

Comparative Study of Determinants of Moonlighting in the Private and Public Sectors of EKITI State, Nigeria.

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Abstract

This study investigated a comparative study of the prevalence of moonlighting in the private and public sectors of Ekiti State, Nigeria, with particular focus on determinants, and the demographic and human capital characteristics of moonlighters. Primary method of data collection was utilized. Purposive sampling method of non-probabilistic type was adopted. Collected data were analysed using probit method and percentages. The result revealed that, in the public sector, residency, educational background, level of income, and dependents were significant factors influencing moonlighting. Whereas, in the private sector, residency and dependants were the major significant factors influencing moonlighting. Also, female and Ekiti indigene moonlight more in the public sector than private sector. Based on the findings, the study concluded that residency, educational background, level of income, and dependants were significant factors that account for moonlighting among workers. Also, the public and private moonlighters' demographic and human capital circumstances defer in sex, origin, and residency and number of children, but, similar in marital status, education, experience and age. Consequently, we concluded, practice of Moonlighting in the Public and Private sectors could encouraged undue bureaucracy; accommodate inefficient leadership and uncoordinated organizational policy. The study recommended, among others, that control such as clocking, reporting activities, time allotment for assignment, good pay policy, attractive condition of service, opportunity to access loan at low interest rate, affordable housing scheme and efficient transportation system should be created for public officials to reduce desire to moonlight and improve commitment to their primary jobs.

Keywords: Moonlighting, Determinants, Comparative, Private and Public Sectors.

Introduction

Today, ironically with oil for Nigeria, individual workers high income can no longer sustain them. To cope with this challenge, the peak of this, moonlighting becomes unavoidable for both public and private workers. In this connection, Aiyede (2002) remarked that as the crisis worsened, government adopted economic and administrative reform measures. Currency devaluation and inflation reduced the salary of public sector workers to mere pittance, and corruption, brain drain, and moonlighting became the order of the day. Then, ethical issues arise as to the morality behind the practice of moonlighting in the public sector.

Moonlighting is holding a second job, often at night, in addition to a primary day job (Witzel, 1999). Moonlighting provide workers with an alternative sources of valuable work relate outcomes such as income, training and benefits (Fcator, 1991; Henry & Rogger, 1986). Besides it changes perceptions, decisions, and behaviour and may impact their performance, absenteeism and turnover at their primary jobs (Aebi, 1998; Davey & Brown, 1970, Habbe, 1957).

Private and public sectors of Nigeria are characterized by various challenges. Prominent among which are: maintenance of the integrity of the work, meeting the demands of the workforce; making the society corruption free; efficiency and effectiveness among others. However, World Bank (1997) noted that the public service, in most developing countries, is central to the economic and socio-political development of such countries. Sad enough, Oyelaran-Oyeyinka (2006) remarked that there is increasing evidence pointing to the deterioration of the public services performance in Africa. This development cannot be divorced from one form of corruption or the other to which moonlighting has contributed as noted by Lewis (2006); Dablane and Wane (2008); Champion (2010); Mortkowitz (2010); and Stutz and Hobbs (2010).

Male and female moonlight (Amuedo-Dorantes & Kimmel 2005; Dolado & Felgueroso 2007). Also, moonlighting had be linked with commercialize sex market (Cunningham & Kendal, 20010). Parliamentarians are not exempted from moonlighting (Geys & Mause, 2009; & Galiarducci & Naticchioni, 2009).

Although, moonlighting is a wide-spread phenomenon, there has been surprisingly little empirical research into moonlight (Betts and Patterson 2006). Besides, moonlighting or several job holding is thought to be more common in developing countries than in developed world (Transel, 1996). Glaringly, moonlighting is a substantively important labour market phenomenon (Amuedo-Dorantis and Kimmel, (2007). Yet, determinant of this economically important feature of labour market in Nigeria is under researched. it is a critical issue that deserves the attention of researchers. Such attention is expected to be directed towards identifying its determinant, its economic effect, the policy implication; and demographic characteristic of moonlighters. A study of this nature will not only break ground in this area of study, but will constitute academic foundation upon which other researchers can build their works. Also, it will provide academic verification of the relevance of moonlighting theories in Nigeria, which form the aim of this work. 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 adopted the definition of Danzer (2008): That Moonlighting is working outside a person's regulation employment that takes 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 in the private and public sectors

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, Little 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 Kolev (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 circle 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., Alden (1971) found a higher incidence of multiple job holdings in the rural regions of the UK. Besides that, self-employment pre-dominates 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 carrier and employment development; and to enable a parent to fulfill what they perceive to be parental or financial obligations.

