

“Working Two Jobs: The Implications of Moonlighting”

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Abstract:

Purposes:

Moonlighting is a working in a second job, usually part-time, in addition to your primary full- time job. People often engage in moonlighting to manage their finances better and increase job satisfaction by pursuing additional income or a more fulfilling role. This helps them explore various opportunities and become a strong and flexible workforce. But all employees to be careful and think about the consequences before doing anything that could go against your main job.

Methodology:

In this article will explore different forms of employee moonlighting. The information for this study has been gathered from secondary sources such as journals, the internet, and articles.

Findings:

It correlates with enhanced skill acquisition, increased financial well-being, and improved work- life balance.

Research Limitation:

Originality/Value:

Certain employees may face challenges in excelling at their primary job. Moonlighting helps in understanding these needs and finding positive ways to address them. And also allows for the identification of constructive solutions to enhance performance and overall job satisfaction, benefiting both the employee and the primary employer.

Keywords: Moonlighting, Skill enhancement, financial well-being, personal growth, Career development, Satisfaction, Pursuit of interest.

I Introduction:

The concept of moonlighting, which involves seeking additional job opportunities or maintaining multiple work commitments alongside one's primary full-time employment. This is a big topic of discussion, especially in the IT sector, and it has become even more relevant since the Covid-19 pandemic, which made remote work more common and might have led to more people having two jobs. In India's IT fields, manufacture fields, Pharmaceuticals and Healthcare fields, Retail and E-commerce fields, Telecom fields etc have different opinions about moonlighting. Some think it's not right

ethically, while others see it as necessary in the changing work world.

Some of Folk's concerns is if working long hours and trying to do many things apart from primary job/work can wear person out, both physically and mentally which leads employee's performance very low.

So, there are various forms of moonlighting, which involves engaging in additional work outside of one's primary employment with the company:

- i. Blue-moonlighting: It describes a scenario in which an employee encounters challenges in effectively juggling multiple jobs or roles. Balancing the demands and responsibilities of various employment commitments can become overwhelming, impacting the individual's ability to manage their work-life balance, meet job expectations, and maintain overall well-being.
- ii. Quarter-moonlighting: It allows individuals to diversify their income streams, gain new skills, or pursue personal interests while still dedicating the majority of their time and effort to their primary job.
- iii. Half-moonlighting: The practice of extending one's part-time employment beyond the normal commitment, involves dedicating a substantial 50% portion of one's available time to this supplementary work arrangement. This unique work mode represents an individual's commitment to achieving a Suggestion work-life balance by increasing their typical part-time hours, thus serving as an expression of their dedication to both their professional pursuits and personal priorities
- iv. Full-moonlighting: Full-moonlighting is the practice of undertaking not one but two full-time professional positions simultaneously. This labour-intensive approach showcases a remarkable commitment to work and often demands excellent time management skills. In this paradigm, individuals engage in the relentless pursuit of their career ambitions by working the equivalent of double the typical full-time hours. It reflects a profound dedication to professional growth, financial stability, and the realization of personal and career objectives.

II. Literature Review Table: -

Research on moonlighting spans economic, professional, and socio-cultural perspectives, highlighting its multifaceted nature

- Gaitonde (2023) reported a sharp increase in dual employment during the COVID-19 pandemic in Pune, India, attributing it to both financial pressures and the flexibility of remote work.
- Ashwini (2017) identified a mix of economic necessity and emotional satisfaction as drivers among mid-level IT employees, while findings in the *International Journal of Pure and Applied Mathematics* underscored that available free time, alongside financial and non-financial incentives, influences participation in secondary employment.
- Maninger (2011) revealed that teachers believed higher salaries could reduce their need for side jobs, potentially improving classroom performance.
- Stastny (2021) found that less-experienced Czech teachers offering private tutoring were often guided by subject expertise rather than purely economic motives. Internationally,
- Scott (2020) described moonlighting as a long-standing coping mechanism among less formally educated U.S. workers
- Atherton (2016) connected it to housing affordability issues, particularly among those transitioning from self-employment to hybrid work. The rise of internet-based industries has further shaped moonlighting patterns.
- Seema (2020) linked IT sector growth to the increasing appeal of gig work,
- Gulati (2023) highlighted how technological disruption, shorter job tenures, and reduced employer loyalty are pushing workers to seek multiple income streams.
- Fapohunda (2020) showed that Nigerian female academics frequently engage in moonlighting to improve their quality of life and financial independence. Policy and regulatory gaps also feature prominently.
- Vipanchi and D.R. (2023) warned of potential legal consequences for employees taking secondary work

