Determinants of Secondary Job Holding Among Unskilled Employees in Sri Lanka

J. I. Madukala[1], P. M. Dunusinghe[2]

[1]Department of Business Economics, [2]Department of Economics

[1]Faculty of Management Studies and Commerce, University of Sri Jayewardenepura, Colombo, Sri Lanka

[2]Faculty of Arts, University of Colombo, Colombo, Sri Lanka

Abstract-When an individual engages in more than one job, it is called secondary job holding (SJH). There are many reasons for SJH such as, to meet regular expenses, to pay off debts, to save for the future, to get experience etc. There are two motives of doing a secondary job (SJ). First is income motive and second is the heterogeneous jobs motive. Even though employees receive several benefits, SJH will create some socio economic implications. When employees are doing a SJ, usual working hours are very high. Consequently, and it will be an unnecessary burden. With this time pressure, employees have negative impact on their health condition. Furthermore, it will adversely affect on the performance of the employees in the primary job (PJ). Eventually, it is a problem to the employer of the PJ. Main objective of this study is to examine the determinants of SJH among unskilled employees in Sri Lanka. The study based on secondary data and the analysis was based on the LFS 2014. Data was analysed using standard statistical software. Analysis was done through a probit model. According to the analysis, the male employee SJH rate is higher relative to the female. For male employees, SJH rate is high if they have 0-5 age of children. For female employee it is high when they have 6-14 years of age children. There is a higher engagement of employees in a SJ if they are in the age group of 40 years and above.

Keywords: Secondary Job; unskilled.

I. INTRODUCTION

Multiple job holding is one of the major factors that directly affected the labour market. According to the International Labour Organization (ILO) (2004), for many transition and industrialised economies, multiple job holding has shown a significant increase in recent decades. According to ILO (2004), multiple job holding arises when an individual is engaged in more than one job at the same time. It is also named as, dual job holding, part-time job and moonlighting. On one hand, Kimmel and Powell, (2001), Boateng, Adjei and Oduro, (2013) pointed out that SJH mainly focuses on two motives named hours constraint motive and heterogeneous jobs motive. If some workers tend to move on to a second job due to insufficient hours or earnings from the PJ, it is named the hours constraint motive. On the other hand, if the reason for doing a second job is to gain nonpecuniary benefits that are not received from the PJ, it is named as the heterogeneous job motive.

According to the Sri Lankan Labour Force Survey (LFS) 2014 report, the total number of employed population in Sri Lanka is equal to 8,423,994 and 8.6% of them hold a SJ. With regard to the LFS conducted by different countries, there are many reasons behind the multiple job holders: to meet regular household expenses; to enjoy work on second job, to pay-off debts, to save for the future to buy something special, to get experience or build up businesses, and to help friends or relatives. Generation of extra money income for the employee can be considered as one major advantage of moonlighting. Boateng, Adjei, and Oduro (2013) have found that financial motivation plays a significant role in moonlighting decision of employees. The SJ holders are able to gain new experiences and skills through the SJ. Main disadvantages of this concept are the time pressure and the financial pressure faced by employees and it reduces the efficiency and productivity of employees. When individuals are engaged in more than one job, total working hours of the workers of that category are higher than of others. Consequently, it leads to increase the time pressure faced by workers and families and also children suffer from non-parental child care. Also, the possibility of negative health impact is much higher when working long hours under time pressure. Another problem of SJH is financial pressure faced by individuals. Thus, SJ holders are not satisfied with basic needs and struggle to maintain their social status with a financial pressure. Ologunde, Akindele, Akande (2013) found that teaching in more than one university will negatively effect on the performance of lecturers. Accordingly, SJH arises due to several pecuniary and non-pecuniary reasons and also consists of a lot of advantages as well as disadvantages.

II. RESEARCH PROBLEM

Even though an individual engages in a SJ expecting many benefits, it may create some socio economic implications. When a person is doing more than one job, the total number of usual working hours is very high. Then, they do not have leisure time to enjoy with their family care activities and it will be an unnecessary burden to them. With this time pressure, employees have negative impact on the health condition. Finally, they have to spend the additional income of the SJ to medical treatment and to solve family problems. Furthermore, it will adversely

effect on employees' performance in the PJ. Employees' Productivity of the PJ will be decreased as they have another responsibility on the SJ. Eventually, it is a problem to the employer of the PJ as well.

