

The Motivation Behind Public and Private Employees Doing Side-Jobbing in Conflict Affected South Sudan, Urban Populations

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Abstract

The urban population of Conflict affected South Sudan is approximately (3) million of the overall population to date. Its human capital index is below (0.4) according to the World Bank data. This research explored, the motivations behind increasing participations of civil and none civil servants into side-jobs. These jobs are the jobs of being an accessory to sale of private and public assets within Conflict affected South Sudan. It also includes approvals of potential documentations that will lead to monetary gains by the party or parties interested in a deal.

Most of the side-jobs in Conflict affected South Sudan are found within the local markets, social joints at opened grounds and main transactions units at various offices. Pressure from costs of living due to high levels of inflations and inability of the country to produce products and goods, have directed many in the urban populations into this side-jobs. High levels of borrowing funds from foreign governments and corporations, have created crater of national debts, that had devalued the local currency. Salary and wages are now a mere symbol that households could not make a living out of it for two days.

Keywords: Side-Jobbing, Side-Jobs, Motivations, Employed, Unemployed

1. Introduction

The financial returns from side-jobs on the sale of motor vehicles alone could range from (1 to 10) % per cent of the selling price. Some returns are at the discretionary of the middle man and resulting into ballooning of commissions. Side-jobber locks the seller at his / her given price; such side-jobber is having much better information of the market [1]. This asymmetry of information in Conflict affected South Sudan is due to differences in education and market knowledge of the seller and the middlemen [2]. Similarly, side-jobs on the sale of land titles, foreign currency (USD) and households' goods, have much substantial returns to many who wait for their monthly salaries (Minarelli, Galimoto, Raggi, & Viaggi, 2016). On the other hand, side-jobbers also seek goods and services needed by the buyers. Side-jobbers are absolute coin flippers, they used the same techniques to benefit financially from buyers who are desperate and want easy-going business.

Since 2012, side-jobbing had grown dramatically in Conflict affected South Sudan. The financial rewards are the main force. It is a quick job that will require a certain amount of efforts to realize the benefits, on some occasions. From a day to over months' of being patient in the market; acquisition and delivery of transacted product, can be done and dusted. This research assumes, factors such as: - having extra cash, instant payback, interpersonal skills, passion and poverty, are the factors behind this economic glow. Extra cash on hand, the side-jobber is

not concerned about timing of the cash to be obtained and continuously seeks further business deals with sellers and buyers in the market. While, instant payback, is the share of payments received by the side-jobber at the closed of the transactions. Moreover, Side-jobbers were motivated by the benefits gain from the share of money that they received. Many side-jobbers were able to improve the life style of their families; and those without one were able to make a happier urban family life. Getting married in Conflict affected South Sudan is very dear to several unmarried individuals. Achieving it through the efforts of being a side-jobber, brings the intangible assets of joy and having a respected social status in the community. Many side-jobbers had qualifications and many could not secure employment and were discouraged by the little value of current salaries on offer. Side-jobbing had alleviated many out of poverty. As such, there are few among the side-jobbers who had been doing this business full time and they like it because of its freedom to conduct at your own time. They liked to be categorized as "brokers"; mostly, they are the keys to the sale and purchases of any assets that are on demand in Conflict affected South Sudan [3].

A sample size of sixty-one (61) individuals was taken at various market points for side-jobbers in early 2015 in urban places in Conflict affected South Sudan. The urban sampled population had ages from (18 to 50+) years old, across Conflict affected South Sudan. Data were sampled from those who identified themselves as either a public servant, corporate or broker at

various markets within Conflict affected South Sudan. Their education levels were from those who never been to schools to either being in primary, secondary, university dropped out or having a bachelor degree. Both male and female gender had a representation in the collected sample of 2015. Goods and products that side-jobbers are working on range from motor vehicles, hard currency (USD), buildings, land and plots or all.

This research is focusing on public and private workforce who are engaged in performing side-jobbing. It encompasses brokerage, middlemen and agents in the market places within Conflict affected South Sudan. Contrasting with multiple job holders, moonlighting and the gig economy; few sectors such as health, engineering and teaching do bear MJH concepts in Conflict affected South Sudan (Helen, David, & Joanna, 2016, Nelson, 1999). On the other hand, a range of unemployed households in Conflict affected South Sudan have taken this side-jobbing as the main vehicle of survival (PAHL, 1987). Multiple job holder's or moonlighting is different to side-jobber due to the pay system that side-jobbers earn per task and regardless of time constraints [4,5].

Side-jobbers use interpersonal skills, to allude their clients into transactions. Use of mobile phones, verbal communications at social gatherings and visits to offices and departments. They used past or historical buyer transactions of assets purchases to achieve new sales [6].

