
A COMPARATIVE STUDY OF THE PREVALENCE OF MOONLIGHTING IN THE PRIVATE AND PUBLIC SECTORS OF EKITI STATE, NIGERIA

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ABSTRACT: *Moonlighting has become a toning issue in the management of private and public sectors as there is a growing concern over its implication on efficiency. In this respect, this work investigated the relationship between workers main job and secondary job; and also compared the rate of moonlighting in the private and public sectors of Ekiti State, Nigeria. Primary method of data collection was utilized. Purposive sampling method of non-probabilistic type was adopted. Collected data were analysed using probit method. Results showed that people in managerial and professional cadre held jobs in different professions in the public sector, unlike the private sector. Above all, moonlighting is prevalent in the public sector than private sector. Based on the findings, the study concluded that prevalence of moonlighting in the public sector of Ekiti State may breed disloyal and discontented work force; promote lezzer fair attitude to job and encouraged undue bureaucracy; accommodate inefficient leadership and uncoordinated organizational policy, among others. The study recommended that government and professional bodies should come up with moonlighting policies to checkmate the growing rate of moonlighting among public officers for efficient service delivery and value for money.*

KEYWORDS: moonlighting, prevalence, primary and secondary job, public and private sectors

INTRODUCTION

In Nigeria of today, the issue of employee holding two jobs should be of interest to researchers. In the colonial days, and shortly after independence, life was a good stead for both private and public workers. Much was achieved by employees with lower income while the source of revenue to government was mainly farm products.. In terms of research, it will help in understanding workers behaviour and decision to allocate their time between work and leisure and consequently effect on workers performance and productivity in the private and public sectors.

More precisely, moonlighting is commonly understood as having a second job, usually part-time, in addition to a primary job, full-time (Betts & Patterson, 2006). Multiple job holding can act as a means of tackling financial constraints, ensuring uninterrupted employment and as a conduit for further career progression via the accumulation of necessary occupational expertise (Panos, Pouliakas & Zangelidis, 2011).

Like other part of the world, moonlighting is a common practice in Nigeria, with researcher in organization and human resources studies paying little or no attention to it. Both private and public sectors employees are involved in moonlighting. However, the findings of Trolley, Dixon and Olaniyan (2005) suggested that teaching activities was found to be considerably higher in private than government schools and teacher absenteeism was found lowest in private school.

Similarly,; relationship between the primary and secondary job, and the difference between the prevalence of moonlighting in the private and public sectors becomes imperative, and forms the aim of this work.

Today, in Nigeria, there is a scarce literature on moonlighting, at least to the researcher's knowledge. Moonlighting affects all facets of Nigeria public and private sectors. Professionals and politicians, likewise civil servants, freely moonlight and its influence in facilitating labour supply adjustment during temporary economic downturns or upturns cannot be over emphasized. The related problem in this regard is how workers had responded to fluctuations in job opportunities in this country.

The private and public sectors had been variously assessed in terms of efficiency in Nigeria. The uninvestigated general conception is that moonlighting is more prevalent in the public than the private sector. Bilhaiser and Ma (2003) contended that there seems to be a presumption that allowing the physician to moonlight will hurt services in the public sector. Economists are usually quick to point out that allowing a market to operate generally enhances welfare. For example, if moonlighting is allowed, physician can be expected to provide faster and higher quality service in the private sectors; consumers who are willing to pay for these superior services will opt out of public system. Critics argue, however, that moonlighters may cut back qualities for patients in the public sector and Doctor that choose not to moonlight may also cut back on quality. Because of the lack of incentive in public system, the adverse reaction presents an unmitigated problem.

As started earlier, Moonlighting, to the researcher's knowledge, is under researched in Nigeria. After this research work, appropriate policy suggestions would be made. Moonlighting in Nigeria, like other part of the world, has become a pathological issue to employee. Definitely, moonlighting cannot be ignored because of its effect on the moonlighters and the organization. Ipso-facto, it becomes important for the organization to develop a policy guide for the employees to adhere to in the public and private sectors. This work would be useful in this direction. Generally therefore, this work would shed light on poorly understood, but important labour market aspect; and reveal how workers respond to job fluctuations in job opportunity in the country. In terms of policy, taxation policy can be improved upon through our findings. To achieve the objective of this research, this paper is structured into five sections. Following this introduction is literature review. After this, research method is discussed. In section four, the result and discussion of findings were explained. The last section is the summary conclusion and recommendation.

LITERATURE REVIEW

Conceptual Clarification

Definition of Moonlighting

Betts (2005) simply defined moonlighting as having several job usually part-time, in addition to primary job, full-time job. While in the opinion of Witzel (1999) is holding a several job, often at night, in addition to a primary day job. These two definitions suggest two things. First, multiple job holdings relate to public sector alone. Put differently, those that work in formal sector. Secondly, it is restricted to those who work at night or for several pay in formal sector.

The question then is whether those who work informally (privately) and hold multiple job can as well be categorized as moonlighters?

In answering this question, one finds that Betts (2005) and Witzel (1999) definitions are limited in scope. In view of this, this study will adopt the definition of Danzer (2008): That Moonlighting is working outside a person's regulation employment that takes twelve (12) or more additional hours per week. He added that more recently, the concept of moonlighting has been expanded to include such activities as self employment, investments, hobbies and other interests for which additional remuneration is received. Besides, he noted, the perception that moonlighting is a fixed outside commitment is not longer sufficiently broad, because the forms that it may take varied and some time difficult to identify. Furthermore, moonlighting is no longer just a second job for the under paid blue-collar, but also a career development strategy for some professionals. A growing number of managers are dividing their work efforts by moonlighting as consultants or self-employed entrepreneurs. Consulting not only increases their income but also, provides new experiences and diversity to their lives. Many individuals also see such activities as providing extra security, especially in their times of layoffs among middle managers.

