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Research Paper

Grounds for post-retirement jobs and elderly health

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ABSTRACT

Background: Ageing is this inevitable, irreversible, and kind of involuntary process linked with a slow fall in productivity. Around the world, the population of older adults is growing fast because mortality keeps dropping, nutrition has improved, and medical advances are helping, so by 2030 it is projected that 994 million people will be aged 60+ , and 1.6 billion by 2050 . In India, seniors were about 8.6% of the population in the 2011 Census. At the same time, the weakening of classic family support networks seems to have pushed a noticeable increase in post-retirement work among older adults, kinda on its own.

Objective: To look at the socio demographic profile, the motivations, the workplace problems, and the health state of elderly persons who are taking post-retirement jobs in the city of Coimbatore.

Methods: This study used an exploratory approach. Purposive sampling was used to identify 160 respondents , and they were interviewed with an interview schedule that included socio-demographic details, the reasons for taking post-retirement employment, the difficulties faced , and the related health problems. The information was then assessed using simple proportions and cross tabulation , and that was basically it.

Results: Among the respondents, 78.12% were male and 21.87% female, 60.62% lived with children, while 39.37% lived as elderly couples. The economic reasons were the main push behind taking on work after retirement , then came personal reasons (43.12%) and social pressure (1.87%). Most respondents said they were treated well at work , largely because of their role in helping socialize younger colleagues. The difficulties seemed different depending on the occupational category, like blue collar versus white collar , and every working elderly person reported having general and/or specific health issues.

Conclusion: Post retirement employment , while it is showing up more and more , does not always mean a real positive shift for the individual, family, or wider society. These findings highlight the need to respect and support older adults, by tackling their basic needs, health matters, peace of mind, and overall life satisfaction , so insecurity and a loss of dignity later on can be prevented.

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1. INTRODUCTION

Ageing is a global phenomenon that develops throughout time as a result of various types of cellular and molecular damage. As a result, one's physical and mental capabilities steadily decline, their risk of contracting disease rises, and eventually they decease. Aside from genetic changes, ageing is frequently connected to other life changeovers like retirement, moving to a more suitable home, losing marital bond, blood bond and peers. When individuals reach old age, the various problems they experience include, weakening in health conditions, retirement, monetary glitches, solitude and dependence upon others. By 2030, onein six persons on Earth will be 60 or older. From 1 billion in 2020, there will be 1.4 billion persons over the age of 60 by this time. By 2050, there will be 2.1 billion people in the globe who are 60 years of age or older. The number of people 80 or older is anticipated to treble between 2020 and 2050, reaching 426 million. India has 104 million senior adults (60 years and above) according to the Census of 2011. Males outweigh females among seniors (60+). Seniors are forced into loneliness and neglect due to the collapse of joint families and social fabric. As people get older, the ageing process is generally associated with deteriorating health, loss of independence, shrinking social roles, isolation, and a sense of loneliness. Older people typically deal with a variety of issues, such as limited or no financial income, being treated as a burden for the family or society, intergenerational conflicts, maltreatment, elderly abuse, dependence on their respective families for physical support, multiple ways in which the elderly are marginalised, net worth, socioeconomic situation etc. Therefore, they are prone to deal with a number of challenges as they age. Moreover, the change in traditional values and social institutions weaken the intergenerational ties forcing the aging population to lead a vulnerable life characterized with abuse, financial constraints, loss of a spouse, lack of care, blood bond like siblings and children, and survival needs. All these factors modify older people's social lives, devalue elderly and darken the idea the idea of retirement, which describes the period of time when a person decides to stop working full-time permanently. Unfortunately, in recent years, retirement phenomenon is displaced with the later stage of career development based on more or less voluntary participation in job-related activities. Many industrialised countries have experienced a political transition as a result of shifting demographics and economic conditions from an agenda of early retirement to one of longer service years, which is the cornerstone of an individual's post-retirement career planning in today's society. Post-retirement careers are discussed in relation to social cognitive bases and the planning process after lifelong career development is taken into consideration. Additionally, pertinent antecedents for post-retirement career planning are provided in relation to behaviours that are related to careers. Retirement was once seen as a transitional period from round-the-clock employment to whole-time leisure. However, research shows that more and more retired elderly are returning into the labour market [1] but the grounds, kind of jobs,difficulties and health varies across the places.