On study of moonlighting practices on job satisfaction among University teachers, Ara and Akbar (2016) found additional income, blocked promotion, skill diversity and job autonomy as factors responsible for moonlighting. In a similar study, Kisumawo and Wa-Mbaleka (2017), On a study of moonlighting as a growing phenomenon in Congoles Christian University found that moonlighting occurs for financial reasons, as a hedge mechanism against the uncertainty of the future, as a way to take advantage of available opportunity, for networking for improvement of profession intellectual capacity, and for academic ranking at the national level. However, he opined that superficial teaching limited personal content with student and reduced concentration as daily teaching activities.

Timothy and Nkwama (2017) studied moonlighting among public primary teachers in urban Tanzania. They concluded that sex and age influenced moonlighting. Also, male twice moonlight than female; And, a year increase in age leads to five percent probability to moonlight.

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. Ashwuni, Mirthula and Preetha (2017) Worked on intention of moonlighting of middle level employees in private IT companies. He concluded that number of family members is a major driver of moonlighting

Theoretical Framework

Today, moonlighting is a common practice, both in the private and public sectors, world over. Despite this, there has been surprisingly little empirical research into moonlighting (Beths and Paterson, 2006). Some used economic/financial approaches and other individual/dispositional approaches (Betts, 2006). The economic approach concentrated on the trade off of free time for wages (Shishko and Rostker, 1976). Association of contemporaneous non-wage benefits (such as subsidized lunch or subsidized housing) or future income benefit (such as social security) with the main job may lead wage earners to continue to hold on to their main job, even when earnings on the main job are below the income goals, and the hours they can work on the main job are restricted (Tansel, 1996). Such an under employed individual would be willing to hold the second job in order to smooth current consumption or income (Shishko and Roaster, 1976, O'Connell, 1979); Killingsworth, (1983); Krishnan (1990). Some works also addressed the choice between moonlighting and other income supplements under condition of financial necessity (Allen, 1998; Culler ad Bazzolli 1985; Lakhani, 1995). Moonlighting has been traced to financial necessity resulting from a high number of dependents (Dempster-Mc Cain and Moen, 1989; Guthrie, 1965; Guthrie 1969, Wilensky, 1963). Abdulkadri (1992) also noted short-term liquidity constraints as a cause of moonlighting.

Allen (1998) examined the moonlighting decision of unmarried men and women: Family and labour market influences. The work dealt with the moonlighting behaviour of unmarried adults. He noted that moonlighting theory hypothesized that individual who faces labour supply constraints may possess an enhanced incentive to work for more than one employer at a time, and that previous research in moonlighting literature has not negated the influence of labour market constraint empirically. According to him, unmarried men and women are increasingly prevalent demographic group; face somewhat unique familiar and economic circumstances. Unlike married individuals, they do not have access to intra-household income sources and yet, they may have children present in their household. Using logit analytical method, he found that a relationship between labour market constraint and moonlighting likelihood that is consistent with theory and suggested that a larger immediate and extended family may be associated with a lesser probability of moonlighting.

Tansel (1996) studied the characteristics of urban, male wage earners and their probability of simultaneously holding a second job in Turkey. Using a probit model of choice into second job holding, his result indicated that wage earners, at all levels of education, participated in second job holding and probability of doing so increases with education. A typical moonlighter had larger land holdings than a non-moonlighter and his chances of moonlighting increases with land holdings. He is likely to be engaged in farming or marketing of farm product as his moonlighting activities. Besides, having a working wife reduces the probability of moonlighting, and that the probability of moonlighting increases as primary job earnings decrease; and finally, experience was found to increase the chances of moonlighting activities.

Amuedo-Dorantes and Kimmel (2007) examined the cyclicity of moonlighting by gender. They estimated a random of tobit model of moonlighting among working men and women. They found that while male moonlighting behaviour does not fluctuate significantly with the business circle, female moonlight does. Their findings supports believe that moonlighting is more likely to occur during periods of economic distress.

