us get going



Ordinary people can deliver extraordinary performance





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