Reasons for Moonlighting

Several reasons have been adduced for moonlighting but the trend suggests the peculiarity of the organization and workers environment. In US, for instance, Betts (2005) opined that moonlighting provides an alternative source of valuable work related outcomes. He noted that when moonlighting is considered, the primary workplace is no longer the sole supplier of work related outcomes. The outcomes of the primary job are replaced by a package of outcomes, the combine outcomes of the primary and moonlighting jobs. In sum, he noted, the relationship between the jobs may be supplemental, complementary or a combination.

In New Zealand, Taylor and MC Crosstie (1995) found that multiple job holding was used as an important source of additional income, to sustain farm income, after the farm crises of 1980s. Besides, Taylor, MC Clintock, Baines and Newel (2004) found that multiple job holding had become a normal aspect of farm and work-life but the reasons for holding had become more complex than those given in the initial study of 1995. They believed that while economic factors continued to prevail as the main reasons for multiple job holding, amongst respondents were multiple job holders for non-financial reasons as well. In this connection, Pere (2007) submitted that there is cause to argue that people do adapt to multiple job holdings but that adaptation takes place over time.

In Russia, moonlighting has been associated with risk and return. Researchers, such as Ehrlich (1973); Shishko and Rostker (1976) submitted that if the later jobs are associated with higher risk, but higher returns, compare to the former, house hold will allocate some of their time to jobs in the informal sector, in order to maximize returns, given risk. Further still, Krishman (1990) and Paxson and Sicherman (1996) emphasized the role of employment in moonlighting decision.

There has been linkage between moonlighting and entrepreneurial ability of workers. In the opinion of Rose (1994) survival and enterprising are two major motives for moonlighting in transition countries. He further opined that enterprising is construed to mean exploitation of

opportunities. Therefore, people moonlight, not only out of necessity, but because they want to avoid paying taxes or to use their human capital, to exploit the higher returns available in the formal economy, and hence, to increase their income.

In Russia, moonlighting has been found to be a precautionary motive. Guariglia and Kim (2003) considered moonlighting a self-insurance mechanism that can be used in alternative to precautionary saving, to smooth consumption, in the presence of fluctuating earnings. However, Clarke (1999) findings suggested that there is no correlation between economic hardship and moonlighting in Russia.

Education has also been found to influence moonlighting. Foley (1997) and Koler (1998) found that higher education is positively correlated with holding a second job, and that relatively well-off workers hold additional jobs to further increase their income, without paying taxes, thereby increasing income inequality. In contrast to this, in Russia, the work of Guariglia and Kim (2006) shows that second job holding is associated with lower education. Similar to these Russia findings is that of Reilly and Kristic (2003) in Yugoslavia where moonlighting and lower education receives support from a time allocation study on moonlighting.

Moonlighting has also been associated with business cycle fluctuations. In the opinion of Boheim and Taylor (2004) moonlighting can be in response to negative financial shocks and moonlighting might be in response to heightened primary job insecurity. Specifically, they found some evidence for primary job insecurity motivation, and mixed evidence of moonlighting in response to financial shocks.

Moonlighting has been found to be associated with regular house expenses. (See Stinson, 1990 and Averett, 2001). Besides, gaining experience to build up a business has been associated with moonlighting (Cohen, 1994). It has also been found that moonlighting may be associated with the desire to hold more than one job, may be that, while one bring stable and secure income or fringe benefit, the other may bring prestige. In the U.K., Aiden (1971) found a higher incidence of multiple job holdings in the rural regions of the UK. Besides that, self-employment predominates a secondary job. Emotional attachment has also been found as reason for moonlighting. The work of Lundberg (1995) suggested that job holding can be explained by individuals having some emotional or other attachment to a specific sector or job that would lead them to turn down offers of higher earnings in other sectors.

The work of Pere (2007) shows that moonlighting was used as a buffer mechanism because of previous financial stresses, and strains, to facilitate future career and employment development; and to enable a parent to fulfill what they perceive to be parental or financial obligations. Sangwan (2014) adduced reason for moonlighting to monetary gain, intention to gain work experience, desire to acquire skills, exploration of career options, getting job security and gaining experience to set up own business. However, Nunoo (2016) sets another direction by arguing that making people with single job more employment secured is likely to reduce their tendency to moonlight while increase level of employment security for those with two or more jobs is likely to increase their propensity to moonlight.

Public and Private Practices and Moonlighting

The theoretical literature on dual job incentives, in the mixed economy, is not extensive and besides, moonlighting can be seen as a multiple task principal agent problem, where the regulator sets the reimbursement rate in the public sector and may regulate prices and the ability to work in the private sector (Biglaiser and Ma, 2004). Richman and Mc Guire (1994) explained the optional public reimbursement cost sharing rule when a physician can supply both public and private services and focus on the issue of whether the public and private services are compliments or substitutes. Barros and Oliviella (2002) analysed a model with a waiting list in the public sector to study physician decision to cream-skim. Finally, Gonzalez (2002) presented a model where a physician has an incentive to provide excessive quality in the public sector in order to raise a prestige. Furthermore, Iversen (1997) considered a dynamic model of rationing by waiting lists and shows that the existence of a private sector can make the list longer. Barros and Martinez – Giralt (2002) used a Hotelling model of oligopoly to study the effect of interaction between public and private health care on quality and cost efficiency. Basley, Hall and Preston (1998) showed empirically that waiting list in the UK national health services are positively associated with private insurance.