III. OBJECTIVE OF THE STUDY

The main objective of this study is to examine the determinants of SJH among unskilled employees in Sri Lanka.

IV. LITERATURE REVIEW

This section explains the main concepts and theories on supply of Labour and decision to work. After that the author tried to provide an analytical literature survey based on several empirical studies.

Kimmel and Powell (2001), Paxson and Sicherman (1996), Boateng, Adjei and Oduro (2013) defined the multiple job holder as a worker who holds more than one job.Kimmel and Convey (1995) viewed that moonlighting is a reflection of the worker's choice to pursue entrepreneurial activities while maintaining the financial stability offered by the PJ. Ologunde, Akindele, Akande (2010) emphasised that some professionals start their moonlighting activity as a hobby and later realize they can turn a pastime into lucrative, supplemental income and employees engage in part time work elsewhere as a surviving strategy. Furthermore, Ushie, Agba, and Plang (2015) pointed out that moonlighting refers to a situation where a worker holds supplementary or second job for the purpose of generating additional income to meet financial needs.According to the above definitions individuals tend to involve in a second job in addition to their PJ based on several reasons.

Initial studies on SJH or multiple job holding confirmed that people are doing a second job because the number of hours available to them in the PJ is constrained by the employer. Although workers need to earn more and work more in their PJ, they are not allowed to do that within the limited number of hours. Therefore, the only solution to overcome the financial difficulties is to engage in a SJ. Conversely some other scholars have affirmed that constrained hours are not the only reason for moonlighting. For instance, individuals move on to a second job to get some non-pecuniary benefits as well. Kimmel and Conway (1995) have found that around 40% of multiple job holders involve in a second job by reason of economic difficulties. Paxson and Sicherman (1996) justified that 29% of male and 37%of female second job holders' intension is to meet regular household expenses, 8%of male and 8.4% of female is to pay-off debts, 10% of male and 6% of female is to save for the future and 6.4% of male and 8% of female is to gain extra money for something special. It implies that more than 50% of SJ holders carry out a second job with the hours constraint motive. Moreover, Conway and Kimmel (1998) mentioned that individuals

engage in a second job because they are unable to work as much as desire on the PJ under economic conditions and other institutional factors. Kimmel and Powel (2001) argued that financial motivation is the important reason for moonlighting and 45% of Canadian and 42% of US involve in a second job to overcome financial hardship. Furthermore, financial motives have been categorized as to meet regular household expenses, to pay-off debts, to buy something special and to save for the future. Dickey and Theodossiou (2006) have added that in Scotland individuals engage in a second job as a result of employers' incapability to offer enough hours on the PJ and thus it constraints the workers' earning capacity. In the same way Hyder and Ahmed (2009) viewed that the main reason for SJH is underutilization of skills and restriction on number of working hours in the PJ. In accordance with Ploeg and Jingzhong (2010) people in rural areas are doing a SJ to get funds in order to enhance the standard of living. Boateng, Adjei and Oduro (2013) stated that the significant reason for SJH is the limited hours spent in the first job and the attempt to overcome financial constraints. For example, approximately 60% of moonlighters in Ghana do a SJ due to underemployment of the PJ. Ushie, Agba and Plang (2015) commented that, workers in Nigeria engage in a SJ as a result of insufficient amount of wages, fringe benefits and allowances offered by the PJ. Moreover, Kimmel and Powel (2001) and Wu, Baimbridge and Zhu (2009) justified that majority of employees are engaged in a SJ due to financial reasons. Averett (2001) mentioned that, women who do a second job other than in the management or professional are more likely to do a SJ with the hours constraint motive. Kimmel and Powell (1999) justified that, if the SJ wage is greater than the PJ wage (PJW), they are not hours constraint moonlighters. Kimmel and Convey (2001) have stated that, the most common reason for the SJH is the hours constraint on the PJ and SJ holders are poorer than non-SJ holders. According to Wu, Baimbridge and Zhu (2009), higher wages of main job tend to reduce the incentives to supply their labour to the second job. Moreover, the probability of moonlighting is reduced when workers have higher level of wealth and non labour income. Guarigila and Kim (2004) presented a different argument mentioning majority of SJ holders can be found amongst the richer groups. According to the above empirical findings hours constraint reason or financial stress of individuals can be considered as one of significant reasons for the SJH.