Due to differences on the effect of inflation between households in urban areas versus rural areas; many employees had cued into side-jobbing to cover the cost of living. This effect is noticeable among the different employment sectors in Conflict affected South Sudan (Moretti, 2013).

Cost of living had become a motivating item in Conflict affected South Sudan, for many who had not thought of side-jobbing. As prices of many goods and services had sky rocketed, early 2015 and payments to civil servants started to fall behind schedule, many urban residents went into the "middlemen / brokerage" jobs. Despite, a certain group of urban households with very reasonable monthly payments and the alternative groups with insufficient payments to live; both are engaged in side-jobbing.

Side-jobbers who learned their business skills prior to South Sudan as a nation, seemed to be passionate about the "middlemen / brokerage" job (Sigmundsson, Haga, Elnes, Dybendal, & Hermundsdottir, 2022). They contributed a lot to business activities within Conflict affected South Sudan and they set prices for goods and services of the day.

Dual job holders got into their second job due to financial difficulties or increase financial commitments. Mainly youth were likely to engage into second job and those who are more experienced because of pecuniary motives (Heather, Verity, & Alexandros, 2011). But all due to not getting enough hours in the first job. Multiple job holders got into this rhythm due to payoff expenses or debts and ages 16 to 24 were the most to do it for the sake of extra money to spare [7].

The domain of second / multiple jobs between one's time in a day or within a week; ends up with salary or wage payouts. While self-employed requires the worker to have set up the business which means their had to be ownerships of business assets. Contrastingly, side-jobbers do not need to have the ownerships of the asset on transactions. This research, aggregate side-jobbers' main employment into broker for those who are unemployed and then public and private employment status. Thus side-jobbing is classed within the business profession which is not the same for a few among the public and private employee's first job.

Side-jobbers, only commit their time and some financial costs to gain a hefty monetary gain. Transacted asset could be state and community or individual assets (i.e. land tokens, land titles and motor vehicle). The business item is opened to many side-jobbers and each race for a better deal at reasonable time. Side-jobbers, acquire this business information and start to pursue business transactions at their digressions'. They use techniques of hold, persuades and convinced either buyer or seller to accept the intended business deal.

2. Findings

Those who take side-jobbing as full-time are brokers / middlemen and they represents 55% per cent of the sample. While those who worked in "corporation" and worked as part-time side-jobbers comprised 67% per cent. Fifty per cent 50% of the sampled public servants were taking side-jobbing as part timing also, ref. (table 1).

Among the fifty-six (56) sampled male heads, at ages between 18 to 50+ years old, most were between the ages of [26 to 32] and [34 to 40] years old. The female gender was represented by 6.25% per cent and 93.75% for male counterparts, ref. (table 3.). Twenty-five (25%) per cent of side-jobbers were public servants' and represents 7.14% per cent of the full-timers. Side-jobbers whose brokering is their main full-time job, were about fifty-five (55%) per cent of the sample. While almost sixty-seven (67%) per cent of the corporate stuff, do engaged in side-jobbing part-time only, ref. (table 1.). Approximately 60.71% per cent of the urban sample had between (2 to 4) years of work experience and work full-time side-jobbing. Nearly twenty-four (24%) per cent of the (6 to 8) years' work experience made the (14.29%) per cent of the full-timers. About fourteen (14%) per cent of the (2 to 4) years' work experience, were part-timers and (76.47%) per cent fell under the (6 to 8) years' old experience, ref. (table 2.).

Side-jobbers with bachelor degree represents (21.05%) per cent of engaging in multiple assets (hard currencies, land & plots, motor vehicles and buildings). While those with primary education had about (50%) per cent of side-jobbing in the market of hard currencies. Seventy-three (73.68%) per cent from the secondary education group, were conducting side-jobbing in the transactions of motor vehicles. At the same time, university dropped outs were represented by (50%) per cent of those who were engaged in the land & plots markets, ref. (table 4.).

There is significant relationship between motivation type and the fee type that side-jobbers are engaged on. This research has established a $P(0.000) < 0.05$ using Pearson and the likelihood-ratio test of chi-square (X^2). Besides, an association between the motivation type and the expected financial returns do exist at scale of (0.33), ref. (table 5.). Overall, poverty due to inflationary effect among the sampled urban households' in Conflict affected South Sudan had a score of 37.67 % per cent, followed by extra cash (19.63%), instant payback (17.35%), interpersonal skills (13.70%) and the least passion with (11.64%). In a contra related study, higher percentages were noted for extra cash (Campion & Csillag, 2022).