Jean and Karen (2001) examined the characteristics of moonlighters and the length of the moonlighting episode with the goals of understanding who moonlights and why? The descriptive analysis revealed than

most moonlighters in the sample work full time in their primary jobs and 15 to 20 hours on lower paying jobs, and in spite of those long hours, tend to be poorer than the average worker. Yet a significant minority earns a higher wage on their job. It was then shown that there were multiple motives for moonlighting, with the constraint motive being the most common.

Heineck and Schwarze (2004) examined the determinant of secondary job holding in Germany and UK. It was believed that moonlighting is a persistent Phenomenon in both countries. Using panel data, reduced form participation equation are estimated for male and female workers separately. While results vary across gender and countries, there was support for both hours constraint motive as well as the heterogeneous job motive theories. It was also established that, particularly German workers, who could like to work more hours are more likely to have a second job. On the other hand, the prospect of starting a new job is associated with moonlighting behavior of mainly British workers.

Hyder and Ahmed (2009) explored the dynamic of moonlighting, demographic, human capital and association of occupation between primary and secondary job in Pakistan. Using cross section data and probit estimate technique, two motives were investigated: first, constraint on hours worked in first job and second, is wage rate lower than the reservation wage in the primary occupation? They found their result skewed towards first motive and that there is backward bending labour supply curve in Pakistan labour market. Also, among moonlighters, professional and technicians are holding their secondary job in same occupational categories; and finally managers and elementary occupations seem popular for moonlighting.

Research Method

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

- i. Chief executives, senior officials and legislators
- ii. Administrative and commercial managers
- iii. Production and specialized services managers
- iv. Hospitality, retail and other services managers

Professionals

- i. Science and Engineering professionals
- ii. Health professionals
- iii. Teaching professionals
- iv. Business and Administration professionals
- v. Information and communications technology professionals
- vi. Legal, social and cultural professionals

Technicians and associate professionals

- i. Science and Engineering associate professionals

- ii. Health associate professionals
- iii. Business and Administration associate professionals
- iv. Legal, social, cultural and related associate professionals
- v. Information and communication technicians

Clerical support workers

- i. General and keyboard clerks
- ii. Customer services clerks
- iii. Numerical and material recording clerks
- iv. Other clerical support workers

Service and sales workers

- i. Professionals services workers
- ii. Sales workers
- iii. Personal care workers
- iv. Protective services workers

Skilled agricultural, forestry and fishery workers

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

Craft and related trade workers

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

Plant and machine operators and assemblers

- i. Stationary plant and machine operators
- ii. Assemblers
- iii. Drivers and mobile plant operators

Elementary occupations

- i. Cleaners and helpers
- ii. Agricultural, forestry and fishery labourers
- iii. Labourers in mining, construction, manufacturing and transport
- iv. Food preparation assistants
- v. Street and related sales and service workers
- vi. 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 (Sauders, 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

Some identified studies in this area of study used probit and logit models as a method of analysis. Such study include: Panos, Pouliakas and Zangelidis (2011); Cunningham and Kendall (2010); Danzer (2008); Dabalen and Wane (2008); Amuedo-Dorantes and Kimmel (2007); Allen (2001); and Tansel (1996). In justification for this method of analysis, Amuedo-Dorantes and Kimmel (2007) opined that non-negligible number of working men and women do not moonlight. Therefore, the distribution that applies to the sample data is a mixture of discrete and continuous distribution, rendering the use of OLS in-appropriate. Consequently, a tobit (or probit) model would seem more appropriate as it would take into account the censored nature of the distribution of working men and women moonlighting. This study therefore adopted probit model as a method of data analysis.

Model Specification:

Objective 1

The specification of the model is based on the modification of the work of Wych (2006) who provided an equation:

In $W_m = \beta_0 + \beta_1 Inw_0 + \beta_2 Race + \beta_3 Rural + \beta_4 Gender + \beta_5 Age + \beta_6 Age^2 + \beta_7 Ed + \beta_8 Health + \beta_9 Marital + \beta_{10} Children + \beta_i Occupation + \beta_j Industry$.

However, we modified the variables, to reflect Nigeria peculiarities. For instance, race is not relevant in this work, but indigene or non indigene can be a factor why somebody moonlights in the state. Similarly, in Wych model, dependant is not suggested as a factor. However, dependant is a factor that can increase responsibility in this part of the world and consequently lead to reason to moonlight. Other variable added includes; residency, nationality, education, industry, professional, clerical, agricultural, craft and operators to accommodate the shades of occupations and industry that moonlighters belong to in Nigeria.