Researchers have linked moonlighting to corrupt practice in the public sector. Dabalen and Wane (2008) noted that informal charging is a bribe-taking practice and is clearly classified as illegal activity. Similarly, moonlighting is a more subtle form of corruption because it is not readily identify as theft or use of public office for private gains. This position was stressed by Lewis (2006) that moonlighting is a strong determinant of absenteeism as workers, who collect their salary but not show up at work, can be considered as stealing public money. He further noted that many form of corruption in the health sector range from the commercialization of public position to staff absenteeism.

Teachers who moonlight are more likely to be distracted while at school (Champion, 2010). A teacher who works several hours in a second job is much more likely to use a preparation period for moonlighting work or for other family work that is displaced by the moonlighting job. As noted by Mortkowitz (2010) some teachers have been reported to use sick time, at their teaching job, in order to work extra hours at their moonlighting job.

Additionally, moonlighting teachers invest less in human capital related to teaching because they always “have one foot out the door”. If a moonlighter is considered a transition out of teaching, she will be more likely to make investment in the skills appropriate for her secondary job, not her teaching job (Champion, 2010). The work of Stutz and Hobbs (2010) suggested that teachers admitted that the quality of their instruction suffers when they moonlight.

Ara and Akbar(2016) identified desire for additional income, blocked promotion, skill diversity and the need for job autonomy as factors responsible for moonlighting among university teachers. Still on moonlighting among university teachers, Kisumawo and Wa-Mbaleka (2017) submitted that moonlighting occurs for financial reason as a hedging mechanism against the uncertainty of the future, as a way to take advantage of available opportunities for networking for improvement of profession , intellectual capacity and for academic ranking at the national level. In a study on moonlighting among teachers of public primary schools, Timothy and Nkwama (2017) comparing sex and age of moonlighters, submitted that male moonlight than female and that one year increase in age led to five percent probability to moonlight.

Theoretical Frame Work

Conway and Kimmel (1994) proposed that costs and benefits of different job are more complex than could be measured by the monetary wages and this job heterogeneity could lead to long-term moonlighting. Moonlighters may be more ambitious and energetic individuals with high aspirations. They may still need additional income to reach their person goals, even though their aspirations, ambition and energy result in earning more at their primary job. Perhaps they simply value the moonlighting experience. In short, economics theories are not enough to explain multiple job holding. They fail to account for dispositional differences between individuals. These differences were partly addressed using financial/economic explanation (Betts, 2006).

One of the earliest theories of moonlighting is the relative deprivation theory (Willensky, 1965). The theory suggests that moonlighters are economically and socially deprived. However, aspiration theory has been propounded to justify moonlighting. This find support in the works of Jamal, (1986); Jamal, Baba and Reviere (1998); and Mott (1965). They concluded that moonlighters are more socially involved than non-moonlighters and that their work performance was not adversely affected by moonlighting.

Research findings also show that moonlighting may likely be an occupational specific phenomenon. Studies like Moss (1985) and Culler and Bazzoli (1985) associated moonlighting with medical residency profession. Similarly, Turner (1962); and Betts (2004) linked moonlighting with teaching job. While Hung (1995) and Miller, Presley and Suiderman (1973) found moonlighting to be associated with police job.

Paxson and Sicherman, (1996) described different motivation to hold more than one jobs with different functions of distinct employment; one job might bring stable and secure income or finge benefit, while the other does not. Another reason may be located in constraints on the main job (Danzer, 2008) one job may bring main income,, while other is more prestigious. Gunter, Hallberg, Findelis and Lass (1991) concentrated on multiple job holdings among farmers. He concluded that seasonal employment, which usually restricts the desired hours of work, low levels of household income and uncertainty with respect to future income may account for multiple job holding. Farmers may then diversify into jobs where risks are correlated with the main job.

Empirical Investigations

Champion (2010) examined whether increase accountability increased teachers efforts or not. Using moonlighting as a proxy for teacher's effort, it was revealed that a substantial reduction in public school teacher moonlighting for teacher in school expose to performance treasure from a state accountability system. This shows that moonlighting is a good indicator of (lack of) effort, and that accountability systems do actually create incentive for teachers to make effort in their schools.

Danzer (2008) investigated coping strategies as a response to labour market uncertainty using unique individual level data in Ukraine. Based on dual job holding model, he introduced a theoretical distinction between two difference forms of coping reactions: subsidiary farming activities and second job holdings. It was found that uncertainties foster moonlighting activities

but activity specific characteristics like response time to shock, skill transferability from main job and coping of other household.

Panos, Pouliakas and Zargelidis (2011) examined the interrelated dynamics of dual job holding, human capital and occupational choice between primary and secondary jobs. Used a panel sample of UK employees and examined a sequential profile of the working life of employees to investigate: first, the determinant of multiple jobs holding, second, the factors affecting the occupational choice of second choice, then, the relationship between multiple job holding and job mobility; and lastly, the spillover effect of multiple job holding on occupational mobility between primary jobs. It was found that dual job holding may facilitate job transaction as it may act as a stepping stones towards new primary jobs particularly self-employment.

Dabalen and Wane (2008) studied the relationship between gender and corruption in the health sector using data collected directly from health workers in Tajikistan's health sector. He concluded that women seems at first significantly less corrupt than men. However, once power conferred by position is controlled for, women appeared, in fact, equally likely to take advantage of corruption as men. Besides, female headed facilities are not less likely to experience informal charging than facilities managed by men. However, women are significantly less aggressive in the amount they extract from patient. He opined that workers are more likely to engage in informal charging the further they fall short of their perceived fear wage. It was also found that moonlighting behaviour displays strong gender difference. Women are significantly less likely to work outside the facility on average and across side of health sectors.