According to [2], "Life expectancy has increased with the development of medical science and technology." An ageing population is emerging as a key demographic trend worldwide. In this working senior population, effective interventions to control older adults' occupational stress, sleep, and food

intake are crucial for preventing frailty [3]. By 2050, China will reach the highest proportion of senior citizens among all nations and the quickest rate of ageing, according to the United Nations, with a population proportion of 30 to 40%. Through active ageing initiatives and a delayed retirement policy, China must now choose to encourage older citizens to extend their workinglives and improve their labour participation rate. In the Netherlands and many other Western nations, the population is ageing quickly as a result of decreased birth rates, longer life expectancies, and maturing baby boomers [4]. The Dutch government is putting policies into place to encourage older workers to extend their working lives. This is reflected in the rise in the statutory retirement age from 15 to 65 for those who have workedor resided in the Netherlands and are qualified to receive an old-age government pension. The typical retirement age in the Netherlands climbed from 61 years in 2006 to 64.4 years in 2015. Currently, over 60s make up about 7% of the Indian population. Managers must ensure they are capable of in the current economic scenario. According to [5], some populations' mental health may benefit from working past the usual retirement age. The advantages of post-retirement employment are unlikely to be universal as characteristics that depend on lifestyle, self-esteem, and socioeconomic level can have varying effects. Flexible retirement plans are required to make sure that any national decision to raise the retirement age does not worsen socioeconomic and health disparities. Despite being the most often indicated factor, just 38% of respondents cited financial factors. This implies that there were additional non-financial considerations. Because they disliked retirement, 22% of retirees went back to work. These three non-financial explanations were given by 55% of respondents [6] the consequences of retirement on health state as shown by markers of physical and functional limitations, disease conditions, and depression Results from the preferred specifications show that full retirement causes a 5- 16 percent increase in difficulties with daily living and mobility, as well as a 6-9% decline in mental health [7]. Additionally, the prevalence of subjective unhealthy status and poor mental health were significantly higher among elderly workers than non-elderly workers. Elderly workers were more likely to be less educated and earn less money. Significant predictors of subjective health status or mental health included long work hours, uncomfortable posture, physical environmental dangers, and quantitative demand [8]. According to [9], among the senior workforce, the perceived condition of health is influenced not just by unemployment but also significantly by its organisation. Decreased economic status and social circumstances, which may also be responsible for lower perceived health status, may be at the base of this detrimental effect. According to Moneer [10], elderly people continue to labour until far later ages and experience a wide range of significant illnesses and disabilities when there are no social security provisions or safety nets in place. Sharp connections between profession and health hazards suggest that occupational-specific health interventions should be addressed. The definition and experience of retirement are currently being redefined by older workers and their employers. Working for a few more years may not represent the whole phenomena of working in retirement. It's possible that as Baby Boomers create new "after later career" experiences, new standards and expectations may arise [11]. Instead, it might place a heavy burden on working retirees, which would be detrimental to both the person and the organisation [12]. According to the foregoing literature, earlier studies concentrated on the causes for post-retirement employment and health. Therefore, current study efforts to concentrate on challenges as well.

2. METHODOLOGY

Retirement is the time in life when one decides to stop working and rely on savings or other passive sources of income. The age at which a person retires, their retirement lifestyle, and how they pay for it, will vary from one person to another and, from one period of time to another. Such a transition can be conquered with the individual preferences and financial planning for post retired life. Lacuna or failure in this would reverse to pre retired phase. In addition, as industrialization, urbanisation, and globalisation took hold, simple family production units were replaced by factories and bulk production, which led to the breakdown of the joint family system and the establishment of the nuclear family system. Other Problems like abandon by kids for old parents, Cynicism due to retirement, Feeling of feebleness, isolation, inefficiency, exclusion of elderly and inter-generational gap. Fiscal problems like work