Kimmel and Conway (1995) and Kimmel and Powel (2001) stated that individuals work in a SJ in order to get a satisfaction not received from the PJ. For instance, workers in professional and technical occupations are doing a SJ due to alternative reasons than financial reasons. Paxson and Sicherman (1996) noted that another reason to do a SJ is to learn about new occupations. Dickey and Theodossiou (2006) summerised the other reasons for SJH

as, to learn about new occupations or gain training; to gain credentials to acquire a higher paying SJ; to engage in activities of interest to the worker; to gain satisfaction not received from the PJ and to maintain flexible work schedule. Banerjee (2012) also maintained the consistency with other scholars. Paxson and Sicherman (1996) stated that, the SJ provides some characteristics that cannot be obtained by the PJ such as provide workers with training, professional contacts. Similarly, Boateng, Adjei, Oduro (2013) mentioned the same reasons as to learn about new occupations or acquisition of new skills; to gain experience in alternative occupations; to smoothen the consumption; to maintain flexible work schedules and to gain job satisfaction not received from the PJ. Hyder and Ahmed (2009) clarified that approximately 40% of employees' reasons for doing a SJ are acquisition of new skills and gaining experience in alternative occupations. Ologunde, Akindele and Akande (2013) realised that some workers jump in to a second job as a hobby. Further, Ushie, Agba and Plang (2015) figured out that 18% were doing a SJ to enjoy it and 4% were to build a business or get experience in a different job in Nigeria. Wu, Baimbridge and Zhu (2009) argued that, the incentive for doing a SJ is due to financial pressure and the desire for heterogeneous jobs. Kimmel and Convey (2001) stated that the second reason for SJH is heterogeneous or job packaging motive. According to the above findings, the second major reason to do a SJ is the heterogeneous job motive.

The next effort was to identify how the age level, gender, marital status, presence of children and living area affect it.

Age level

In accordance with Kimmel and Powell (2001), Kimmel and Powell (1999) the highest rate of SJH was found for the age group of 17-24 in Canada while age group of 25-44 in US. Kimmel and Conway (1995) justified that due to higher level of financial burdens of raising children, purchasing a house and many other reasons, SJH rate is much higher for age 30s and 40s and average age of SJ holders is 33 years. Hyder and Ahmed (2009) mentioned that average age of SJ holders is 40 years in Pakistan due to increasing responsibilities. Wu, Baimbridge and Zhu (2009) stated that, young workers are less likely to moonlight. Conversely Guariglia and Kim (2006) stated that SJ holders are slightly younger relative to others. According to Krishnan (1990), SJ holders are younger on average and their family size is very large. Kimmel and Convey (2001) have mentioned that, age is negatively related to the probability of SJH.

Gender

Paxson and Sicherman (1996) figured out that 78% of male and 72% of female have a SJ and the highest rate of SJH is reported with male teachers. Kimmel and Powell (2001) implied that Canadian Female workers have higher SJH rates than that of male but in US it is characterized with opposite results. The empirical result of Ghana is consistent with US and Boateng, Adjei and Oduro (2013) stated that women employees are less likely to engage in a SJ. Kimmel and Powell (1999) clarified that male employees with young children are more likely to moonlight while female with young children are less likely to do it. But some scholars found that there is no discrepancy between male and female workers with respect to holding SJs. In accordance with Ushie, Agba and Plans (2015) the rate of doing SJ by male and female workers are similar to each other. Wu, Baimbridge and Zhu (2009) found that the rate of moonlighting among females is greater than among male workers. Krishnan (1990) mentioned that, there is a negative relationship between husband's decision to do a SJ and wife's decision to work.