Gagliarducci and Naticchioni (2009) examined moonlighting politicians, using Italian parliament from 1996 to 2006 as a case study. They found that bad but dedicated politicians come along with good but not fully committed politicians. Besides, there is in fact, a non negligible fraction of citizens with remarkably high pre-election income who are appointed in parliament. In their opinion, these citizens are those who gained relatively more from being elected in terms of outside income. At the same time, they are less committed to the parliamentary activities in terms of voting attendance.

Similarly, Geys and Mause (2010) examined double standard of recruitment for men and women: new evidence from moonlighting of German parliamentarians. He noted that public and scholarly debate of politicians' extra-parliamentary activities (moonlighting) often concentrates on whether such moonlighting engenders neglect of parliamentary duties and or signals financial greed. He found that political experience and university education are more important determinants of moonlighting for women than men. These results hold particularly for outside jobs in the private sector, he noted. Overall, he contended, even when analyzing a recruitment pool of higher than average ability working in a strongly in recruitment process. Wilson (2008) examined moonlighting entrepreneurs. This work revealed that the relationship between education and hours worked is ambiguous. He opined that education allow small business owners to work outside the venture (moonlight) at higher wages.

RESEARCH METHODS

Study Area

The study was carried out in Ekiti State. The state has both private and public undertakings that can fully represent the study. The public undertakings share similar characteristics with other public undertakings in Nigeria. Similarly, the private sector of Ekiti State possesses operating characteristic with other private undertakings in the country.

Study Population

The population of the study consisted of private and public sectors of Ekiti State workers. These sectors were the targeted population. Internationally, occupations are classified into major groups as published by Wilson (2008). Such as:

Managers

- Chief executives, senior officials and legislators
- Administrative and commercial managers
- Production and specialized services managers
- Hospitality, retail and other services managers

Professionals

- Science and Engineering professionals
- Health professionals
- Teaching professionals
- Business and Administration professionals
- Information and communications technology professionals
- Legal, social and cultural professionals

Technicians and associate professionals

- Science and Engineering associate professionals
- Health associate professionals
- Business and Administration associate professionals
- Legal, social, cultural and related associate professionals
- Information and communication technicians

Clerical support workers

- General and keyboard clerks
- Customer services clerks
- Numerical and material recording clerks
- Other clerical support workers

Service and sales workers

- Professionals services workers
- Sales workers
- Personal care workers
- Protective services workers

Skilled agricultural, forestry and fishery workers

- Market-oriented skilled agricultural workers
- Market-oriented skilled forestry, fishing and hunting workers
- Subsistence farmers, fishers, hunters and gatherers

Craft and related trade workers

- Building and related traders workers, excluding technicians mental, machinery and related traders workers
- Handicraft and printing workers
- Electrical and electronic trades workers
- Food processing, wood working, garment and other craft and related traders workers

Plant and machine operators and assemblers

- Stationary plant and machine operators
- Assemblers
- Drivers and mobile plant operators

Elementary occupations

- Cleaners and helpers
- Agricultural, forestry and fishery labourers
- Labourers in mining, construction, manufacturing and transport
- Food preparation assistants
- Street and related sales and service workers
- Refuse workers and other elementary workers

Research Designs

The design of this study is analytical in nature. Analytical explanation gives aid to critical and statistical understanding of intra and inter behavioral pattern of the variables under study. By this design, it is expected that objective of this study would be fully accomplished. Besides, the work is quantitative in nature. Quantitative, in the sense that the use of questionnaire was employed in gathering data, while the analysis procedure involved statistics.

Validity and Reliability of instrument

Validity is concerned with whether the findings are really about what they appear to be about; while reliability refers to the extent to which data collection technique or analysis procedure yielded consistent findings (Suders, Lewis and Thornhill, 2007). In order to ensure that the content of the questionnaire, and method of administering, it was suitable the researcher carried out a pilot study outside the target population. Following this study, the content of the questionnaires was modified. Subsequently, the questionnaire was tested again and put into its final form and administered to the would be respondents.

Source of data and collection method

The source of data for this study was primary source. Primary data were collected by the use of questionnaire. Questionnaires were administered on the various categories of workers identified both in the private and public sectors.

Research Instrument

Questionnaires used were self-administered. Besides, it was delivery and collection questionnaire. By this we mean questionnaires were delivered by hand to each respondent and collected after it had been completed by the respondent. In Questionnaire, questions were categories in non-mutually exclusive manner and rated to achieve the objectives of the study.

Sampling Techniques

To achieve the objective of this work, non probability sampling was made. Besides, purposive sampling method of non-probabilistic type was adopted. Purposive sample, of each occupation identified, was selected to enable the diversity and key occupation to be explored in both the private and public sectors so that logical generalization could be made regarding the area under study. Five works from each categories of occupation were picked at private and public sectors.

Method of data Analysis**Objective 1**

Occupation Association matrix between the main occupation and secondary occupation was constructed as follows and appropriately analysed.

Secondary Occupation	Managerial	Professional	Technicians	Clerical	Service	Agric	Craft	Operator	labourer
Main occupation									
Professional	X%	X%	X%	X%	X%	X%	X%	X%	X%
Technicians	X%	X%	X%	X%	X%	X%	X%	X%	X%
Clerical	X%	X%	X%	X%	X%	X%	X%	X%	X%
Service	X%	X%	X%	X%	X%	X%	X%	X%	X%
Agric	X%	X%	X%	X%	X%	X%	X%	X%	X%
Craft	X%	X%	X%	X%	X%	X%	X%	X%	X%
Operator	X%	X%	X%	X%	X%	X%	X%	X%	X%
Labourer	X%	X%	X%	X%	X%	X%	X%	X%	X%

Objective 2

We shall find the statistical difference between the private and public sectors results by comparative of means statistics.

