

CHANGING ROLE AND STATUS IN RETIRED GOVERNMENT EMPLOYEES

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ABSTRACT

This paper examines the changing role and status as a result of retirement among government employees. This study attempts to investigate “Changing roles of the retired government employees in relation to their participation in socio-economic and cultural life and there after effect on their post retirement life and evaluating participation level as well as their decision making privileges in various related domain of life like inter and intra-generational relationship and social-economic periphery.” The study also emphasizes identification of their problem and area of problems with assessing the changes of status in their pre and post retirement life through evaluating roles allocated and enacted by them. The study also noted that the post retirement life of the aged people have been influenced by the support they get from social networks. Through access to cash and non cash remittances either from their family or by government in the form of pension, the elderly have been able to add to their own efforts and therefore ensuring a better living. It is known that in India the family plays a central role in the well being of aged people, though impact of modernization has comparatively lessen the importance of the family in India. Support services have also been advanced by organizations such as non-governmental organizations and political parties. The study adopted the sustainable retirement approach (SRA) as the theoretical framework that has been used to analyze the activities of the retired people and after effects of those activities.

KEYWORDS: Role, Status, Retired Government Employee, Pension, Sustainable Retirement

INTRODUCTION:

Retirement is the point where a person stops employment completely or withdrawal from paid working life. The two concepts of “ageing” and “retirement” are very closely related; the retirement is the effect, being the result of ageing. Old age is often determined on the criterion of retirement from the active life. In sociological perspectives ageing or retiring is less preferred to be determined as attainment of certain number of years than it is by changes in the relationship of the elderly with the social institutions. Interestingly the phenomenon of ageing is manifested, requires the threshold of retirement age more specifically than the biological sciences do. For convenience of standardized comparisons, the cut-off point of old age is usually taken at 60 or 65 years (**Myers, 1983**). Hence retirement is the point where a person stops employment completely. Though a person may also semi retire by reducing work hours. Many people choose to retire when they are eligible for private or public pension benefits, although some are forced to retire when physical condition do not allow the person to work anymore. In most countries the idea of retirement is of recent origin, being introduced during the 19th and 20th centuries. Retirement has been redefined as a late career development stage, in which post- retirement work activities assume a central role (Kim & Hall, 2013) previously low life expectancy and the absence of pension arrangements meant that most workers continued to work until death. Germany was the first country to introduce retirement in the 1880s.

In Indian social system, retired employees are considered as aged people. They are supposed to be eldest or head of the traditional Indian family. Though impact of modernization and industrialization has comparatively lessen the importance of the family in India yet Indian traditional families still plays central role to regulate well being of the aged people in the family. However the process of binding –losing in family system in contemporary Indian families due to various radical changes envisaged in the socio-cultural circle of Indian society has been resulting in the reduction of respect and regards towards the aged people in the family. The man who has spent his productive life in the nourishing his family, eventually finds himself deserted and neglected in his old age .At present every aspects of the Indian joint family system has been undergoing various socio-economic changes and pressures. It is shown that the socio-economic conditions change relative to age grows. Reducing capacity of economic stability and growing risk of illness increase possibilities for the elderly to fall into misery.

RETIREMENT:

The notion of retirement is inevitably fuzzy or complicated, with some kinship to difficulties encountered in defining ‘old age’ (**Denton and Spencer, 1999, 2002**). Retirement usually refers to withdrawal from paid working life. That is generally consistent with the definition provided by the **Oxford English Dictionary** – “to withdraw from office or an official position, to give up one’s business or occupation in order to enjoy more leisure or freedom (especially after having made a competence or earned a pension)”. In this study the term Retirement despite its definition is apparently reserved for the 60 and plus year old aged not the young because the young are expected to go on to another work or employment. There are basically three types of retirement

*Voluntary retirement * Compulsory retirement * Mandatory retirement

There is not any signified measurement of defining and deciding someone’s’ retirement age however in many countries the retirement age varies according the nature and socio-biological assumption of human anatomy with the requirement of the service provider agencies of the state i.e., employer, thus according to age, the retirement can be categorized into three basic concepts

*Physical ageing * Psychological ageing *Social ageing

Physical ageing is a biological process, in which a man undergoes various physical and mental changes through development and de-generative process as age increases. Bhatia (1983) opines that graying hair; wrinkles in skin, tooth decay are some general aspects of having physical ageing.

Psychological ageing de-generates or even ends mental skill of a man. Psychosomatically disturbed young person appears in early ageing. According to Popline ‘fear to be aged makes a young one early aged person’.

