

UPSC

Candidate must adhere to the word limit specified in the question.
Any page or portion of the page left blank must be clearly struck off.

Only write question number in this margin

उम्मीदवारों को इस हाशिए में केवल प्रश्न संख्या लिखनी चाहिए।
Candidates must not write on this margin.

1. critically analyse the impact of moonlighting on the individual and the organisation?

Moonlighting is new form of work where employees work with other firms other than original employers after 1st work is overed probably night time.

[Law governing]

1. Currently there is no law governing moonlighting in India.

2. But Section 60, Factories Act - condemns double employment, which is similar to moonlighting.

[Jurisdiction]

Supreme court in Glaxo Mills (S) labour court gave verdict that control of employee over ~~above~~ the ~~at~~ work time will amount to contract of slavery.

[Impact of moonlighting]

1. Conflict of Interest - ~~it~~ as Employee ~~or~~ working in rival firm may affect competition

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eg: wipro CEO - raised issue of moonlighting as cheating

2. usage of properties of 1st company for 2nd company - increases the production cost.

3. Impact on health.

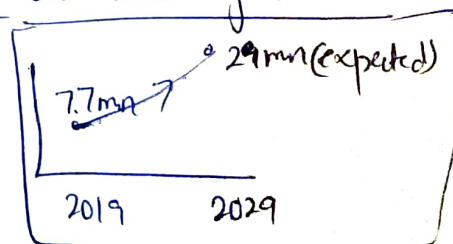
4. over working hours - may lead to affecting the work responsibility.

Factors driving

1. pandemic effect - 70% nyed workmen choosing due to job security

2. work from home ~~is~~ becoming new normal

3. Gig Economy →



For

4. Increasing work experience - a for job security.

Way forward

Moonlighting as a choice unless it affect the employer of conflict of interest. Gig economy may become a new normal. Liberalising as well as deploying tool to detect data leakages may balance both employees