without employer consent.

- Dharshini et al. (2023) observed that India lacks a clear legal framework for dual employment, which creates ambiguity for workers.
- Bonifacio (2023) addressed the potential reputational risks and productivity trade-offs, while
- Dickey (2015) explored moonlighting as a precursor to entrepreneurship. Several studies point to enabling factors and potential benefits.
- Shaji George and A.H. (2022) identified high-demand fields such as digital marketing, content creation, education, and finance as lucrative for supplementary work.
- Bajpai et al. (2023) emphasized flexibility, while Ara and A.A. (2016) stressed job autonomy. Other research noted advantages such as skill diversification
- (George, 2022), networking opportunities (Jahangir, n.d.), personal branding (Marín-Sanchiz, 2021), and remote work potential (Manogna, n.d.). However,
- Uniyal (2022) highlighted health concerns, including higher rates of depression,
- Rahman (2019) cautioned that while moonlighting may foster creativity, it requires careful balance with other responsibilities.

III. Variables of Studies:

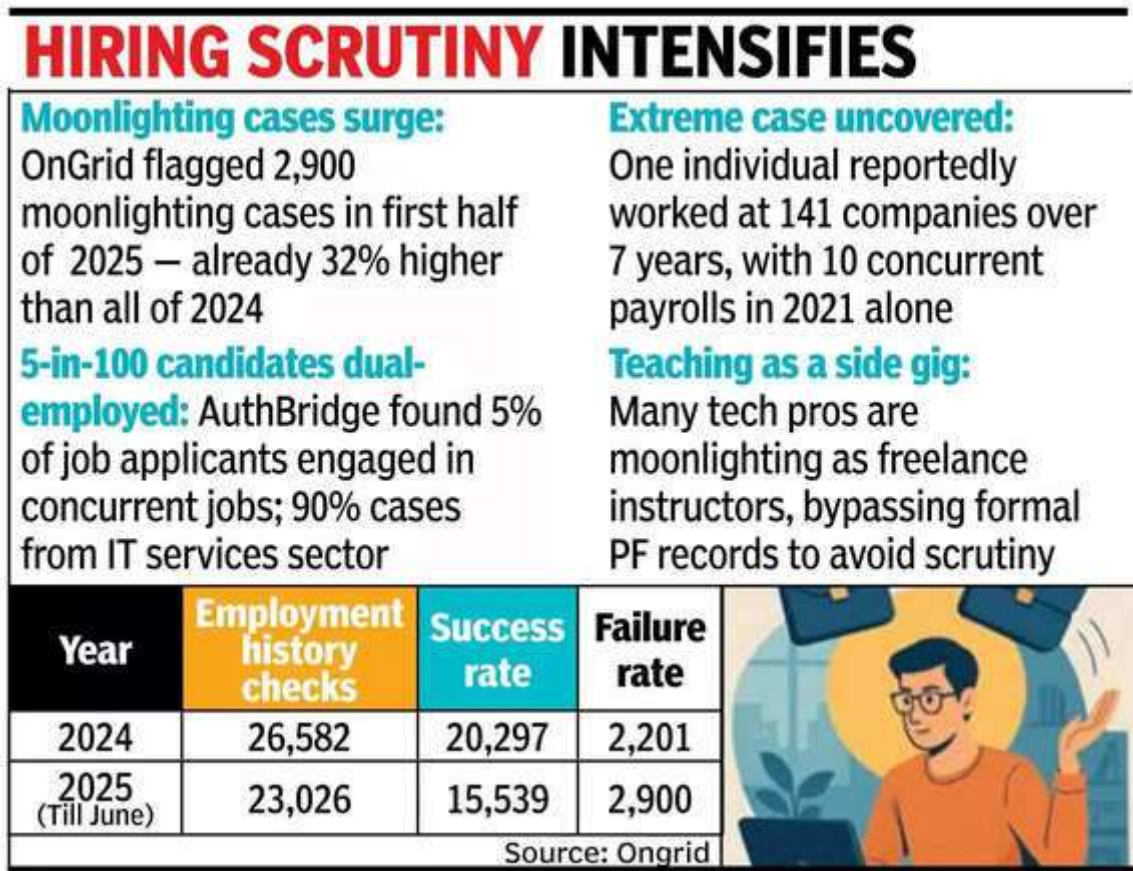
1. Financial Necessity – Refers to the primary economic motivation behind moonlighting, where individuals seek additional work to meet household expenses, repay debts, or maintain a desired standard of living. This factor often becomes more prominent during inflationary periods or economic downturns.
2. Job Satisfaction – Represents the extent to which a person feels fulfilled and content in their primary occupation. When job satisfaction is low, individuals may turn to secondary work for a sense of accomplishment, recognition, or personal enjoyment.
3. Autonomy – Indicates the degree of control and independence a person has in their work environment. Moonlighting opportunities that offer self-direction, flexible decision-making, and task ownership are often more appealing.
4. Flexibility – Refers to the adaptability of working hours, deadlines, and methods in the secondary job. Flexible arrangements allow individuals to balance their main job with other commitments, reducing conflicts and stress.
5. Skill Diversification – Describes the process of acquiring new competencies, knowledge, or expertise through moonlighting. This can improve employability, open new career paths, and enhance resilience in a changing job market.
6. Education Level – Captures the influence of formal qualifications on the ability to secure secondary work. Higher education often expands the range of moonlighting options, while lower educational attainment may limit choices to more manual or informal jobs.
7. Gig Work Opportunities – Reflects the availability of short-term, task-oriented jobs, particularly in the digital and freelance economy. The expansion of platforms like Upwork, Fiverr, or local freelancing portals has made such opportunities more accessible.
8. Passion Alignment – Relates to the degree to which secondary employment aligns with a person's interests, hobbies, or intrinsic motivations. When moonlighting activities connect with personal passions, they tend to generate higher satisfaction and sustained engagement.

9. Employment Security – Refers to the stability and predictability of the main job. Workers in unstable roles may be more inclined to take on side jobs as a safeguard against potential unemployment.