Marital Status

Kimmel and Powell (2001) have clarified that married workers more likely to do a SJ and two-third of SJ holders are married in Canada and the US overall. Kimmel and Conway (1995) mentioned that 75% of SJ holders are married. Hyder and Ahmed (2009) justified that SJH is more common among married workers and figured out that 90% of moonlighters are married in Pakistan. But according to gender differences unmarried females and married males are mostly involved in a SJ. Due to higher level of responsibilities SJ is more common among married workers. In contrast to the others, Wu, Baimbridge and Zhu (2009) agreed that the SJH rate of married women is at a higher rate while marital status does not affect male moonlighting behavior. Kimmel and Powell (1999) mentioned that never married women have the lowest SJH rate.

Presence of Children

Kimmel and Powell (2001) mentioned that, a male who has 0 to 5 years old children is highly associated with SJs and a female of similar situation less. That means the income effect is strong for men and substitution effect is strong for women when they have small children. Kimmel and Conway (1995) stated that on an average SJ holder has more than one child in the family and 40% of them have children under the age of 6 years old. Weersink, Nicholson and Weerahewa (1998) pointed out that if women have preschool age children it leads to reduce the involvement of SJ and when they have older children and time their need to look after children goes down and they are motivated to do a SJ. Averett (2001) mentioned that, women who have older children over the age of thirteen years are more likely to do a SJ. Samaraweera and Ranasinghe (2012) found that married men who are with children less than 6 years old and 6-14 years old are more likely to engage in a SJ relative to other groups. Wu, Baimbridge and Zhu (2009) pointed out that there is a

positive relationship between having children and SJH for male while a negative relationship for female. Kimmel and Convey (2001) stated that having more children motivate to do SJ. But, if they have preschool children, it reduces the probability of SJH. Therefore, the men who have small children are more likely to be involved in a SJ since child care expenses are at a higher amount. But women should spend their time on behalf of children and are unable to think about a SJ.

Living area

Boateng, Adjei and Oduro (2013), Samaraweera and Ranasinghe (2012) stated that the SJH rate of urban area is less than the rural area. In contrast to the others, Guarigila and Kim (2004) stated that SJH rate is higher in urban areas.

Conceptual framework
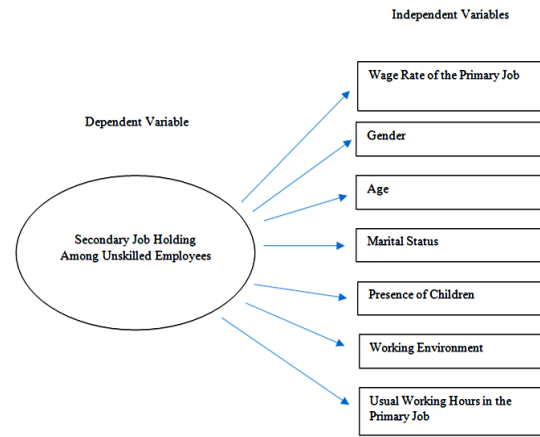
According to the literature survey, different kinds of factors affected on SJ holders in different ways.

V. METHODOLOGY

The main objective of this section is to explain the methods used in the study. This chapter elucidates methods of data collection, study design and methods of analysing data.

Table 1. Educational attainment and main Occupation – 2014

Occ[1]	1	2	3	4	5	6	7	8	9	10
Educ	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
No Schooling	0	0	0	0	1	3	1	1	6	2
Grade 1 – 5	6	1	2	1	9	25	12	6	26	3
Grade 6 – 10	32	6	20	12	51	55	63	65	57	37
Passed O/L	22	16	23	25	23	12	17	21	8	28
Passed A/L	27	43	40	51	15	5	7	6	3	27
Degree	13	34	15	11	1	0	0	0	0	3
Total	100	100	100	100	100	100	100	100	100	100

Source: Labour Force Survey 2014

TABLE 2. SKILLED AND UNSKILLED EMPLOYEES

Occupation	Unskilled	Skilled
Managers, Senior Officials and Legislators	38.08	61.92
Professionals	7.25	91.75
Technicians, and Associate Professionals	21.9	78.1
Clerks and Clerical Support Workers	13.41	86.59
Services and Sales Workers	61.76	38.24
Skilled agricultural, Forestry and Fishery	82.72	17.28
Craft and Related Trade Workers	76.14	23.86
Plant and Machine Operators, and assemblers	72.96	27.04
Elementary Occupations	88.23	11.77
Armed Forces occupations and Undefined	41.94	58.06

Source: Labour Force Survey 2014

Data Collection Method

The study used secondary data. The author has done econometric analysis utilizing cross-sectional data of the LFS2014. LFS 2014 consisted of data of 65,535 individuals. The researcher omitted agricultural sector workers from the study and finally examined about the SJH among unskilled employees. In order to identify unskilled employees, the author compared the educational attainment of the employed persons with their occupation.