Social ageing, According to Bhatia (1983) ensures transfer of cultural and social values from one generation to another , it is a socially accepted perspective of getting higher knowledge and values

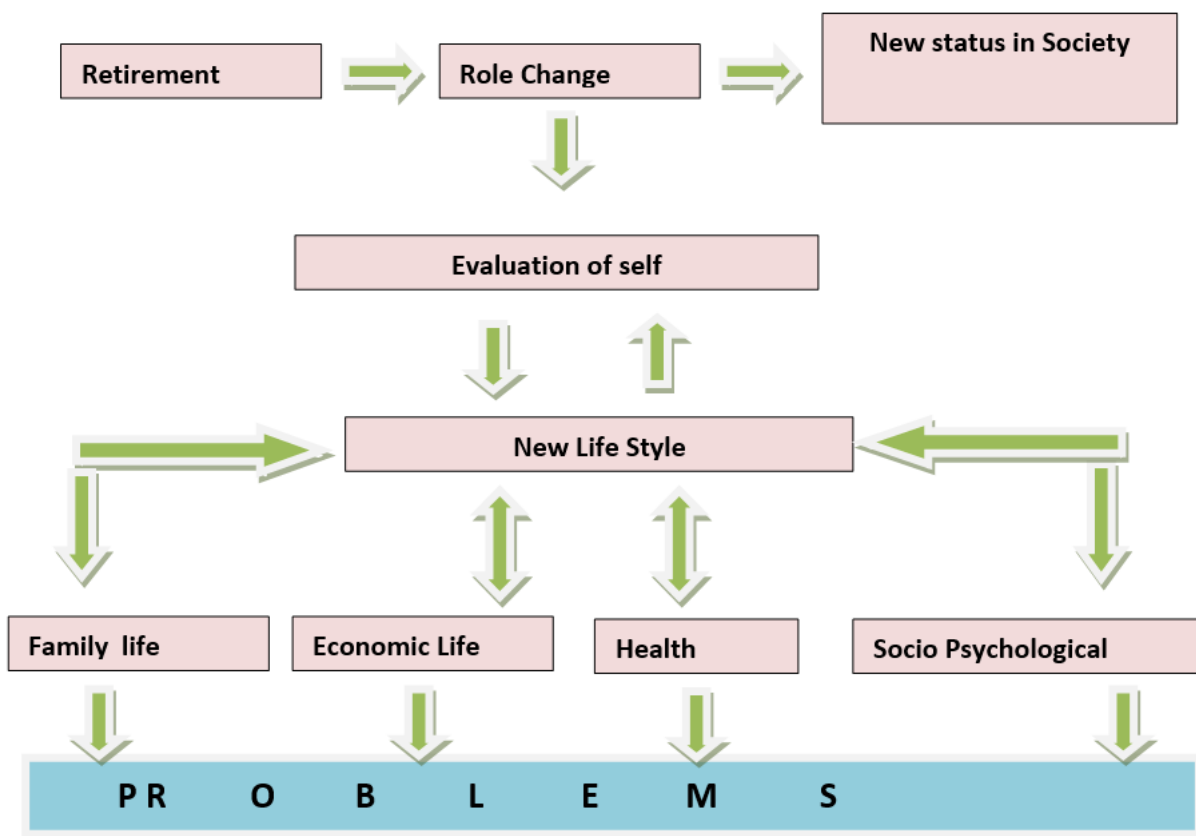
STATUS:

Generally status means a place acquired by a person in a society, and according to the requirement of that place, person perform his/her role and responsibilities. According to **Linton**, a privilege to a man in a particular social system, is called social status of that man. The term may be used to refer all of the positions which an individual has been given such as father, husband, brother, son, wife , teacher, banker, etc

ROLE:

Role is the dynamic aspect of the status. According to **Young and Mack** “A role is the function of a status”. According **Duncan Mitchell** it is the expected behavior of an individual, associated with a social position”.

Statuses are occupied and roles are played. From the sociological point of view, to define a social position is meant to define entire role enactment.



REVIEW OF LITERATURE

The study of retirement is a part of Gerontology (science of aging) because it concerns with the state of aging. A systematic study on aged people was done in 1930. In India, the empirical studies in the related subject matters was stated in early 1960, at present the major studies in the field of ageing and retirement have been associated with the research work done by K.K. Gangrade, P.V. Rammurthy, K. G. Desai, ShivRaju, D. Jamuna, Irudaya Ranjan, U.S. Mishra, Saraswati Mishra, B.N. Sarkar, P. N. Sati, A.K. Joshi and others.

M.S. Gore in his study on aged people, has given social-structural variables, responsible for bringing up changes in aged people status, through subjective factors like age, sex and through social policy

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.