Following this, we specified our model as:

In $W_m = \beta_0 + \beta_1 \text{income} + \beta_2 \text{indigene} + \beta_3 \text{gender} + \beta_4 \beta_6 \text{edu} + \beta_5 \text{health} + \beta_6 \text{occupation} + \beta_7 \text{Industry} + \beta_8 \text{residence}$.

Where:

	0	1
Indigene	Otherwise	Ekiti State
Gender	Otherwise	Woman
Education	Years of school completed	
Health	Otherwise	Health limit work
Income	Otherwise	Above N10,000
Dependant	Number of dependant	
Residency	Otherwise	Ado-Ekiti
Occupation	Otherwise	Management
	Otherwise	Professional
	Otherwise	Technical
	Otherwise	Clerical
	Otherwise	Service
	Otherwise	Agricultural
	Otherwise	Craft
	Otherwise	Operators
	Otherwise	Labourers
Industry	Otherwise	Construction
	Otherwise	Finance
	Otherwise	Government
	Otherwise	Manufacturing
	Otherwise	Mining
	Otherwise	Service
	Otherwise	Education
	Otherwise	Transport
	Otherwise	Trade

Objective 2

Analytical interpretation of the results of regression of probit and comparing the private and public moonlighters and non moonlighters will be done to achieve this objective.

Results and Discussion

Objective One

The results in Table 1 show that residency, educational backgrounds, level of income and dependents were the significant factors influencing dual job holding among the public workers.

Table 1: Determinants of Dual Job Holding in the Public Sector

Variable	Coefficient	Standard error	Z	P-value
Gender	-0.3069617	0.3486591	-0.88	0.379
Origin	0.3802821	0.41333033	0.92	0.358
Residency	0.8283302	0.4644976	1.78	0.075**
Education	-0.2870143	0.1266079	-2.27	0.023*
Income	0.1698318	0.0931312	1.82	0.068**
Industry	0.1211097	0.0999739	1.21	0.226
Health limit	-0.5510503	0.3645236	-1.51	0.131
dependants	0.7740492	0.4490345	1.72	0.085**
Constants	-1.078072	1.449305	-0.72	0.457
R ²	0.1672			
Log likelihood	-38.858832			
LR chi ² (8)	19.64			
Prob > chi ²	0.048			

*, sig at 5%, **, sig at 10%

Residency is positive and significant ($\beta=0.83$ and $Z=1.78$) at 10% level. The result implied that residents of Ado-Ekiti that works in the public sector have higher probability of moonlighting than non Ado-Ekiti residents. Also educational background was negative but significant ($\beta=-0.29$, $Z=-2.27$) at 5% level. This implied that the tendency to moonlight is associated with education. In this result, income was found to be positive and significant ($\beta=0.17$, $Z =1.82$) at 10% level. By implication, the probability to moonlight depends on the level of income of public sector workers. Furthermore, dependants was positive and significant ($\beta=0.7$, $Z=1.72$) at 10% level. This result shows that having dependants can increase the probability of moonlighting in the public sector.

By this result, Gender and Health were negative and insignificant. This suggested that moonlighting was not associated with a particular sex and health condition. As non origin and industry though positive, were not significant.

Table 2: Determinants of Dual Job Holding in the Private Sector

Variable	Coefficient	Standard error	Z	P-value
Gender	-0.3217	0.284	-1.13	0.257
Origin	-0.235	0.279	-0.84	0.398
Residency	0.703	0.316	2.22*	0.026
Education	0.118	0.084	1.40	0.161
Income	-0.0651	0.062	-1.04	0.298
Industry	0.047	0.704	0.67	0.500
Health limit	-0.280	0.287	-0.97	0.300
dependants	-0.747	0.308	-2.43*	0.015
Constants	1.180	1.094	1.08	0.281
R ²	0.1181			
Log likelihood	-58.5635			
LR chi ² (8)	15.69			
Prob > chi ²	0.04			

*, Sig at 5%

Table 2 shows the determinants of dual job holding among private sector workers. Residency status and dependants were the factors influencing dual job holding among private sector workers. Residency was positive and significant ($\beta=0.07$, $Z = 2.22$) at 5% level. The result implied that people who reside at Ado-Ekiti, and in the private sector in Ekiti State, have higher probability of moonlighting than those who do

not. However, dependants was found to be negative but significant ($\beta = -0.75$ and $Z = -2.43$) at 5% level. The result indicates that absence of dependants does not reduce the probability of moonlighting in the private sector. Origin, income and health were negative and not significant. Similarly, education and industry, though positive were not significant.