RESULTS AND DISCUSSION

4.1 Results

Table 1: Demographic and Human Capital Characteristics of Moonlighters

S/N		Public		Private	
1	Sex:				
	Male	63	55%	83	65%
	Female	50	45%	44	36%
2	State of Origin:				
	Ekiti	74	65%	64	50%
	Others	39	35%	63	50%
3	Marital Status:				
	Single	42	37%	52	40%
	Married	65	57%	72	56%
	Widowed	6	5%	2	8%
4	Residency Ado (State Capital)	73	62%	52	72%
	Other place	65	38%	72	28%
5	Educational Background:				
	Primary	2	1%	1	1%
	Secondary	13	11%	14	11%
	OND	22	19%	18	14%
	HND	18	16%	26	20%
	Degree	36	32%	45	35%
	Professional	4	3%	6	4%
	Master / Ph.D	10	9%	7	5%
High School Certificate	6	5%	9	6%	
6	How many years have you worked for your current employed:				
	1-5	60	54%	73	57%
	6-10	31	27%	32	25%
	11-15	12	10%	10	7%
	16-20	5	4%	4	3%
	21-Above	3	2%	1	5%
7	Age:				
	20-29	35	31%	49	39%
	30-39	45	40%	54	43%
	40-49	19	17%	13	10%
	50-59	12	9%	6	6%
	60 and Above	1	3%	1	2%
8	No of Children:				
	1-2	37	44%	56	66%
	3-5	40	48%	28	34%
	6 and Above	6	7%		

Source: Field Survey, (2016)

Table 1 highlights the demographic and human capital characteristics of moonlighters in the private and public sectors. Greater percentage of Male moonlights in the private sector (65%)

than the public sectors (55%), whereas, greater percentage of female moonlight in the public sector (45%) than private sector (35%). Also, Ekiti indigene, in the Public sector (65%), moonlights more than private sector (50%). However, non-indigene in the private sector (50%) moonlights more than non-indigene in public sector (35%). The results also indicated that in private and public sectors, married moonlight than single and widow. This result also implied that Ado-Ekiti residents rate of moonlighting in the private sector (72%), is higher than in public sector (62%) in Ekiti-State on the other hand, residents of other places in the state (38%) rate of moonlighting is higher than resident of the other places (28%) in the private sector.

Degree holders in both private and public sectors, 35% and 32% respectively, moonlight more than other class of certificates. As well, people with working experience, between 1-5 years engaged in moonlighting, in the private and public sectors than people with 6-years and above year's experience. Similarly, in both private and public sectors, people within the ages of 30-39 (43% and 40% respectively) engaged in moonlighting than any other age group. This was followed by 20-29 age brackets (Public 31%, Private 39%), whereas people above 60 years were least participants in moonlighting.

In the public sector, married with 3-5 children (48%) have the highest incidence of moonlighting. Whereas, in the private sector, married with 1-2 children (66%) participate more than other groups in moonlighting.

Objective 1

Table 2: Relationship between workers main occupation and secondary job Public

Secondary job Primary job	Man a.	Profe s.	Technic al	Cleric al	Servi ce	Agri c	Cra ft	Operat or	Labo u.
Managerial	25%	0%	16%	0%	33%	16%	33%	0%	0%
Professional	11%	11%	11%	0%	55%	0%	0%	0%	11%
Technical	0%	0%	56%	0%	18%	12%	0%	7%	7%
Clerical	0%	0%	33%	0%	33%	0%	33%	0%	0%
Services	0%	15%	0%	8%	30	0%	23%	23½ %	20%
Agriculture	0%	0%	0%	0%	66%	34%	0%	0%	0%
Craft	0%	0%	0%	0%	0%	0%	0%	0%	100%
Operator	0%	0%	16½ %	0%	16½ %	0%	0%	50%	17%
Labourer	50%	0%	0%	0%	0%	0%	0%	0%	50%

Source: Field Survey, 2016

Table 2 shows the relationship between workers main occupation and secondary job. People in managerial classes (25%) moonlights in managerial secondary job, but, 33% moonlights in service, as secondary occupation, 16% in Agriculture, 33% in Craft and 16% in Technical.

Also 55% professional, moonlights in Service area, 11% in Managerial, 11% in Professional, 11% in Technical, and 11% in Labour. As indicated, 56% technical moonlights in technical, 18% in Service, 12% in Agriculture, 7% as Operator, 7% as labourer. Also, 33% Clerical moonlight in Technical, 33% in Service and 33% in Craft.

For service workers, 30% moonlights in Service, 15% in Professional, 23% in Craft, 23% in Operator, and 8% in Clerical duties and 20% in Labour. Also, category of people in agriculture moonlight in Agric (16%) and Service (34%). As shown, Craft men only moonlight as labourers 100%.

Operators moonlight as Operators 50%, 16½ % as Technical, 16½% in Service, and 17% as Labourers. Whereas, 50% of labourers moonlight as labourers, but 50% were found in Managerial jobs.