10. Risk Tolerance – Describes an individual's comfort level with uncertainty in income, workload, and performance expectations. Those with higher risk tolerance are more likely to explore unconventional or entrepreneurial moonlighting opportunities.
11. Networking Potential – Signifies the ability of moonlighting activities to expand one's professional and social connections. This variable highlights the long-term value of building relationships across industries.
12. Legal and Regulatory Context – Concerns the presence or absence of policies, contracts, or laws that regulate dual employment. In some sectors, strict clauses or government restrictions may limit moonlighting opportunities.
13. Entrepreneurial Aspiration – Refers to the desire to eventually start and run one's own business. For many, moonlighting serves as a testing ground for business ideas without leaving the security of their primary job.
14. Work-Life Balance – Represents the ability to manage both professional and personal responsibilities while engaging in secondary work. Poor balance can lead to fatigue, stress, and reduced productivity in both jobs.
15. Industry Connection – Measures the relevance of the secondary job to the primary field of work. When there is a close connection, the individual may experience synergistic skill growth; when unrelated, it may offer diversification instead.
16. Personal Branding – Highlights how moonlighting can contribute to building a professional reputation, especially in creative, consulting, or entrepreneurial fields where visibility and credibility are valuable assets.
17. Organizational Commitment – Refers to an employee's emotional attachment and loyalty to their main employer. High commitment can reduce the likelihood of conflicts between the primary and secondary jobs.
18. Technological Support – Captures the role of digital tools, platforms, and communication technologies in enabling remote or hybrid moonlighting arrangements. This has become especially important after the pandemic.
19. Taxation Implications – Relates to the financial and legal consequences of earning additional income, including the requirement to declare multiple income sources for taxation purposes.
20. Creativity – Represents the innovative thinking and problem-solving skills that can be stimulated by engaging in varied work experiences. Moonlighting often exposes individuals to different environments, fostering creative perspectives.
21. Health Impacts – Concerns both the physical and mental health outcomes of juggling multiple jobs. Long working hours can lead to fatigue, stress, and burnout, whereas meaningful side work may improve overall well-being.
22. Primary Job Performance – Examines how moonlighting influences productivity, efficiency, and quality of work in the main job. Positive effects may include skill transfer, while negative effects may arise from overwork.
23. Career Transition Choices – Focuses on how moonlighting can act as a bridge to new roles, industries, or full-time entrepreneurship, allowing for gradual career shifts with lower risk.
24. Workplace Support – Refers to the degree of understanding and encouragement provided by an individual's primary employer regarding secondary work. Supportive environments can make moonlighting more sustainable and conflict-free.