This study used Sri Lanka Standard Classification of Occupation – 2008 (SLSCO-08) to identify the occupation

categories. According to LFS annual report (2014), all occupation types are divided in to 10 categories.

Occupation categories

1. Managers, Senior Officials and Legislators

2. Professionals

3. Technicians, and Associate Professionals

4. Clerks and Clerical Support Workers

5. Services and Sales Workers

6. Skilled agricultural, Forestry and Fishery Workers

7. Craft and Related Trade Workers

8. Plant and Machine Operators, and assemblers

9. Elementary Occupations

10. Armed Forces occupations and Undefined Occupations

As represented in table 1, most of the employees who have qualifications below G.C.E. (Ordinary Level) Examination are relevant to skilled agricultural, forestry and fishery workers, craft and related workers, plant, machine operators, and assemblers, elementary occupations and armed forces occupations and undefined occupations. Also greater percentages of employees who have passed at least G.C.E. (Ordinary Level) Examination work as managers, senior officials and legislators, professionals, technicians and associate professionals, clerks and clerical support workers. Therefore, the author identified the employees who have not passed G.C.E. (Ordinary Level) Examination as unskilled workers and others as skilled workers.Table 2 clearly describes the difference between unskilled employees and skilled employees.

Data analysis Method

The data was in the form of Microsoft Excel 2007. As an initial step data sets were converted in to 'dta.' format using Stata/SE 12.0. There were 13 data files on the LFS. Therefore, next an attempt was made to merge all those files together. Common household Identity number (HHID) was created using common variables of YEAR (year of data collection), MONTH (month of data collection), Sector, District, DS (divisional secretariat division), PSU (special census block number), HUNO (housing unit sample code number), HHNO (household number), HHSERNO (household serial number). Thereafter personal identity number (PID) was created using HHID and personal serial number (PSN). Afterwards, all files were merged by many to one on key variables option in the Stata/SE 12.0.

Data were analysed using probit model and cross tabulation also used as required. Dependent variable is a 0 – 1 dummy variable equaling one for being engaged in a SJ and zero for not being engaged in a second job. Dependent variables are monthly PJW, gender, age,

marital status, presence of children, working environment, number of usual hours in the PJ. Monthly PJW, number of children and usual working hours in the PJ was taken as continuous variables and all the other independent variable were taken as category dummy variables. Categories of marital status and working environment were identified as given in the questionnaire of the LFS. The main categories of the marital status are never married, married, widowed and separated. The main categories of working environment are urban, rural and estate sector.Age categories were identified according to the annual report of the department of census and statistics as 15 – 19 years, 20 – 24 years, 25 – 29 years, 30 – 39 years and 40 years or above. For the analyses purpose, author had to identify different educational attainment categories.

Ehrenberg and Smith (2012) explained that according to basic labour – leisure model, there are two ways to use an individual's available time. One way is to spend it in leisure activities and the other way is to work. The decision of individuals on work or not to work is determined by main three factors. They are opportunity cost of leisure (wage), wealth level and preference level. Normally, an individual receives wage as a payment for work. As labour supply model, individual labour supply response to a wage changes and are differed according to income and substitution effect.

Then the basic labour supply model can be identified as,

$$Q\_LS = \beta W + \varepsilon$$

where, labour supply (QL) is a function of wage rate (W).

Decision to do a SJ also is a part of labour supply and thus, supply of labour to the SJ also can be considered as a function of the wage rate of the PJ and the SJ. Therefore, the supply of labour to the SJ model can be considered as

$$Q\_(LS*) = \beta PJW + \beta SJW + \varepsilon$$

Where Labour Supply for the second job (QLS*), is a function of the wage rate of the PJ (PJW) and the wage rate of the SJ (SJW).