3: Relationship between workers main occupation and secondary job Private

Secondary job	Man a.	Profe s.	Techni cal	Cleric al	Servi ce	Agricult ure	Cra ft	Operat or	Lab o.
Managerial	50%	6½%	6½%	0%	18%	12%	7%	0%	0%
Professional	5%	55%	10%	0%	25%	0%	0%	0%	5%
Technical	0%	0%	56%	0%	18%	12%	0%	7%	7%
Clerical	0%	0%	34%	0%	33%	0%	33%	0%	0%
Services	0%	15%	0%	7%	30%	0%	24%	24%	0%
Agriculture	0%	33%	0%	0%	50%	17%	0%	0%	0%
Craft	50%	0%	0%	0%	0%	0%	0%	0%	50%
Operator	0%	0%	0%	0%	17%	0%	0%	66%	17%
Labourer	0%	0%	0%	0%	25%	25%	0%	0%	50%

Source: Field Survey, (2016)

In the private sector, 50% of people in Managerial job moonlight in managerial, 6½% in Professional, 6½% in Technical, 18% in Service, 12% in Agriculture, and 7% in Craft.

As indicated, 55% Professional moonlight as Professional, 10% as Technical, 25% in Services, and 5% as labourer.

56% of Technical moonlight in Technical area, 18% in Service, 12% in Agriculture, 7% as Operator and, 7% as Labourer. Clerical workers moonlights in Technical 34%, 33% in Service, and 33% Craft. Service workers, moonlight mainly in Service area 30%, 15% in Professional, 24% in Craft, and 24% in Operators. Private sector Agric workers moonlight mainly in Service 50%, 33% in Professional, and 17% in Agric. For Craft workers, 50% Managerial jobs in secondary job, and 50% as Labourers. 66% of Operators have operator jobs as secondary jobs, 17% as Service job holders, and 17% as Labourer. 50% of Labourers performed labourer job as secondary job, 25% in Service and 25% in Agric.

Objective 2**Table 4: Comparison between rate of Moonlighting in Private and Public Sectors**

Variables	Moonlighting in the private sectors f(%)	Moonlighting in the public sectors f(%)	t-value
YES	84(56.4)	55(61.8)	26.68*
NO	65(43.6)	34(38.2)	35.23*

*Significant at 5%

Source: Field Survey, (2016)

Table 4 shows the comparison between the rate of moonlighting in private and public sectors. The result shows that majority of moonlighters (61.8%) were in the public sector with a significant level of 0.05.

DISCUSSION**Demographic characteristics of Moonlighters**

For demographic and human capital characteristic of moonlighters, with respect to **gender**, male has been found to moonlight more than female in the private and the public sectors. This may occur because, male were mostly employed in both private and public sectors. Also, family responsibilities lies in the males, hence, the need to work more to earn extra wage may explain why male holds dual job. However, female rate of moonlighting in the public sector were found to be greater than the private sector. In public offices, female engage in retail activities. In most cases, female open shop and kiosk outside their working places and return to the shop after closing hours. While female consider small income as important, male would focus a large income business to justify their status as men before they can engage in secondary job. In other words, consideration for prestige of secondary job may be a sine-quantum for engaging in a job for male. But this is immaterial for female. However, this contradicts the finding in Tajikistan's health sector, where women were less likely to moonlight outside the facility (Dablaen and Wane, 2008).

Indigene

Our result shows that Ekiti-Indigene in the public sector moonlight more than non indigene. First, this may suggest a low level of employment of non-indigene. Besides, the category of work force, which non-indigene constitute in the public sector, may put them at disadvantages to moonlight. Corollary to this is the fact that they may not qualify by education or experience to moonlight. While another factor may be that they were not enterprising, the desire and determination to return to their home state may curb their interest in moonlighting. In public, "son of the soil" syndrome may limit their opportunity of moonlighting in any organized workplace or institution. However, in the private sector, non-indigene moonlights at a rate, higher than indigene. The fact may be that they enjoy enabling environment in the private sector than the public sector.

In some cases, women income are low and insignificant, putting pressure on men to work extra hours and do many jobs to cope with family demands.

Status

In both private and public sectors, married moonlight more than single and widow. The reason for this may not be far-fetched. Married have increased responsibility, in terms of dependants; payment of children school fees, meeting societal demands, working for self actualization; meeting social needs, security needs and basic needs. In fact, in African context, particularly in Yoruba land, manhood is measured by ability to take care of family needs without recourse to woman, no matter the level of the woman's income. A retired parent, with or without irregular stipends, still expect support from their children. Wife's responsibilities, and that of her family, were considered as part of man's responsibility. All these put pressure on married men to work extra hours. This contradicts the findings of Allen (1998) and Tansel (1996) who believed that having working wife reduces the chances of moonlighting.

Residency

For residency, in the private and public sectors, Ado-Ekiti residents moonlight more than non-Ado-Ekiti resident. This could be due to greater opportunity in the city, possibility of networking, desire to develop entrepreneur ability, and access to information.

Qualification and Experience

In both private and public sectors, degree holders moonlight more than any other class of certificate. This is in line with Geys and Mause (2009) finding in Germany. Degree is the basic higher certificate needed to gain relevant experience. As professional, with high level capacity, holders can demonstrate competencies in their field of study. When combine with experience, it makes holders suitable and relevant in many places. This call for improved quality of education, encourage industry linked education, reduce academic corruption to eradicate the menace of unemployable graduate. The HND provides middle level man powers, which today were less in demand because of our level of development. Similarly, M.Sc and Ph.D holders are specialist, which narrow down possible areas they can moonlight.

People with 1-5 years of experience also moonlight more than other in the private and public sectors. This may not be unconnected with the fact that they are more agile, with intention to gain experience and desirous to change job, lesser family attachment and less attachment to their primary job.

People within the age brackets of 30-39 years moonlight more than others. Impliedly, young people moonlight more than old people. Today in Nigeria, this is average age of getting fresh job; Age of marriage; and age of procreating. Whether in private or public concern, workers tends to be mobile; contemplating having a better job; working to get enough fund to settle; hoping to acquire domestic or house hold equipments etc. All these would escalate the desire to work more hours. At 60 years and above, desire to rest must have set into the life of an average worker apart from the fact that this is retiring age. This result finds support in the work of Betts (2006) and Allen (1998).