IV. Research Methodology: - In this article will explore different forms of employee moonlighting. The information for this study has been gathered from secondary sources such as journals, the internet, and articles.

Research Data: -

1. Recent Trends in Moonlighting and Hiring Scrutiny:



Recent employment verification data highlights a growing challenge for companies — a surge in moonlighting cases. According to OnGrid, 2,900 instances of employees working multiple jobs were flagged in just the first six months of 2025. This figure represents a **32% increase compared to all of 2024**, indicating that dual employment is becoming increasingly common.

A separate analysis by AuthBridge revealed that **5% of job applicants were engaged in concurrent jobs**, with **90% of these cases coming from the IT services sector**. This points to a strong prevalence of moonlighting in technology-related roles, possibly due to flexible work models and the availability of remote freelance opportunities.

One extreme case demonstrated the extent of the phenomenon: a single individual reportedly worked for **141 companies over seven years**, including **10 concurrent payrolls in 2021 alone**. Such examples underline the difficulties employers face in detecting and managing dual employment.

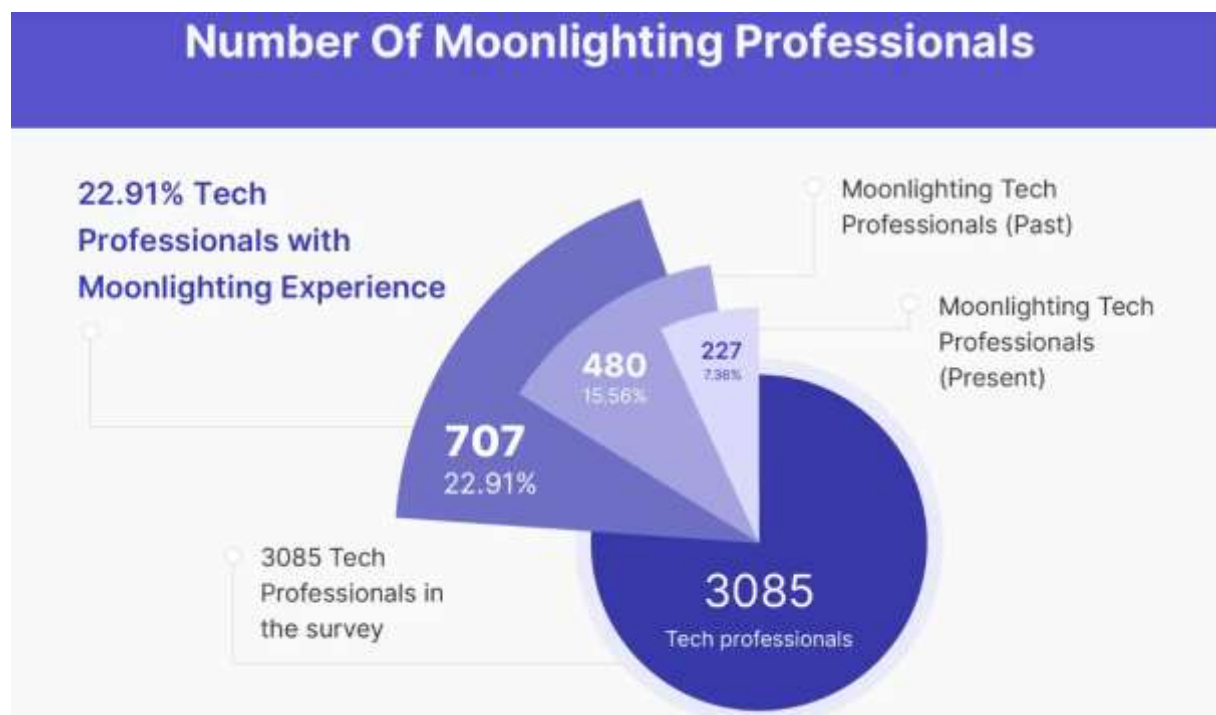
Additionally, a pattern has emerged in which tech professionals take up **teaching as a side profession**. By working as freelance instructors — often outside formal payroll systems and without contributing to provident fund (PF) records — some individuals aim to bypass standard employment checks.