departure and reliance on their child for fundamental needs, abrupt rise in out-of-pocket expenses on treatment, Migration of children have impacted aging life. The young people focus on expanding their livelihood openings, while, middle-aged people are working and supporting their families, and elderly engage in some type of honorary work, manage the domestic duties with the help of the caregivers, or go about their daily lives. Therefore, Post retirement employment has become a rising phenomenon in the modern society replacing the context of "exit from the full-time work to full time leisure". The replacement is due to the breakdown of joint families, rise in dual earner families, loss of family& cultural values, force to avoid boring life, loneliness, context to lead a dignified life etc. Hence, despite of aging, the elderly determine to post retirement jobs. Therefore, the present study attempts for this research.

2.1 Objectives

To examine socio - demographic profile of the respondents. To explore the reasons for taking post-retirement jobs.

To analyse difficulties faced during their post-retirement jobs and health issues. To identify the association between kind of jobs and difficulties at work.

According to the ministry of statistics and programme Implementation projects' "Elderly in India 2021" report, Tamil Nadu would have a significant increase in the number of senior citizens from 75.10 lakh in 2011 to 1.04 crore in 2021 [13], [14]. Based on the exploratory design, present study was carried in Coimbatore city, Coimbatore district, the Manchester of south India, which is considered as the second-largest city and designated as the revenue district of state Tamilnadu. The data was collected through interview schedule which comprised of socio demographic profile, reasons for post-retirement jobs, difficulties on the job and health issues. Purposive sampling technique was employed to collect data from 160 respondents who were chosen with inclusion criteria like male and female retired employee working beyond their retirement period and settled in Coimbatore city. Simple percentage and chi square test were computed to know the findings.

2.2 Findings

The study findings denote that most of respondents (38.75%) belong to the age cohort of 61- 65 years. The next 26.62% of the respondents' age range is 55-60 years and the last 2.5% of the respondents fit in to the age group of 76-80 years. It is evident that men account for a majority of 78.12% than women which is 21.87%. A major proportion of the respondents 89.37% are married and 10.62% of the respondents have lost their spouse. Majority (93.75%) of the respondents have 1-3 children While 5% of the elderly have more than 3 children and the other 1.25% of them were issueless. 60.62% live along with their children while the remaining 39.37% of them live alone as elderly couples or as single elderly .With regard to postretirement jobs 55% work due to financial reasons, while, 43.12% for personal reasons, such as helping their children, avoiding domestic conflict, wanting their children to value them, continuing a passion, or passing the time more productively.Unfortunately,1.88% of them were either forced to work by their children or had no other choice but to work. The difficulties faced at the job vary between blue- and white-collar workers. 35.62% of blue-collar workers experience loneliness at work on occasion of uninteresting tasks or differences in interests with co-workers, while 64.37% white collar elderly have not experienced loneliness because they were comfortable with their co-workers and actively engaged in their work. More than half of the respondents (65.62%) occupied in white collar jobs were not disturbed as they ignore what the younger generation does. Whereas, 34.37 % of the respondents involved in blue collar jobs are clearly troubled by the young counter parts through language, professionalism and the work culture. 84.37% of white-collar elderly employees do not face any communication problem; they do not have much scope and need to communicate with other co-workers to get the work done. In contrary, 15.62% of the blue-collar employee's experience communication problems because of the necessity to interact with the co-workers in the work place. It is pathetic to note that 47.50% of the blue-collar respondents felt exhausted due to travel, work pressure, weakness etc. However, 52.5% of the white-collar professionals had a flexibility in job and break timings. The recognition of white-collar jobs was found to be relatively high (78.75%) than the blue collar

(21.25%). Cent percent of the elderly suffer from health issues among which 33% with general health issues due to aging and 67% were diagnosed with one or more specific health issues like diabetes, blood pressure, Cardiac issues, knee problems, joint pain etc. However, association between kind of jobs and difficulties at work is found to be highly significant at all levels, substantiating the universal fact that blue collar jobs are found to be physically harder thanthe white-collar jobs.

