

**A SOCIOLOGICAL STUDY ON INTER-GENERATIONAL RELATIONSHIP
WITH REFERENCE TO THE RETIRED GOVERNMENT EMPLOYEES**

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ABSTRACT:

The concept of intergenerational relationships plays a vital role in shaping the well-being and quality of life for retired individuals. This study focuses into the significance of these relationships, emphasizing their impact on retirees' social, emotional, and cognitive health. Retirement marks a significant transition in one's life, often characterized by shifts in daily routines, social networks, and personal identity. The presence of strong intergenerational bonds can mitigate the challenges associated with this transition by providing retirees with a sense of purpose, belonging, and emotional support. Study highlights that retirees engaged in intergenerational activities, such as cooking, gardening, outdoor recreation, nature walking, storytelling , child caring etc experience life satisfaction, reduced feelings of loneliness and ignorance, and improved mental health. Furthermore, these interactions promote mutual learning and the exchange of cultural values and knowledge, which benefits both older and younger generations. This abstract underscores the necessity of creating supportive environments and programs that encourage intergenerational interactions. By integrating sociological perspectives and evidence-based practices, communities can enhance the well-being of retired individuals and strengthen social cohesion across generation to generation.

KEY-WARDS: Retired Government Employee, Inter-Generational Relation, Role, Status, Family

INTRODUCTION:

Family as a social institution exists and functions through inter-related roles enacted and allocated to the family's members according to the prescribed status. . The pattern of mutual expectations and relationship in the family go on changing as the children take birth, grow up and form their own families. There are several other features of the family which may be considered equally significant for the members of particular societies. The perspective of inter-generational relationship refers to the manifestation of bonding between retired one and other members of family. In Indian traditional family aged people are placed in the center and core of the family ; however due to radical changes in socio- cultural aspect of the contemporary society following process of modernization has showed decline in the position of the head or aged person and losing the bindings of the traditional traits in the Family. Inter- family relations are the relation with in the family. It discusses the interactions, sharing and behavior among the family members. This is the relations to be revealed between partners, between parents and children as well as relations between children of the same family. Concept of modernization has encouraged the growth of nuclear family system in the world and in this system, aged is no longer a headman of the family.

Intergenerational relationships are interactions between individuals of different cohorts or generations, that is, the grandparents, parent and child. Intergenerational relations can be categorized in to

- 1) Elderly i.e. retired people whom we may call first generation
- 2) Care giver i.e. second generation, who work as a bridge between their parent And children.
- 3) Grand children or younger generation or third generation.

Dunham and Bengston (1986) argued the Helping patterns between the three generations with in a family are referred to a lineage generation in nature. The introductory article by Tim and Ellie Brubaker presents “four Rs” of respect, responsibility, reciprocity and resiliency that characterize as a foundation of Intergenerational relationship. Bengston (1975) and Jamuna (1991,1995, 1997) stated that The intergenerational relationships include various types of support activities such as financial, social, emotional, physical supports. Adult children and their parents provide each other mutual help with much form of materials and non-materials exchanges, including finance, childcare, help during sickness and so forth.

A study of Karen Kobayashi in year 2000 on intergenerational relationships in Japanese-Canadian families, “an exploration of the factors affecting social support from children to parents,” explores the adherence to the traditional issei value of oyakohkoh (filial obligation) has a significant effect on children's provision of emotional support to parents in later life families. She concludes that despite the cultural transformation of values such as oyakohkoh by successive generations of nisei and sansei children, filial obligation still remains important in the decision-making process around support for aging parents. The increasing processes of industrialization, modernization and urbanization, have had a negative impact on traditional Indian family and socio-cultural values. And these resulted in growing sense of individualism.. Intergenerational relationship thus, is considered as a belief, thought and value system to be adopted by both the young and the old generations. Different conditions of the aged people determined by the socio-economic role and status influence the relations, either positively or negatively, with the young. Therefore while studying Intergenerational relationships, one has to adopt such comprehensive and holistic approach of understanding that would help to formulate appropriate policies and programs regarding strengthen of intergenerational relations among old retired people and their families. This study makes an attempt to understand the intergenerational relations in a holistic perspective of retirement concept, taking into considerations of the elderly living under different conditions in rural, urban settlements and sharing their outlooks in the sphere of family and society.