From a verification standpoint, data shows a mixed picture. In 2024, **26,582 employment history checks** were conducted, with a **success rate of 20,297 cases** and a **failure rate of 2,201**. In 2025 (till June), the number of checks slightly dropped to **23,026**, yet the failure rate climbed sharply to **2,900**, signaling more frequent detection of irregularities.

Overall, the data suggests that moonlighting, while not new, is growing in scale and becoming more sophisticated, posing both operational and compliance challenges for employers.

Key Learning Points from the Data on Moonlighting and Hiring Scrutiny

1. **Rising prevalence of moonlighting** – The sharp increase in detected cases in 2025 suggests that dual employment is no longer an isolated issue but a growing workplace trend.
2. **IT sector as a hotspot** – The fact that 90% of concurrent employment cases come from IT services highlights how certain industries, with flexible work models and digital platforms, are more prone to moonlighting.
3. **Extreme cases reveal detection gaps** – The example of one person working for 141 companies shows that existing monitoring systems can be bypassed for years without detection.
4. **Freelance teaching as a loophole** – By engaging in informal teaching roles that bypass payroll and PF contributions, employees can avoid appearing in formal employment verification checks.
5. **Decline in verification checks but higher failure rates** – The number of checks in 2025 decreased slightly, yet the proportion of failures rose, indicating that each verification is uncovering more irregularities than before.
6. **Operational and compliance challenges for employers** – These trends underline the need for organizations to strengthen their hiring verification processes, adopt more sophisticated monitoring tools, and address moonlighting policies clearly.



Findings on Moonlighting Among Tech Professionals

A recent survey involving 3,085 tech professionals revealed that 22.91% of them have engaged in moonlighting at some point in their careers. This means that nearly one in every four tech employees has worked on additional jobs alongside their main employment.

Breaking this down:

- 7.36% (227 individuals) are currently involved in moonlighting, managing multiple work commitments simultaneously.
- 15.56% (480 individuals) have moonlighted in the past but are no longer doing so.

This shows that moonlighting is not just a passing phenomenon – it has been part of many professionals' career journeys at different stages.

The data also suggests a shift: while the number of current moonlighters is smaller than those who have done it before, the overall percentage indicates a significant proportion of the workforce has either explored or continues to explore additional income opportunities.



After the pandemic, the Indian IT industry has been facing a persistent challenge employees taking up additional paid work outside their full-time jobs, a practice known as moonlighting. While it's not new, the trend has drawn more attention as companies notice that some staff members are working for multiple employers at the same time, often without disclosure.