Number of Children

In the public sector, married with 3-5 children moonlight more than others. This may not be unconnected with the fact that when children are two, public worker, because of stable income, can easily cope with associated responsibility. However, as family grows in size, rate of increase in income may not be proportional to the responsibility again. Additional money may be desirable. Besides, 3 to 5 children would tie women to domestic work making women

contributing less to family finances and thereby putting pressure on the man to hold multiple jobs. However, in the private sector, married with 1-2 children moonlight more than others. Private workers may embrace dual job, from the beginning of their marital life. This may be due to low income from the private sector; under employment or cyclical unemployment and business fluctuations that may reduce level of income from primary job.

Objective 1

Table 5: Comparison of Private and Public job relationship

		Manag.	Profes.	Tech.	Clerical	Service	Agric.	Craft	Operat.	Element. Labour Occup.
Manag.	Private	56%	0%	7%	0%	18%	12%	7%	0%	0%
	Public	25%	0%	16%	0%	33%	16%	33%	0%	0%
Profes.	Private	5%	55%	10%	0%	25%	0%	0%	0%	5%
	Public	11%	11%	11%	0%	55%	0%	0%	0%	11%
Tech.	Private	0%	0%	56%	0%	18%	12%	0%	7%	7%
	Public	0%	0%	34%	0%	33%	0%	33%	0%	0%
Clerical	Private	0%	0%	34%	0%	33%	0%	33%	0%	0%
	Public	0%	0%	33%	0%	33%	0%	34%	0%	0%
Services	Private	0%	15%	0%	7%	30%	0%	24%	24%	0%
	Public	0%	10%	0%	8%	30%	0%	24%	24%	0%
Agric.	Private	0%	33%	0%	0%	50%	17%	0%	0%	0%
	Public	0%	0%	0%	0%	66%	34%	0%	0%	0%
Craft	Private	50%	0%	0%	0%	0%	0%	0%	0%	50%
	Public	0%	0%	0%	0%	0%	0%	0%	0%	100%
Operator	Private	0%	0%	17%	0%	17%	0%	0%	66%	17%
	Public	0%	0%	17%	0%	17%	0%	0%	50%	17%
Element. Labour Occup.	Private	0%	0%	0%	0%	25%	25%	0%	0%	50%
	Public	50%	0%	0%	0%	0%	0%	0%	0%	50%

Objective 1

Tables 1 and 2 were summarized as table 5. A look at the table 5 shows that greater percentage of workers in managerial categories in the private sector, moonlight in managerial group than public sector. A great number of workers in the public sector, holding their primary job in the managerial group, moonlight more than their private counterpart in Technical, Service, Agriculture and Craft, but non-moonlight in Professional in private and public professionals. This result shows that public managers moonlight in areas different from their discipline, particularly, perhaps as private people, than private professional. Also, Professionals in the private sector, moonlight in professional jobs, whether in another private or public concern, than professionals in the public sector. Private sector professional can serve as consultant to private or public institution. Moreover, Professionals in public sectors, hold many jobs as secondary jobs than private professionals. Generally, the result shows that Professional, both in private and public sectors did not moonlight in Clerical works, Craft and Operators. This may be attributed to the fact that working as any of these categories may not only be unethical, but it would bring down the acclaimed status of the profession.

Technical workers, in private and public sectors, moonlight in Technical, Service, Agric, Operators and Elementary Occupation, at the same rate, but they do not moonlight in Managerial, Professional, Craft and Clerical areas. Technical workers may have lower competence to manage or become professional without additional certificate, making them only suitable to moonlight in lower carder related jobs. This may explain why clerical job workers moonlight in Technical, Service and Craft jobs.

The chance of service workers to moonlight was greater in services than other group of job in private and public sectors. This may be justified on the ground that service provider, in the public sector, may find it convenient and less stressful to establish a private service business. Similarly, service provider in the private sector may have more than one service outfit. In the public sector, Agriculture group engage in service provision and Agric related job, as secondary job. In the area of service provision, knowledgeable Agric expert can be a consultant to private concern; can engage in sales of chemical and agric inputs, assist in developing private Agriculture outfit and perform other related services. Similarly, they may engage in private poultry, animal husbandry etc to supplement their income. Unlike public, Agric in the private sector also moonlight as professionals. This is possible in the area of teaching profession, and business administration professional.

Whereas, public craft workers moonlight only in elementary occupation, they moonlight in managerial and elementary occupation in the private sector. Private craftsman may engage in private hospitality, retail and other services established and manage by themselves to compliment their income. However, time constraint can prevent a public craftsman from having a service outfit, which he could operate as manager. If he does have, he may employ a manager, otherwise, allocating his or her time between his/her primary job and secondary job could pose serious threat to his primary job.

Operators in the private and public sectors moonlight mainly as operators. This is a function of qualification, competencies, exposure and experience. But while public and private operators moonlight in service, and elementary occupation, only public operators moonlight in technical

area. This may be due to their interaction with more experienced professional and accessibility to modern tool in the public service.

In the public sector, elementary workers moonlight in managerial and elementary occupation alone. In the public sector, elementary workers, in our classification in this study, might enjoy more time and minimal control. In most cases, they might work at the early hour of the day and might leave office for other work. This might makes it possible for them to be a manager of private service outfit, outside their primary job. Through exposure and regular savings, through cooperatives and banks loan, they might be better organized and capable of organizing a capital intensive business than their counterpart in the private sector. However, private sector elementary workers, perhaps limited by income and experience, engage in Service and Agric jobs as secondary job.