Objective two

Table 3: 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)				
	Other place	73	62%	52	72%
		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%		

Table 3 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 are least participant 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%) participated more than other groups in moonlighting.

Discussion

Objective One

The first objective of this study is to evaluate the differences in the determinants of moonlighting in the public and private sectors. Our results in tables 1 and 2 were summarized as shown in table 4.

Determinants

Table 4: Differences in Determinants

	Public	Private
Gender	-ve N.S.	-ve N.S.
Origin	+ve N.S	-ve N.S
Residency	+ve✓S	+v✓S
Education	-ve✓S	+N.S
Income	+✓S	-N.S
Industry	+N.S.	+N.S.
Health limit	-ve N.S.	-N.S.
Dependants	+v✓S	-S✓

From this summary:

Residency

Residency was found to be positive and significant determinants of moonlighting in the private and public sectors. As noted earlier, it implies that Ado-Ekiti resident, that work in both private and public sectors have higher probability of moonlighting.

Ado-Ekiti, the Ekiti State capital, is an urban centre. In this circumstance, increased cost of living may call for desire to hold dual jobs. In other words, desire to enjoy alternative work related outcomes to complete or compliment income may call for second job. This is in line with the work of Bett (2005), in the U.S.; Taylor and Mc Crosstie (1995), in New Zealand. The characteristics of cities are alternative of opportunities and struggle for survival. In this connection, Ado-Ekiti residents may have more job opportunities to exploit and increasing pressure for survival, this conform with finding of Rose (1994). Living in cities, is a prestige in our community. This call for increased pressure on finances and hospitality of workers; unsolicited visitors would be regularly received and responsibility increases. This experience

calls for holding money on regular basis for precautionary motives. Not only to meet this expenses, but to smoothing consumption. Workers in cities may therefore hold dual job to meet up. This finds support in the work of Guariglia and Kim (2003) in Russia; and Stinson (1990), Avereth (2001) to meet with regular home expenses.

Ado-Ekiti is the seat of Ekiti-State government, with a University, Polytechnic and many Federal and State agencies. The presence of so many amenities (improved water, hospital, good roads and better electricity) make the place livable city. While worker(s) may be under employed (civil servant) in cities for the mere fact that they may enjoy city life, they may engage in private jobs to complement their income. In alternative, a private man, may take on government job for the fact that he wants to hold prestigious job (Paxson & Sicherman, 1996). Similarly, in a city, with professionals and highly qualified people, like Ado-Ekiti, moonlighting may be occasioned by emotional attachment of worker to a specific sector (Lundberg, 1995).

Dependent

In the private and public sectors, dependants have been found not only significant but positive. Without doubt, increase dependent increase financial pressure, thereby calling for additional income to maintain the family (Belt, 2005) smooth consumption (Guariglia and Kim, 2003), because, whereas income may be stable in public sector, it may fluctuate in the private sector. This is in line with the finding of Dempster-Mc Cain and Moen, 1989; Guthrie, 1965; Guthrie 1969, Wilensky, 1963.

Education

Education, though negative, has been found to be significant in the public sector moonlighting determinants. Studies like Tansel (1986), Foley (1997) and Roler (1998) admitted that education increases chances of moonlight. However, in our private sector result, education, though positive, not significant, this contradicts the finding of Wilson (2008). Although, Wilson (2008) result of private sector is for small business owners, our private sector conception is much wider than small business owners.

The reasons for positive association between moonlighting and education in the public sector cannot be farfetched. Higher education can create opportunity in cities. And holders may wish to create portfolio of jobs. People with education can take risk, and risk and return has been associated with moonlighting (Ehrlich, 1973) and (Shisico and Rostker, 1976). They may want to gain experience to build business. This contradicts the findings of Guariglia and Kim (2006) in Russia and Reilly and Kristic (2003) in Yugoslavia, which found support in moonlighting and lower education.