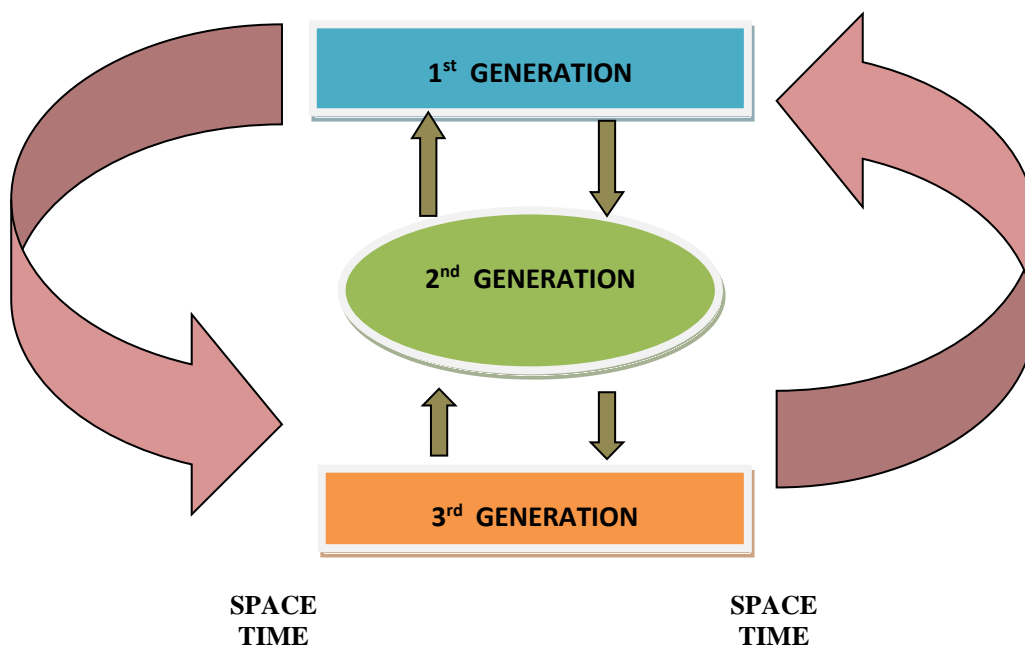


Figure: Transfer of intergenerational relationships**REVIEW OF LITERATURE:**

K. S. Sudan (1975). Found in his study that one third aged people, for livelihood for their dependents, work even after retirement. Most of the retired people in their leisure time perform domestic works. They feel loneliness in their rest of life

International encyclopedia of the social sciences (1968) Stated that it was a moral duty of the children to provide financial, physical and emotional surety to their parents in old age.

Rogers (1979) Argued that the younger generations replace the aged people in their powerful position, leaving them in a weakened and functional less situation.

David Mandelbaum (1949). Analyzed Indian family and opines that aged person principally remains head of the family till death. In the contemporary Indian family, the ascribed authority of the headman is almost ended up, not only in the joint family but also in nuclear family. Even grandparents are no longer effective as they are expected to be.

M.S. Gore (1968). Opines that now it is parents, who decide all that matters concerning their children, whether it is matter of service and occupation, marriage or education. However in modern society where family's values are no longer remain as these were earlier on account of respect and decision making privileges elderly.

Back (1976). Fast growth of economy and modernization has brought about changes in the family system of India. There is an increase in the opportunities of employment, but it led to have increase in retirees on the other side also. This makes a possibility of having clash in between of aged and young generation.

K. S. Sudan (1975); He finds in his study that one third aged people , for livelihood for their dependants, work even after retirement. Most of the retired people in their leisure time perform domestic works. They feel loneliness in their rest of life.

Nayar(1987); According to him, modernization, industrialization, urbanization, westernization, education, occupational versatility and individualistic philosophy weaken those ascribed values which recommend power and authority to the elderly people. This also resulted in weakening the values of elderly by new generations.

Phillipson (2002) state that Indian family and socio-cultural values. And these resulted in growing sense of individualism. The changes in value system and institutional set up have had a negative impact on the relations between the young and old. It is now all the more essential to emphasize on intergenerational relationships

Ramamurti,(2002) and Bajpai, (1998) The factors that determine intergenerational relations include socio-cultural, psychological, economic, physical and health aspects.

NEED OF STUDY:

Relationships between retirees and other members of the family have been found to be dependent on the larger social context in which they are embedded. Cross-sectional studies have suggested that the both economic dependency and socio-cultural factors are responsible for variation in inter-generational support and care. In this study, we address the implications of fundamental variations in family system over the past few decades and how retirees maintain relationship and draw on family support. It emphasizes how role responsibilities are allocated and coordinated in retired employees families. Researchers have shown interdependency between family actors and relationships, in which they are embedded. Under this rubric, this study focuses on inter- generational relationships, between family members and between family and new generations and the position of retired one among them,

OBJECTIVES OF THE STUDY:

To identify the degree of coordination of retired employee with family members.