To address this, many IT firms are now hiring specialist agencies to conduct detailed background checks. These checks include reviewing employment records, verifying with government systems like the Universal Account Number (UAN), and ensuring there is no overlap in Provident Fund (PF) contributions between different employers.

The scale of the issue varies reports suggest that moonlighting rates have dropped from around 4–5% in earlier years to about 1–2% now. Still, in some rare cases, employees have been found working for three or more companies at once, though this is estimated at only one in every thousand IT workers.

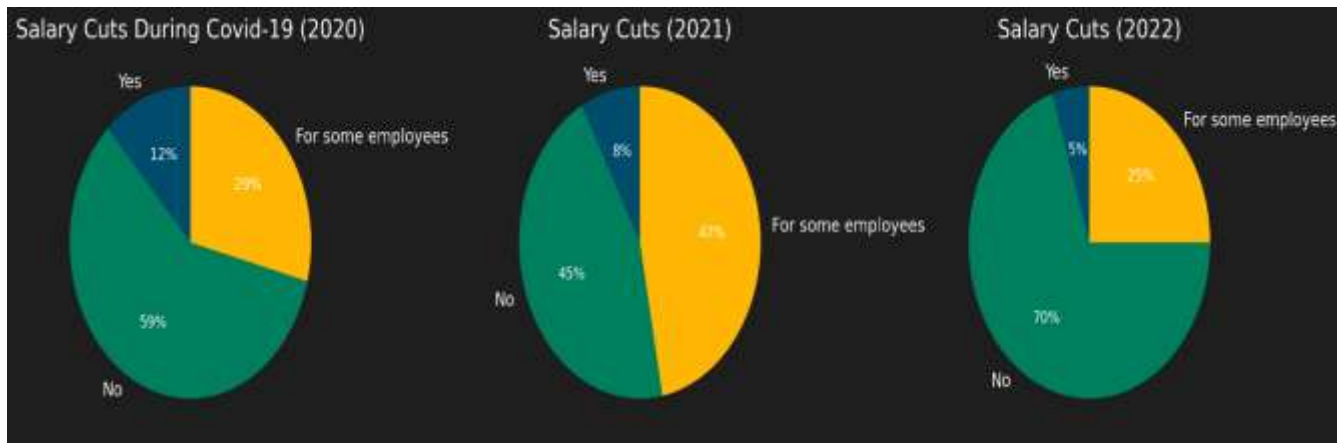
This crackdown reflects a broader push by companies to enforce employment contracts and maintain productivity, especially as remote and hybrid work models make it easier for individuals to manage multiple roles simultaneously.

Key Points – Moonlighting Checks in the IT Industry

- Post-pandemic reality** – Even after returning to more stable business conditions, the IT sector continues to face moonlighting cases, where employees take on additional jobs without telling their main employer.
- Companies tightening checks** – Many firms now hire specialist agencies to run deep employment background

checks to detect such cases.

3. **Methods used** – Verification often involves checking past and present employment history, reviewing Provident Fund (PF) records, and using the Universal Account Number (UAN) to track overlapping employment.
4. **Numbers have dropped, but still present** – Moonlighting rates have declined from about 4–5% to roughly 1–2%, but the issue has not disappeared entirely.
5. **Rare extreme cases exist** – In very rare cases (about one in 1,000 employees), some individuals have been found working for three or more companies at the same time.
6. **Reason for stricter action** – Companies are focusing on enforcing contracts and preventing conflicts of interest, especially as remote work makes it easier to manage multiple roles.



1. Covid-19 Pandemic (2020) – Salary Cuts Situation

During the initial outbreak of Covid-19 in 2020, many companies struggled to stay afloat. According to the survey:

- **59%** of companies did not implement any salary cuts despite the crisis.
- **29%** applied salary cuts only to some employees, usually in senior or higher-paid positions.
- **12%** carried out salary cuts across the board for all employees.

