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Swiggy's moonlighting policy

Source: Indian Express; Times of India

News: Recently, a new “moonlighting” policy announced by Food delivery start-up Swiggy allowed its employees to take up gigs or projects outside their regular employment after working hours.

Concept of moonlighting:

- Side jobs that are mostly at night time or on weekends, are referred to as Moonlighting.
- Under Moonlighting, an employee works at an extra job beyond regular working hours, mostly without the knowledge of the employer.
- This term Moonlighting became popular when workers in the US started seeking a second job beyond their regular 9-to-5 work for additional income.
- Simple meaning of Moonlighting is holding another job during the working hours of employment.

Various instances of Moonlighting:

- While tracking provident fund accounts of Bengaluru-based person HR found that he was working in seven different jobs.
- **Case of taking up another job without quitting one job:** In a Mumbai based IT firm, red flags were raised by juniors of an employee when official email was being used by an employee to send large files to another company.
- In an MNC firm in Bengaluru twelve of its coders were moonlighting, they were turned into contractual employees.

Reasons for increase in Moonlighting:

- COVID induced lockdown led to increase in **Work from home scenarios** given a possibility to employees to work two jobs. According to recent survey by **Kotak Institutional Equities in IT and ITeS space**, while working from home around 65 percent of people were pursuing part-time opportunities or moonlighting.

- **Financial insecurity during coronavirus** forced workers to take up multiple projects.
- **Greater legitimacy of the concept of gig economy** in recent years due to which moonlighting is considered as the future of work.
- **Work from Home opportunities** enabled some IT workers to do bare minimum at their jobs to juggle multiple responsibilities.
- **Reduction in productivity levels and loss of skilled employees** has increased moonlighting in the IT industry.
- **Shortage of skilled workers:** In India there is a huge gap in skills having 54% of employees strongly lag in skills.
- **IT & ITES sector is facing a challenge to retain employees:** Willis Towers Watson 'Reimagining Work and Rewards Survey' revealed India Inc is facing a challenge to retain the right talent. According to this survey 64% of the companies are finding it difficult to retain their talents.
- Employers are not focusing enough to train their workers for specialist skills hence employees are taking gigs to upskill themselves.
- Moonlighting allows a person to develop new skills, explore related domains and connect with more people as they work in different roles.

Concerns associated with Moonlighting:

- **Moonlighting may impact the workers productivity** on the full-time job as an employee is expected and required to spend his entire working time, efforts and energy for the employer.
- Most of the moonlight work was done during holidays and time-off and this time meant to rest a worker but this will become difficult due to another job.
- **Issues of conflict of interest due to moonlighting:** In certain roles serving one interest worked against another. In such roles moonlighting may become a problem.
- **Possibility of Insider trading:** where employees may share unpublished price-sensitive information (UPSI) knowingly or unknowingly that can affect the undisclosed stock price.
- **Apprehension in Industry:** Very few firms are open to moonlighting. Some Companies like Wipro termed the concept of moonlighting as pure cheating.
- **Confidentiality issues:** As moonlighting may lead to risk of leakage of data, confidential information and intellectual property with competitors.
- **Moonlighting is shifting towards daylighting:** Earlier, moonlighting jobs were considered as side hustle mostly done at night time or weekends. But, now employees are focusing more on their gigs even during the office hours.
- **Trust Issues:** Most workers kept their second job discreet, even in countries like the US where double employment is not banned.
- **Ethical concerns:** There is debate going on ethics of secretly taking another job as these jobs are pursued without keeping full time employers in loop.
- There are cases that moonlight works are done using resources of full time jobs.

Legal status of Moonlighting in India:

- Holding multiple jobs is not allowed by private companies in India.

- Various states restrict double employment through **Shops and Establishment Acts** but its application varies when it comes to highly-specialised industries.
- Factories Act also restricts double employment but the law does not apply to IT companies in some states.

Way forward:

- If moonlighting starts impacting the company, management should take disciplinary action.
- Employees should comply with moonlighting policies of the company.
- Employers should take measures such as the introduction of the Moonlighting Clause keeping in mind the well being of the employees.
- Moonlight policy of the company must clearly classify the nature of works that can be taken as side hustle.