In addition to the PJW, the decision on a SJ is depends on other factors. They are, gender, age, presence of children, marital status, working environment, usual working hours in the PJ. Then, the SJlabour supply model can be developed as,

$$Q\_(LS*) = C + \beta PJW + \delta\ Gen + \delta Age + \beta Chil + \delta Mar + \delta Env + \beta PJhr + \varepsilon$$

Where,

PJW = Primary job wage

Gen = Gender

Age = Age

Chil = Number of children

Mar = Marital status

Env = Working environment

PJhr = Primary job working hours

VI.　RESULTS AND DISCUSSION

This section analyses and present data. As mentioned in the methodology, analysis was based on LFS2014. Sample size of data set is 65535. In this study the author used unweighted data and the interpretations are based on the sample.

TABLE 3. EMPLOYMENT AND UNEMPLOYMENT

Labour force	Frequency	Percent
Employed	24,542	92.58
Unemployed	1,967	7.42
Total	26,509	100.00

Source: Labour Force Survey 2014

According to table 3, unemployment rate was 7.42% and 92.58% are employed in 2014.

Secondary job holding among unskilled employees

This study mainly focused on secondary job holding among unskilled employees.

TABLE 4. SECONDARY JOB HOLDING AMONG UNSKILLED EMPLOYEES

Unskilled employees	Frequency	Percent
Engage in a second job	1,493	9.19
Not engage in a second job	14,753	90.81
Total	16,246	100.00

Source: Labour Force Survey 2014

According to table 4, the rate of secondary job holding among unskilled employees is high relative to overall employees.

TABLE 5.3: DETERMINANT OF SECONDARY JOB HOLDING AMONG UNSKILLED EMPLOYEES

Variables	2014
Intercept	-1.9521 0.2846
Primary job salary	-0.0035 0.0026
Female	-0.3664*** 0.0617
Age 20 – 24	0.4898** 0.2420
Age 25 – 29	03857 0.2448
Age 30 – 39	0.7027*** 0.2359
Age 40+	0.7006*** 0.2368
Number of Children	0.0496** 0.0223
Married	0.3104*** 0.0887
Widowed	0.1526 0.1511
Divorced	0.1069 0.3624
Separated	-0.0325 0.2161
Grade 1 – 5	0.0537 0.1220
Grade 6 – 10	0.0903 0.1191
Rural	0.5362*** 0.0993
Estate	0.7108*** 0.1172
usual hours in primary job	-0.0206*** 0.0021
Daily income earners	-0.0283 0.0500
Number of observations	8246.00
Chi^2	290.84
Pseudo R^2	0.0762
log likelihood	-1762.3988

*= 10% statistical significance
**=5% statistical significance
***=1% statistical significance

For unskilled employees also, primary job wage is negatively related to doing a second job. Relative to male employees, female employees are less likely to do a second job. Age 30 – 39 category are more likely to do a second job. Married employees are more likely to engage in a second job. Relative to agricultural sector, industrial and service sector workers have lower probability of engaging in a second job. Employees are more likely to do a second job if they have children. Estate sector have the highest probability relative to urban sector employees. As increase the number of usual working hours in the primary job, the probability of doing a second job is lower.

Probability of doing a second job by female employees is lower relative to male employees. Female employees are less likely to do a second job.The reason is female workers have more family commitments and they should allocate much time on house hold activities such as cleaning house, preparing meals, and specially child caring activities. Therefore, most of the female employees do not have enough time to engage in a second job. But increasing financial burden and responsibilities motivate male employees to do a second job. It implies that substitution

effect dominates for the male workers and income effect dominates for female workers. The same result has further justified by the previous scholars. PaxsonansSicherman (1996); Kimmel and Powell (1993) mentioned that the male workers have higher SJH rate. Boateng, Adeji and Oduro (2013) have also mentioned that, women employees are less likely to engage in a second job. In accordance with the analysis, SJH rate is increased with the age level and thus old age workers have a rate of doing a second job. This result is consistent with previous studies.