To identify participation of retired employee on decision making in the family before retirement.

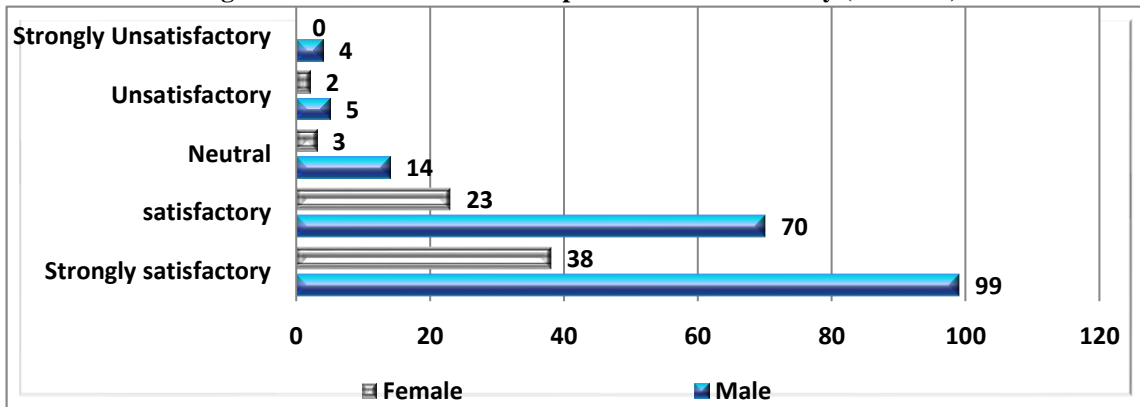
To identify participation of retired employee on decision making in the family after retirement

REASERCH METHODOLOGY:

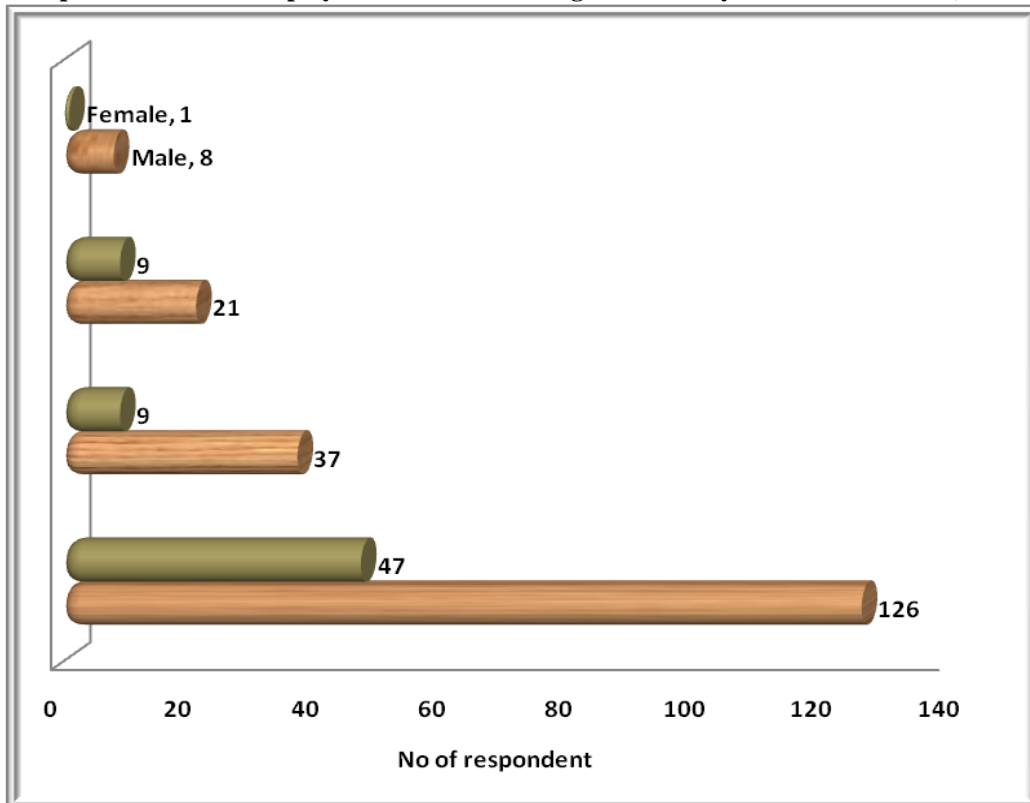
The proposed research work is based upon Exploratory Research Design. An open-ended questionnaire was made. This enhances the knowledge about the typology of the research problem and widens the scope of a better understanding of the pattern of inter-generational relationships which are to be investigated keeping retired people as a central idea of the research study. The population of the study are the retired government employees of sixty years of age and above from State service departments located under the notified area of the municipality of Haldwani city of district Nainital, State of Uttarakhand