Income

Our result suggests that level of income can influence decision to moonlight, particularly in the public sector. Public sector wage is low, and worker may seek additional income to sustain themselves (Belt, 2005). In private sector result, income is negative and not significant. This suggests that private sector may enjoy better pay than public sector. Asides, the private sector may moonlight, but not for only to increase their income.

Gender

Gender was found negative and insignificant in moonlighting in the public and private sectors. This suggests that male and female moonlight as chances available and situation dictates. Although, studies like Amueredo-Dorantes and Kimmel (2007) associated fluctuation in moonlighting during business cycle to female attribution and opined that male moonlight during business cycle do not fluctuates.

Origin

In both sectors, origin was found not significant but while positive in the public sector, it is negative in the private sector. By implications, desire to moonlight is not motivated by being and indigene of Ekiti-State. Put differently, a non-indigene, weather, in private and public concern, with opportunity to moonlight, can do so, without discrimination.

Industry

In both the public and private sectors, industry had been found positive but not significant. This shows that belonging to a particular industry is though associated with moonlighting but, other professional can equally moonlight when opportunity comes. Many erroneously opined that certain professionals, particularly medical, technical and legal are better opportune to moonlight than others. However, this result suggests that, with opportunity, all professional workers can moonlight.

Health Limit

Health limit is negative and not significant. This shows that probability of moonlighting is not associated with limited health. Since residency matters in moonlight in this result, then, worker with limited health can still work within Ado-Ekiti metropolis.

Objective Two

The second objective of this work is to examine the 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 (Dabalén & 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 quality 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 responsibility, and that of her family, is 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) that believed 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.

Age

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.

Summary, Conclusion and Recommendation

Summary

In pursuance of our objectives, this work has not only been able to highlight the determinants of moonlighting in the private and public sectors of Ekiti State, but, it has provided comparison between the two sectors determinants of moonlighting. According to our findings, the significant determinants of moonlighting in the public sectors were residency, education, income and dependents. However, in the private sector, residency and dependents were the major determinants of dual job holding.

Furthermore, our analysis of demographic and human capital characteristics of moonlighting shows that male moonlight higher than female in the public sector and private sector. But rate of moonlighting of female is higher in the public sector than private sector. Ekiti indigenes moonlight higher in the public sectors and private sectors. Those who reside in other parts of the state show tendency to moonlight than Ado residents in public sector. Also in terms of education, degree holders moonlight more than other categories in both private and public sectors. Similarly, younger people having 1-5years of experience and between these ages of 30-39years moonlight more than others in the private and public sectors. However, while, married with 3-5 children moonlights more in the public sector, those with 1-2 children moonlight higher in the private sector.

Conclusion

Generally, following the findings of this study, our conclusion is that residency, educational background, level of income, and dependants are significant factors that account for moonlighting among workers. Also, the public and private moonlighters' demographic and human capital circumstances defer in sex, origin, and residency and number of children, but, similar in marital status, education, experience and age.

Recommendations

Females have been found to moonlight in the public service than private sector. In this respect, control, such as clocking, reporting activities, time allotment for assignment and moonlight, banning of female trading activities can be of help.

It is revealed that degree holders with 1-5 years of experience and between ages 30-39 moonlight more than others. This call for strict control of moonlighting of new employees; to ensure that, if engage in, perhaps, their former place of work, they disengage before given employment in the public service. Also, their superior should pay particular attention to their activities. Regular Induction, training, official assignments, workshop, more constant reporting strategy should be put in place for those in this category

Income has been found to be a significant determinant of moonlighting. Good pay policy, attractive condition of service, opportunity to access loan at low interest rate, affordable housing scheme and efficient transportation system should be created for public officials to reduce desire to moonlight and improve commitment to their primary jobs.

There should be public enlightenment on child spacing among public servants. The implication of this study finding is that public official within the ages of 30-39 has between 3-5 children, and perhaps having first degree, with 1-5 years of experience moonlight more. Put in average values; a man of about 35 years of age has 4 children and has spent only 3 years in service. No doubt, this would put pressure on this family as

4 children might be too much for a 35years old man who got job about 3 years ago, when he was 32years old.

For further studies, investigating relationship between workers main occupation and secondary job in the private and public sectors and comparing the rate of prevalence of moonlighting in the private and public sector will be a rewarding academic exercise.

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