Randhava (1991); He studied socio- psycho, economic and health related condition of aged people, living in rural and urban areas. Hypothetically rural inhabitant aged people are more satisfied than aged people, living in urban areas, the aged one who lives with his/ her relatives is more satisfied than that of aged one who lives deserted and alone. He concluded that in social accommodation, caste, education, economic status and emotional attachment may be important factors.

Gour and Kour (2000); they studied total 200 aged people of organized and non-organized groups of some regions of Punjab state of India and used likert scale for the evaluation of life satisfaction of old people. And they found that the level of life satisfaction is higher in non-organized aged people than that of organized group people, and male's life satisfaction level was found higher than women's. They both suggested that Indian family is ideal place for aged people even today, so organized group should only for those aged who are totally helpless.

Tripathi (2002); he examined social status of aged people's of Allahabad and found that two- third old people were still working as a main productive member of their family, these people were engaged in primary means of livelihood i.e. agriculture. Their educational level were found very poor. Only one- fourth people among the selected people were living alone or together with their spouse or deserted and rest of people were with their sons, relatives or grand children family.

Thomas S., B. Bart ham, J. Hislop's 'Help the Aged' (2006); Examined consequences of poorness of aged people in their daily life, and they concluded that family supports in such situation.

Sinha, P.K. (1980); studied the historical causation of the concept of social security of the workers from the origin and to trace the history of social security measures in India. He examined its object, scope, administration, sources of finance, and also discussed the structure of social security Acts i.e., Employees' state insurance act, 1948, Employees'

provident fund act, 1952, maternity benefit act, 1961. According to him any policy that taken for the welfare of the workers must be flexible so that worker could make his post retirement life easy going.

Gunjan Pandey(2000) in her study on 'status of aged women' concludes, that aged women of urban areas are comparatively in good position regarding their health, privileges, authority and role than to the women of rural areas, though recent changes in the family structure have lessen the status of aged people, yet their position is negotiable.

At present there is no such study focusing aged particularly retired employees from state government departments has been done in the concerned area of population and as we know that any conceptual analysis of related subject matters changes according to characteristics of time and space. Keeping this fact, a sociological perspective of retired government employee of Haldwani city of district Nainital of Uttarakhand State has been selected as a subject of this research work.

OBJECTIVE OF THE STUDY:

1. To study status and role of the Retired Government Employee with reference to their economic participation and decision making privilege.
2. To study significance of socio-cultural life among Retired Government Employee.
3. To do comparative study of pre and post retirement life of the Retired Government Employee.

RESEARCH DESIGN AND METHODOLOGY:

The proposed research work is based upon Exploratory Research Design, which enhances the knowledge about the typology of the research problem and widens the scope of better understanding of the pattern of changing role and status of the population which are to be investigated. The population of the study are the retired government employees of sixty years of age and above from State service departments located under notified area of municipality of Haldwani city of district Nainital, State of Uttarakhand.

POSSIBLE SAMPLE SELECTION OF STUDY UNITS

S No	Years of Retirement	No of Retired Employees	Selected Study Units
1	1985-1990	505	25
2	1990-1995	593	29
3	1995-2000	936	48
4	2000-2005	1557	78
5	2005-2010	1562	78
	Total	5153	258

Source:- www.ecosh.uk.gov.nic.in

CONCLUSION AND SUGGESTIONS:

the respondents and what effect did it have on the social and economic status of the retirees This study attempts to investigate changing roles and statuses of the retired Government employees in relation to their participation in socio-economic and cultural life in their society and it's after effect on their personal life. This study relates various aspects of the old retirees like their intergenerational relationship, socio-economic condition, health and life style. This study also attempted to evaluate participation level of retired people as well as their decision making privileges in various aspects of life. It also emphasized on identification of their problem and area of problems. It also aimed to assess the change which retirement brought in the life of the respondents and what effect did it have on the social and economic status of the retirees. Through this study we came to know the fact, many respondents find that the most annoying aspect of aging, apart from role changes and physiological effects, is being labeled as old. Few individuals seriously consider upgrading their skills for a second or third career during retirement. Few retirees due to some personal obligations were requiring to do work for secure sustainable income sources during retirement.

Hence There is an urgent need for a sustainable retirement concept where society views retirement and aging positively. A vision plan should be developed to improve the quality of retirement infrastructure and the overall life of retirees, enhancing and preserving their socio-economic conditions. Key initiatives for sustainable retirement include:

1. Maximizing employment potential for retirees.
2. Improving health and wellness outcomes.
3. Promoting personal responsibility and well-being.
4. Complementing efforts to improve financial well-being.

Traditionally, the family has been the primary institution providing psychological, social, and economic support throughout one's life stages. Elders in the family enjoyed authority and were respected as knowledge reservoirs. However, the family structure in India has evolved differently at various stages of human history.

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