ANALYSIS AND INTERPRETATION OF DATA:

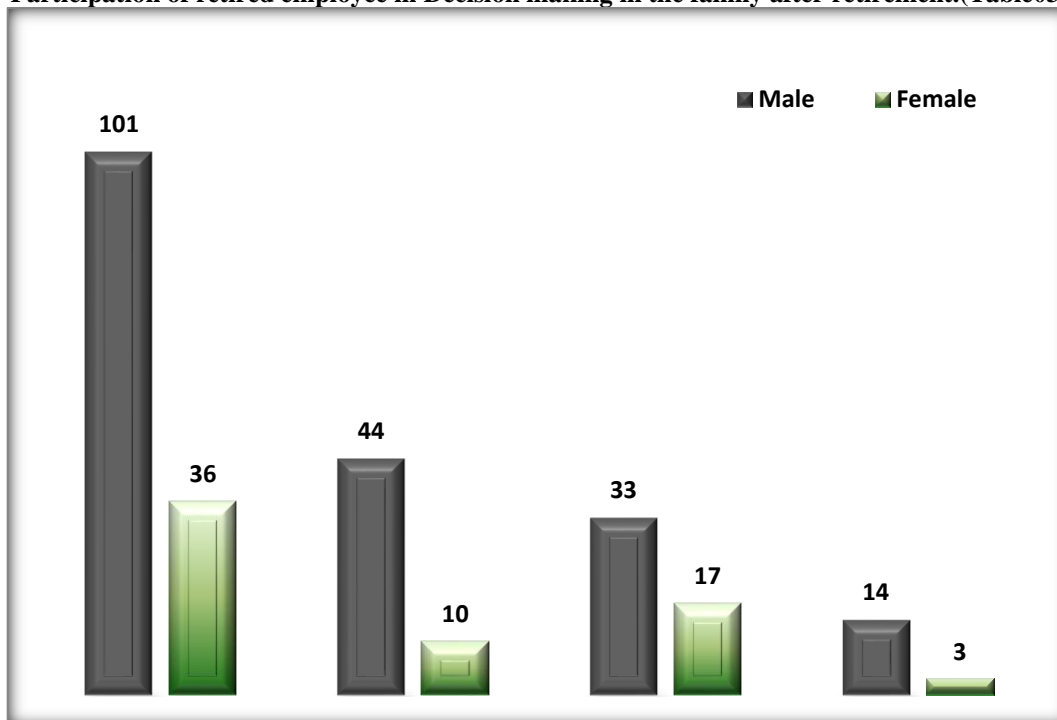
Degree of coordination of the respondents in their family (Table 01)



Participation of retired employee in Decision making in the family before retirement.(Table02)



Participation of retired employee in Decision making in the family after retirement.(Table03)



FINDINGS AND SUGGESTIONS:

After analysis of data related to intra-generational relationship among the retired government employees we found a correlation between Indian traditional values between retirees and their family members. The peculiar characteristic of patriarchy in Indian Family system more or less, still prevails since majority of male respondents, being eldest person in the family, were supposed to be unchallenged Head of the family. The maximum percentage of retired employees, after retirement were strongly satisfied with entrusted role and status and they had aligned with coordination between changing role and status after retirement. It was found that maximum number of both male and female retired employees was strongly agreed with having privilege of decision making in the family matters. In brief, old age is often characterized by declining health, socio-economic and physical conditions accompanied by retirement. That leads to changing in roles, statuses that the retirees have to envisage inter-generational relationships. All these matters sometimes provoke an individual to make negative perception about own situation in the family. All the intergenerational bonds get broken down and the position of an aged in the family becomes worst and aged person gets in to depression, pain and in loneliness. Unlike a western society, socio-cultural binding of inter-generational relationships in Indian family system will not let the position of aged in family down, and they will remain enjoy their participatory roles playing and respectable worthy position in the contemporary family structure.

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