Objective 2

The second objective is to compare the rate of prevalence of moonlighting in the private and public sectors. The result shows that moonlighting is prevalent in the public sector than the private sector. Certain reason may account for this. First, it may be a coping strategy. Unrealistically low wage, in the public sector may call for extra work or desire to take enviable earnings. But, this is not without adverse implications. Researcher sees it as corrupt practice (Dablane & Wane, 2008). While other researchers see it as capable of working efficiently, especially in teaching (Champion, 2010) and Mortikowitz, 2010); can cause absenteeism (Lewis, 2006); can account for delay in service provision (Basley, Hall and Preston, 1998); and bases for poor quality of service (Stutz and Hobbs, 2010).

Also, it is hoped that moonlighting can serve as motivation to keep working in public services. Ferrinho, Lerberghe, Jullen, Fresta, Gomes, Dias, (1998) believed that public sector provides job security, and credibility as doctor, but second job produces side-activities to meet cost of living and to support the extended family.

Besides, unregulated moonlighting may make moonlighting flourish in the public sector. In this regards, Biglaiser and Ma (2006) noted that this may be detrimental to consumer welfare, when it leads to adverse behavioral reactions, such as moonlighters shirking more in the public system, and dedicated doctors abandoning their sincere behaviour. Besides, it can course serious damage to public purse. Aside, it can lead to stealing of government properties, stock and equipments. Professionals like doctor can pilfer health materials in hospital; stock meant for public, may be diverted to their private hospital. This will consequently lead to loss of colossal fund to government.

Furthermore, Mackfy, Ferrinhro, Brouwere and Lerberghe (2001) put the effect as competition for time, out flow of resources from public sector and conflict of interest. They opined that the problem of moonlighting needs to be addressed openly so as to protect public sector values, while meeting both professional needs and user demands for quantity.

Not only mentioned effects, moonlighting in public sector has been associated with staff turnover. Rospel, Chirwa and Blaauw (2014) found moonlighting as a predictor of intention to leave primary job among nurses in South Africa. Last, but not the least, is the fact that it may lead to predatory behaviour (behaviour in which self gain is pursued to the detriment of the

legitimate interests of colleagues, services and / or patent); promote conflict of interest. Engender brain-drain; limit users access to the service of moonlighters; promote outflows of resources (transportation, office infrastructure, and personnel); and however provide a standard of living to what professionals expect. Patronize public officer holding dual job to allow standard of living closer to expectation; optimize opportunity; motivation to keep working in public; close the gap between income and expenditure.

SUMMARY, CONCLUSION AND RECOMMENDATIONS

Summary

Noticeably, people in managerial, in the private sector, moonlight more in managerial, whereas in the public sector, they moonlight more in service and craft. In the public sector, professional moonlight more in service, while in the private sector, they moonlight as professionals. Technical in the private sector moonlight more in Technical but they moonlight at equal rate in Technical, Service and Craft in the public sectors. In the private and public sectors, Clerical moonlight, at equal rate, in Technical, Service and Craft sectors. The main place of moonlighting for service group, in both sectors, is service area, craft and operators. Agric, in the private and public sectors, moonlights more in Agric, in the private and public sectors, moonlight more in Agric than any other place. While Craft moonlight as Manager in the private sector, they moonlight in elementary labour occupation in the public sector. The highest place of moonlighting for operator in the private and public sector is operator. Elementary labourer in the public and private sectors moonlight as elementary labour at the same rate; but in addition, while elementary labours in public sector was able to moonlight only in managerial group, they moonlight at service and Agric in the private sector. In terms of comparison of prevalence of moonlighting in private and public sectors, the study shows that moonlighting is prevalent in the public sector than private sector.

Conclusion

Giving this study result, top management and professional moonlight in jobs different from their primary jobs in public sector while they moonlight in similar jobs in private sector. Whereas, middle management and lower management hold secondary jobs similar to their primary jobs in both private and public sectors. Generally speaking, moonlighting is prevalent in the public sector than private sector. As a consequence, public sector of Ekiti State may breed disloyal and discontented work force; promote lesser fair attitude to job and encouraged undue bureaucracy; accommodate inefficient leadership and uncoordinated organizational policy, among others. Since public service is germane to the growth of every society, and this study established prevalence of moonlighting in the public sector than private sector, government should come up with comprehensive study to address dual job holding in the public sector for efficient, vibrant and promising civil service that can assist government to actualize her goals.

Recommendations

This study revealed the prevalence of moonlighting in the public sector of Ekiti state than the private sector. This calls for in-depth study of this phenomenon, with a view to checkmate devastating effect of moonlighting on efficient service delivery in all facets of the state services.

State government should come up with policies directed towards reporting moonlighting by staff; with a view to enabling them seek approval before staff can engage in moonlighting.

This study shows that management and professionals in the public sector's moonlights in jobs different from their primary jobs. This situation can impair performance, reduce efficiency and lead to the collapse of the public service system. Management skills are often noted to be transferable. If moonlighting is permitted, to improve knowledge of moonlighter, it should be done in a similar job. It is doubtful if moonlighting in another job is ethically permitted for professionals. By and large, professional policy for moonlighting is imperative.

This study reveals that moonlighting is a common practice in the public and private sectors. Government should ensure adequate disclosure of secondary jobs, ensure appropriate record of the income from these jobs and monitor report of the income for the tax authority for tax purposes. This will enhance the internally generated revenue of the state. Generally therefore, there is urgent need for government and professional body to come up with moonlighting polices to checkmate the negative effect of moonlighting among public officers for efficient service delivery and value for money. For further studies, an investigation into the determinants of moonlighting will be a rewarding research exercise.

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