



KAMARAJ IAS ACADEMY
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Moonlighting

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Why is in news? After Wipro, Infosys warns employees of consequences if found to be moonlighting

- The ever-booming Indian IT industry seems to be grappling with a **new problem—moonlighting**.
- Weeks after Wipro voiced concerns over employees “two-timing” their job, Infosys, too, came out with a warning to its workers, saying that such practice would lead to termination.
- The practice of **working for one organisation** while **also taking up extra responsibilities and jobs**, typically **without the employer's knowledge**, is referred to as moonlighting.
- It is called so the side employment is typically performed at night or on the weekends.
- Is moonlighting ethical? - The IT sector **is divided when it comes to moonlighting**. Some call it unethical while others believe it is the need of the hour.
- Moonlighting could be considered cheating if an employee’s contract calls for non-compete and single employment, which is the situation with the majority of conventional employment contracts.
- However, it is not cheating if the employment contracts do not have such a clause or provide relaxations.
- **Under the Factories Act, dual employment is prohibited**. However, **in some states, IT companies are exempt from that rule**.
- Before looking for side jobs or starting a business, **it is crucial for employees to carefully check their employment contract** with their principal job to ensure compliance with any moonlighting policies.

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