

Seeking Extra Work: Determinants of Moonlighting in Sri Lanka

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Moonlighting is defined as the holding of two or more jobs by a single person. As found in the literature, people moonlight due to several reasons including hours constrained motive, heterogeneous jobs motive, financial motive and the flexibility motive. Moonlighting can uplift the living standards of the family while having some negative consequences for the welfare of the individual, the family, and the firms due to increasing stress levels, work-family spill-over and spill-over between primary and the secondary employment. The main objective of this study is to identify the factors associated with moonlighting in Sri Lanka. The Labour Force Survey (2010) conducted by the Department of Census and Statistics has been used in this study since it is the only survey reporting sufficient and current information on secondary occupations in Sri Lanka. The sample used in this study includes the workforce of 26,800 individuals in the age range of 15 to 64 years. Of them, 25,411 are employed and 2,496 hold secondary jobs. Probit regression models have been used in this study in order to facilitate the correction for a self-selection bias in labour force participation and employment before identifying the determinants of moonlighting. Supply side factors dealing with moonlighting are mainly related to the financial motive, the hours-constrained motive and the flexibility motive. Age, gender, marital status, dependency ratio, family structure, and underemployment are identified as key supply side factors of moonlighting. The residential sector and provinces are the demand side factors associated with moonlighting opportunities. The nature of occupation and sector of work are identified as factors related to both demand and supply sides of moonlighting in this study. Human resource managers of firms should be trained in modern approaches to evaluating the performance of workers to minimize firm specific costs emerging from the new challenges arising due to moonlighting in the labour market.

Keywords: Moonlighting, Labour supply, Human resource management