Aged 30 – 39 workers have the highest probability of doing a second job.They employees have high financial burden as most of them are newly married. Furthermore responsibilities such as a purchasing a land, building a new house, purchasing a new vehicle, spending on children's education activities, to look after their children and spouse. Most of the young employees consist of single persons and thus they have less financial burden and responsibilities. Therefore, they can satisfy with their PJ. When considering employees less than 30 years, they are doing studies while doing a job and do not have a time to do another job. And also female employees have to spend their time on child care activities when their children are small. But after 40 years, female employees have more time to allocate hours working. If employees are doing a second job to get an experience, the SJH rate should be most common among young age workers. For old age workers, getting more experience is useless. Hence, it further clarified that, unskilled employees are doing a second job with the financial motive than others. Kimmel and Convey (1995) have mentioned that due to higher level of financial burdens of children, purchasing a house and many other reasons, SJH rate is much higher for age 30s and 40s. Hyder and Ahmed (2009) have also mentioned that average age of SJH is very high due to increasing responsibilities and Wu, Baimbridge and Zhu (2009) have stated that, young workers are less likely to do a second job.

Married person were highly engaged in a second job relative to excluded variable. When considering married person, they have high financial burden. Therefore, they allocate more time on earning activities. Further clarifying the result of 2006 in Sri Lanka, Kimmel and Powell (2001); Kimmel and Convey (1995); Hyder and Ahmed (2009) mentioned that SJH is more common among married workers. Hyder and Ahmed (2009) have pointed out that, SJ is more common among married men and Baimbridge and Zhu (2009) stated that SJ holding rate of married women is at a higher rate. This study has found that, never married persons have the lowest rate of doing a second job. Kimmel and Powell (1999) have justified that, never married women have the lowest SJH rate.

Having children is positively related to the engagement of a second job. When a family has childrenone source of income is not sufficient. Expenses on child care activity, tuition fees, and cost of other educational activity is very high. when a family has small children, the wife cannot support to earn an income for the family because they have to deal with their children. Then, the husband has to be concerned about the entire financial side of the family. If they do not have children, there is a less financial burden. In the sample there is a positive relationship between having children and possibility of doing a second job.Wu, Baimbridge and Zhu (2009); Kimmel and Convey (2001) have pointed out that, there is a positive relationship between having children and doing a second job. This study has found that, SJH rate of male is high if they have 0 – 5 years of age children. But SJH rate is high for female workers if they have 6 – 14 years of age children. Kimmel and Powell (2001) have mentioned that, male employees that have 0 to 5 years old children is highly associated with SJs and female are less. Weersink, Nicholson and Weerahewa (1997); Averett (2001); Samaraweera and Ranasinghe (2012) have pointed out that if women have preschool age children it leads to reduce the involvement of SJ and when they have older children time need to look after children goes down and motivated to do a second job.

Compared to the excluded variable of urban sector estate sector employees have a higher probability of SJH. Most of the time rural and estate sector workers have fewer earnings on their PJ and it is not enough to satisfy their basic needs. But most of the urban sector workers have good job opportunities and earning opportunities. It further clarified that unskilled workers doing their second job with the financial motive. And also house hold size of the estate sector is at a higher level. Therefore, the cost of living is high for that kind of families and it leads to do a second job by the employees. Boateng, Adjei and Oduro (2013) have stated that, SJH rate of urban area relatively less than rural sector workers. Samaraweera and Ranasinghe (2012) have mentioned that in the rural sector are more likely to moonlight with respect to urban sector.

The possibility of doing a second job is decreased as increase the number of usual working hours in the PJ. Dickey and Theodossiou (2006) have added that in Scotland individuals engage in a second job as a result of employers' incapability to offer enough hours on the PJ and thus it constraint the workers' earning capacity. Hyder and Ahmed (2009) have viewed that the main reason for SJH is underutilization of skills and restriction on number of working hours in the PJ.

VII.   CONCLUSION

The study aimed to analyse the SJH among unskilled workers in Sri Lanka. According to the sample second job holding rate among unskilled is 9.19%. As presented in the analysis, increase the PJW is negatively related to doing a second job. Male workers' second job holding rate is more

than double as female rate. Aged 30-39 workers are more likely to do a second job while young age workers are less likely it. married persons have the highest rate of doing a second job. Having children is positively related to the probability of engage in a second job. Estate sector employees were highly engaged in a second job. As increase the usual working hours in the PJ, probability of doing a second job is decreased. It implied that people works on a second job with the hours constraint motive.The government can implement a child care subsidy programme for poor families to mitigate their engagement in a SJ. The government can identify the other skills of uneducated and unskilled employees and provide a good training programme to improve their skills. Then the government should allocate considerable amount from the national budget, for rural and estate sector development.