Short Summary:

- Coronavirus induced lockdown brought disruptions in the lives of people. New concepts such as gig economy and moonlighting are becoming part and parcel of life. But, these things have their own challenges beyond the current regulatory framework. Here in this article we discussed the concept of moonlighting, recent instances of moonlighting & its reasons and associated concern. Article ended with a possible way forward to deal with moonlighting.

Articles:

- 1.**Explained:** Swiggy's moonlighting policy that allows staff to take up gigs beyond regular job
- 2.**Explained:** What is moonlighting and if it's legal in India

Sharad

Global Water Crisis

Sources: The Hindu (Srikumar Chattopadhyay); Down to Earth (Mahesh Nathan)

News: Climate change has exacerbated water scarcity leading to rural-urban water disputes.

Reports showing growing water stress:

- **UNESCO's United Nations World Water Development Report of 2022** pointed toward impending water stress and water scarcity in different parts of the world due to a sharp rise in freshwater withdrawal from streams, lakes, aquifers, and human-made reservoirs.
- **Theme of World Water Day (observed on March 22) in 2007** was 'Coping with water scarcity.
- **The Food and Agriculture Organization of the United Nations (FAO)'s new Water Report** sounded a note of caution that the world is moving towards the

silent water crisis of a global dimension, depriving millions of people of water to live and sustain their livelihood.

- **An interactive web tool, Water Scarcity Clock**, shows that currently over two billion people are experiencing high water stress and this number is increasing day by day.
- **In the Global Drought Risk and Water Stress map (2019)** major parts of India, are highly water-stressed and experiencing water scarcity particularly west, central, and parts of peninsular India.
- The **Composite Water Management Index (2018) report by NITI Aayog** shows that India is facing the worst water crisis with approximately more than 600 million people facing acute water shortages.

Current Global response towards water shortage or water scarcity: Transfer of water from the hinterlands/upper catchments or drawing it from stored surface water bodies or aquifers.

Issues associated with the above response:

- **Sectoral and regional water competition** due to inter-basin and inter-State transfers of water.
- **Global concern of rural-urban transfer of water:** Leading to biophysical, socio-economic, and governance risks. In the **UN report on 'Transboundary Waters Systems – Status and Trend' (2016)**, India falls in the category of high biophysical and the highest socio-economic risks. In India, rural-urban transfer of water is a lose-lose situation as water is transported at the expense of rural areas and the agricultural sector.
- **Unmet demand of growing Urban water use:** Now India is urbanizing at a rapid pace and according to **World Urbanization Prospects, 2018** urban population component in India will cross the 40% mark by 2030 and the 50% mark by 2050 leading to a rise in per capita use of water in these centers due to improved standards of living.
- **Dependence shifts to surface water:** As in most cases to meet the growing demand of water, bulk of water supply is met through local sources of groundwater.
- **Water Pollution due to rural-urban water transfer:** Rural and urban areas use water from the same stock. But, in cities there is a lot of grey water without recovery or reuse, hence contributing to water pollution.

Way forward:

- Focus on ensuring water governance.
- Reallocation of water between urban and rural areas through catchment scale-based approaches.
- Adopting an integrated approach in water management through infrastructure investment,
- Fostering a rural-urban partnership to reduce water stress.
- Strengthening of institutions through adjustments in rapidly urbanizing regions.
- Water resource allocation at a regional level must be flexible.

- Ensuring gender equality in decision-making by involving women in designing, planning, and implementation of **Water, Sanitation and Hygiene (WASH)** programs.

Conclusion: The development process should not be jeopardized due to the state of India's water resources on the 75th anniversary of India's Independence.

Short Summary:

- Water stress or Water scarcity is a leading global concern and most policy responses to address this concern is inter-basin and inter-state water mostly from rural-urban areas. But this policy has its own shortcomings like water pollution, regional competition for surface water and water disparity between urban and rural areas. Times call for new responses to deal with water stress and water scarcity.

Important facts for Prelims:

1. World Water Day is on March 22. Theme of world water day 2022 is "Groundwater – Making the invisible visible".
2. United Nations World Water Development Report published by UNESCO on behalf of Un-Water.
3. International Day for the Preservation of the Ozone Layer or World Ozone Day is on 16 September 2022.

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