

# IT companies worry about moonlighting during WFH

TNN | Feb 7, 2022, 03:37 AM IST



BENGALURU: Dealing with moonlighters in these times of remote work is posing a challenge for IT firms. Many tech professionals with full-time day-jobs are said to be working on side projects.

Companies worry that this is causing revenue and productivity losses. And it's leading to pressures to get employees back in office at the earliest, at least for some days a week.

Birlasoft CEO Dharmender Kapoor, who is also Nasscom's regional council chair for Noida, said they received a complaint that a person was working for seven companies parallelly.

**Congratulations!**

You have successfully cast your vote

[Login to view result](#)

"We know the name of the person and which companies he worked for, because his PF records showed the employment details. It was caught by the HR managers of one of the firms, after they found multiple active PF accounts. It's difficult to catch such cases," he said.

“ We have to create a hybrid workforce that includes part-timers. People should be given a choice. Abuses happen because you put them in a straightjacket and they are not able to get out. If you put them in a place with different security controls and requirements, it’s possible to accommodate them in a hybrid structure

— **Arundhati Bhattacharya** |  
CHAIRPERSON & CEO, SALESFORCE INDIA



TOI FOR MORE INFOGRAPHICS DOWNLOAD **TIMES OF INDIA APP** Available on the App Store Google play Windows Phone

Vikram Shroff, head of HR law practice at law firm Nishith Desai Associates, said in the absence of a centralised database in India, it is difficult for employers to find out if an employee is moonlighting.

“Subject to privacy considerations, employers may need to check the employee’s tax filings or provident fund account to ascertain whether there is any salary or income from other sources during the term of employment. Indian courts have also recognised the fact that moonlighting adversely affects the employee’s productivity,” he said.

Shroff said restrictions on dual employment in India are included in the labour laws meant for factories and in certain employment standing orders.

He said some technology employers include negative covenants in their contracts specifically restricting employees from taking up any other employment while holding their current jobs, besides requiring them to disclose any conflicts.

Arundhati Bhattacharya, chairperson and CEO of Salesforce India, said a separate channel should be created for gig workers.

“We have to create a hybrid workforce that includes part-timers. People should be given a choice. Abuses happen because you put them in a straightjacket and they are not able to get out. If you put them in a place with different security controls and requirements, it’s possible to accommodate them in a hybrid structure. The future of work will look very different,” she said.