This shows that while most organizations tried to protect their workforce, a significant portion still had to reduce salaries to survive the financial impact.

2. Year 2021 – Gradual Recovery

By 2021, as the economy began to stabilize and remote work became the norm, companies reduced the scale of salary cuts:

- **70%** avoided salary cuts completely.
- **20%** still applied partial salary cuts to certain employees.
- **10%** implemented full salary cuts for all employees.

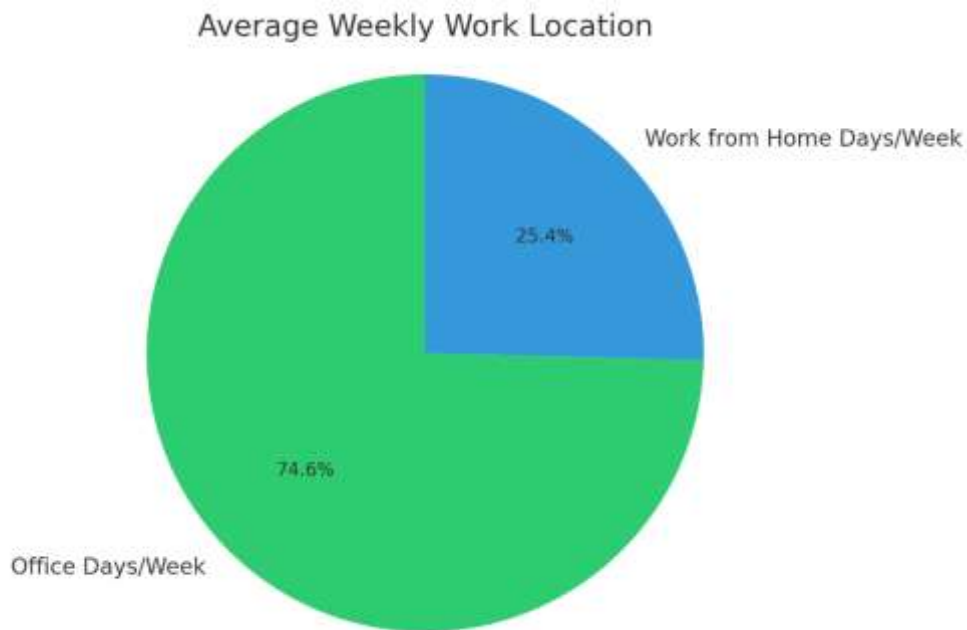
The data suggests a slow but steady move toward financial recovery, with more organizations able to retain full pay for staff.

3. Year 2022 – Post-Pandemic Recovery

In 2022, many sectors saw improved revenues and growth opportunities, which reflected in employee pay structures:

- **80%** of companies did not resort to any salary cuts.
- **15%** applied partial salary cuts to a limited group of employees.
- Only **5%** continued with full salary cuts.

This indicates a strong rebound from the pandemic's economic shock, with most businesses regaining financial stability.