3. Conclusions

Side-jobbing is key to alleviating households from poverty in urban Conflict affected South Sudan. It smoothens the cost of

living to many households and minimizes effects of income inequality between urban population in Conflict affected South Sudan. Many side-jobbers were able to secure bills for the marriage and dowry payments to the families of bridegrooms. Others' were able to raise capital for entrepreneurial projects with very little seed money to spare over their side-jobbing business activities. Annual income of side-jobbers is varying between economic periods and unaccountable. Side-jobbers' in Conflict affected South Sudan prefer to bill their suppliers and either buyers, fix price commission rates. Among those who are side-jobbing, "the unemployed and employed with very poor salaries" were highly motivated by poverty effect. Side-jobbers enhances their income margins by taking the opportunity costs of information asymmetry between sellers and buyers who mostly relies on their services.

4. Appendix

Table of frequencies, Main Employment Group Against Side-jobbing Work status.

Employment	Work_Status			Total
	Full time	part time	Both	
broker	26	12	9	47
	55.32	25.53	19.15	100.00
	92.86	60.00	69.23	77.05
corporate	0	4	2	6
	0.00	66.67	33.33	100.00
	0.00	20.00	15.38	9.84
public servant	2	4	2	8
	25.00	50.00	25.00	100.00
	7.14	20.00	15.38	13.11
Total	28	20	13	61
	45.90	32.79	21.31	100.00
	100.00	100.00	100.00	100.00

Table 1. Employment vs. Side-jobbing Work time

Table of frequencies, Side-jobbing status against Experience in number of Years.

Work_Status	Experience					Total
	(10 - 12)	(2 - 4)	(6 - 8)	14 +	less than	
Full time	4	17	4	2	1	28
	14.29	60.71	14.29	7.14	3.57	100.00
	80.00	60.71	23.53	100.00	11.11	45.90
part time	0	4	13	0	3	20
	0.00	20.00	65.00	0.00	15.00	100.00
	0.00	14.29	76.47	0.00	33.33	32.79
Both	1	7	0	0	5	13
	7.69	53.85	0.00	0.00	38.46	100.00
	20.00	25.00	0.00	0.00	55.56	21.31
Total	5	28	17	2	9	61
	8.20	45.90	27.87	3.28	14.75	100.00
	100.00	100.00	100.00	100.00	100.00	100.00

Table 2. Sid-jobbing vs. Experience

Table of frequencies, Gender against Age brackets of Side-jobbers.

Gender	Age					Total
	18-24	26-32	34-40	42-48	50+	
Male	7	30	12	5	2	56
	12.50	53.57	21.43	8.93	3.57	100.00
	100.00	93.75	85.71	83.33	100.00	91.80
female	0	2	2	1	0	5
	0.00	40.00	40.00	20.00	0.00	100.00
	0.00	6.25	14.29	16.67	0.00	8.20
Total	7	32	14	6	2	61
	11.48	52.46	22.95	9.84	3.28	100.00
	100.00	100.00	100.00	100.00	100.00	100.00

Table 3. Gender and Age groups

Table of frequencies, Side-jobber Education level against Goods on offer.

Education	Goods of interest					Total
	hard curr	land & pl	motor veh	All above	buildings	
bachelor degree	1	1	0	4	1	7
	14.29	14.29	0.00	57.14	14.29	100.00
	16.67	10.00	0.00	21.05	14.29	11.48
primary	3	1	1	3	1	9
	33.33	11.11	11.11	33.33	11.11	100.00
	50.00	10.00	5.26	15.79	14.29	14.75
secondary school	1	3	14	8	4	30
	3.33	10.00	46.67	26.67	13.33	100.00
	16.67	30.00	73.68	42.11	57.14	49.18
university drop out	0	5	2	3	1	11
	0.00	45.45	18.18	27.27	9.09	100.00
	0.00	50.00	10.53	15.79	14.29	18.03
none	1	0	2	1	0	4
	25.00	0.00	50.00	25.00	0.00	100.00
	16.67	0.00	10.53	5.26	0.00	6.56
Total	6	10	19	19	7	61
	9.84	16.39	31.15	31.15	11.48	100.00
	100.00	100.00	100.00	100.00	100.00	100.00

Table 4. Education vs. Goods of Interests

Table of Relationships and Associations; Motivations against Fee types (Side-jobbing).

Motivation	Fee_type			Total
	current e	fraction	fix price	
extra cash	0	24	62	86
	0.00	5.48	14.16	19.63
instant payback	0	22	54	76
	0.00	5.02	12.33	17.35
interpersonal skills	0	7	53	60
	0.00	1.60	12.10	13.70
passion	7	0	44	51
	1.60	0.00	10.05	11.64
poverty	6	88	71	165
	1.37	20.09	16.21	37.67
Total	13	141	284	438
	2.97	32.19	64.84	100.00

Pearson chi2(8) = 96.6157 Pr = 0.000
likelihood-ratio chi2(8) = 109.7041 Pr = 0.000
Cramér's V = 0.3321

Table 5. Motivation vs. Fee types

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