REFERENCES

[1]. Averett, S. L. Moonlighting: multiple motives and gender differences. Applied Economics, 2001, pp.33.

[2]. Banerjee, S. Effect of Employee Moonlighting: A Challenging Task For Managers And Organizations. International Journal ofManagement Research and Business Strategy, 1(1), 2012, pp. 95-100.

[3]. Boateng, W. B., Adjei, P., & Oduro, A. D. Determinants of moonlighting in Ghana: an empirical investigation. African Review of Economics and Finance, 4(2), 2013, pp. 176-202.

[4]. Department of Census & Statistics.Quarterly Report of The Si Lanka Labour Force Survey. Ministry of Finance and Planning, Department of Census & Statistics. Colombo.

[5]. Dickey, H., & Theodossiou, I. Who Has Two Jobs and Why? Evidence From Rural Coastal Communities in West Scotland. Agricultural Economics, 34, 2005, pp. 291-301.

[6]. Ehrenberg, R. G., & Smith, R. S. Modern Labor Economics, 11th edition. United Status of America: Pearson Education, 2012.

[7]. Guariglia, A., & Kim, B. Y. Earnings Uncertainty, Precautionary Saving, and Moonlighting in Russia. Journal of Population Economics, 17(2), 2004, pp. 289-310.

[8]. Hyder, A., & Ahmed, A. M. The Dynamics of Moonlighting in Pakistan. The Pakistan Development Review, 48(4), 2009, pp. 497-507.

[9]. International Labour office, Multiple Job-holding, 2004.

[10]. Kimmel, J., & Convey, K. S. Who Moonlights and Why? Evidence from the SIPP. Industrial Relations, 40(1), 2001, pp. 89-120.

[11]. Kimmel, J., & Conway, K. S.Who Moonlights and Why? Evidence from the, 1995, pp. 1-24

[12]. Kimmel, J., & Powell, L. M. Moonlighting Trends and Related Policy Issues in Canada and the United States. Canadian Public Policy, 25(2), 1999, 207-231.

[13]. Kimmel, J., & Powell, L. M. A Comparetive Analysis of Moonlighting in Canada and the United States. In: Houseman S. ,Nakamura. A.,eds, Working Time in Comparative Perspective Michigan: W.E. Upjohn Institute, 2001, pp. 293-326.

[14]. Krishnan, P.The Economics of Moonlighting: A Double Self-Selection Model. The Review of Economics and Statistics, 72(2), 1990, pp. 361-367.

[15]. Ologunde, A. O., Akindele, R. I., & Akande, W. O. Moonlighting Among University Lecturers and Their Performance in the South-Western Nigeria. Journal of Management and Sustainability, 3(4), 2013, pp. 92-102.

[16]. Paxson, C. H., & Sicherman, N.The Dynamics of Dual Job Holding and Job Mobility. Journal of Labor Economics,, 14(3), 1996, pp. 357-393.

[17]. Ploeg, J. D., & Jingzhong, Y. Multiple job holding in rural villages and the Chinese road to development. Journal of Peasant Studies, 37(3), 2010.

[18]. Samaraweera, S., & Ranasinghe, A. Moonlighting among Married Men over Life Cycle Stages in Sri Lanka. Human Development, 2012, pp. 163-167.

[19]. Ushie, E. M., Agba, A. M., & Plang, J. P. Determinants of Moonlighting among Nigerian Workers: A within and External Comparative Analyses. 2(1), 2015.

[20]. Weersink, A., Nicholson, C., & Weerhewa, J. Multiple job holdings among dairy farm families in New York and Ontario. Agricultural Economics, 18, 1998pp. 127-143.

[21]. Wu, Z., Baimbridge, M., & Zhu, Y. Multiple job holding in the United Kingdom: evidence from the British Household Panel Survey. Applied Economics, 41, 2009, pp. 2751-2766.