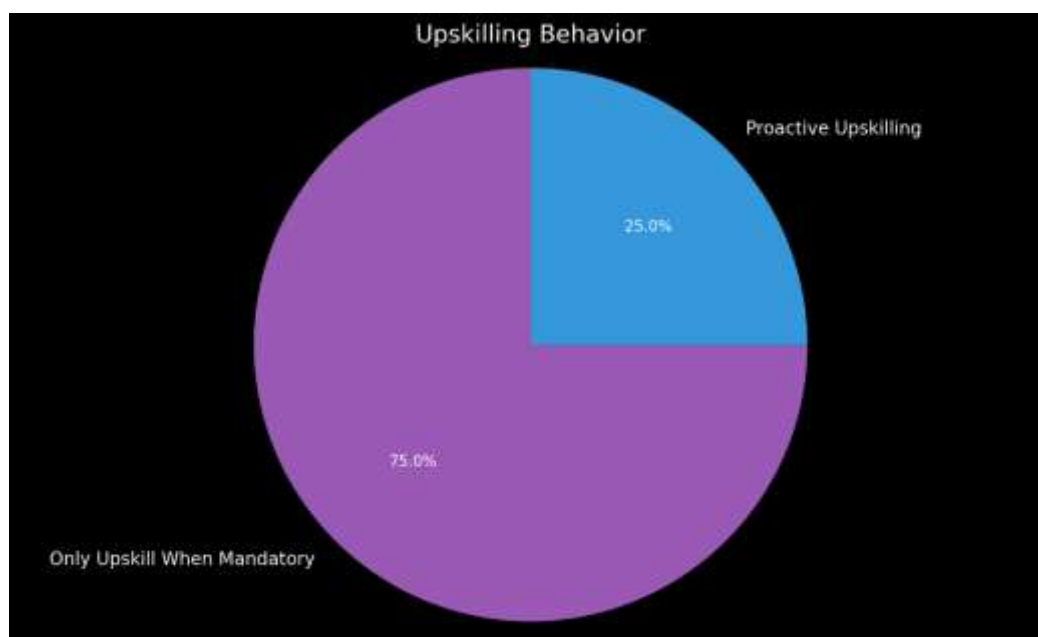


Average Weekly Work Location – A Changing Balance

The chart highlights how the typical work week is now split between time spent in the office and working from home. On average, employees spend about **74.6% of their workdays in the office**, while **25.4% are remote working days**.

This suggests that while remote work remains a notable part of the weekly routine, traditional in-office presence is still dominant. Many companies appear to have adopted a **hybrid model**, giving employees some flexibility but still valuing face-to-face collaboration for most of the week.

The data also reflects a post-pandemic trend—full-time remote work has become less common, while a mix of office and home-based work is emerging as the “new normal.”



Upskilling Behavior – What the Data Tells Us

This chart shows a clear divide in how professionals approach learning new skills.

- Proactive Upskilling (25%) – Only about a quarter of employees actively look for opportunities to improve their skills, even when it's not a requirement. These are the people who sign up for courses, explore new tools, or attend workshops out of curiosity and ambition.
- Upskilling Only When Mandatory (75%) – The majority wait until training is required by their employer. They may only engage when it's tied to compliance, promotions, or direct job requirements.

Why this matters:

Organizations that rely heavily on mandatory training might be missing out on the energy and innovation that comes from self-driven learners. Encouraging and rewarding proactive skill-building could help bridge this gap.

V. Conclusion:

In conclusion, embracing moonlighting can be a powerful catalyst for personal and professional growth, fostering a positive and dynamic approach to one's job. Moonlighting not only provides individuals with additional streams of income but also cultivates a diverse skill set and a broader perspective that can enhance their primary job performance.

By encouraging employees to pursue passion projects and side ventures, employers can tap into a wellspring of creativity, innovation, and motivation. The positive impact of moonlighting extends beyond the individual, contributing to a more vibrant and resilient workforce.

Ultimately, a supportive and open-minded organizational culture that values and accommodates moonlighting can lead to increased job satisfaction, engagement, and overall success for both employees and employers alike.

Recommendation for Employees and Employer on Moonlighting:

For Employees:

- To check your work contract and company rules to see if they allow you to do extra work on the side. Also, be careful not to do anything that might break the rules about keeping work secrets or using the company's ideas.
- Use your side project or work to meet new people and create connections, both in your job and in the things, you love doing.
- Pay attention to how much energy do you have but don't take on too much. It's important to find a balance. So, you don't get exhausted from your regular job and your passion project.
- Create a well-defined schedule to manage both your main job duties and your personal passion work effectively.

For Employers:

- Encourage open communication with employees about their interests and side projects. Establish a culture where employees feel comfortable discussing their moonlighting activities.
- Create Clear and transparent guidelines regarding moonlighting and describing acceptable and unacceptable activities in clear policies.
- Recognize that employees engaged inside projects may bring innovative ideas and fresh perspectives to the organization.

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