Table 1. Socio Demographic Profile

Age			
S.No	**Age**	**Frequency**	**Percentage**
1	55-60	43	26.62%
2	61-66	62	38.75%
3	66-70	34	21.25%
4	71-75	17	10.62%
5	76-80	4	2.50%
6	Total	160	100%
Gender			
S.No	Gender	Frequency	Percentage
1	Male	125	78.12%
2	Female	35	21.87%
3	Total	160	100%
Marital status			
S.No	Marital status	Frequency	Percentage
1	Married	143	89.37%
2	Widow	17	10.62%
3	Total	160	100%
No .of Children			
S.No	No of children	Frequency	Percentage
1	No child	2	1.25%
2	3-Jan	150	93.75%
3	More than 3	8	5%
4	Total	160	100%
Staying with Children			
S.No	Staying with children	Frequency	Percentage
1	Yes	97	60.62%
2	No	63	39.37%
3	Total	160	100%

Table 2. Reasons for Post Retirement Jobs

S.No	**Reasons**	**Frequency**	**Percentage**
1	Personal	69	43.12%
2	Economical	88	55%
3	Socially forced	3	1.88%
4	Total	160	100%

Table 3. Difficulties Faced During the Job

Loneliness At Work				
S.No	**Loneliness in workplace**	**Kind of job**	**Frequency**	**Percentage**
1	Yes	Blue collar	57	35.62%
2	Yes	White collar	103	64.37%

3	Total		160	100%

Table 4. Workplace Difficulties among Elderly Employees by Kind of Job

Behavioral Disturbance by Younger Colleagues				
S.No	Behavioural disturbance	Kind of job	Frequency	Percentage
1	Yes	Blue collar	55	34.37%
2	No	White collar	105	65.62%
3	Total		160	100%
Communication Problems				
S.No	Communication problems	Kind of job	Frequency	Percentage
1	Yes	Blue collar	25	15.62%
2	No	White collar	135	84.37%
3	Total		160	100%
Acknowledgement Of Work				
S.No	Acknowledged	Kind of job	Frequency	Percentage
1	Yes	White collar	126	78.75%
2	No	Blue collar	34	21.25%
3	Total		160	100.00%
Exhaustion At Work				
S.No	Exhaustion at work	Kind of job	Frequency	Percentage
1	Yes	Blue Collar	76	47.50%
2	No	White collar	84	52.50%
3	Total		100	100.00%

Table 5. Health Status

S.No	**Type of Health Issue**	**Frequency**	**Percentage**
1	General	53	33%
2	Specific	107	67%
3	Total	160	100

Table 6. Association between Kind of Jobs and Difficulties at Work

S.No	**Kind of Jobs**	**Difficulties at Work**					
		loneliness	**disturbance**	**Communication**	**Acknowledgement**	**exhaustion**	x^2 **value**
1	Blue collar	10.91	94.11	4.78	6.50	14.55	130.85 ***
2	White collar	179.7	183.28	331.58	219.93	146.62	881.41 ***

P=0.05, 0.10

3. CONCLUSION

Ageing is a common natural phenomenon that comes with opportunities and difficulties. The aging population in India is growing substantially and the proportion of elderly who work after retirement has also increased. The survival of aging has become challenging which forces elderly to earn and live with an option of post-retirement jobs however with one or more other reasons. As a result, they are prone to face difficulties in the work place that takes toll on the health of the working elderly. Enjoying work is the most important factor in continuing to work after retirement. Elderly follow normal work routines and enjoy socializing at work. Another purpose is to either provide financial support or

profit to the family. It is also considered as a reason to stay health and fit to continue working after retirement. They believe that staying home or refusing to go to work can be detrimental to their physical and mental well-being. Gender has a great impact on the decision to work or not to work during post-retirement phase. In India, a woman assumes various gratuitous duties throughout her life, such as wife, mother, and house wife, which is her major stereotype role. Paid work is a double burden as well as a part-time job for the majority of Indian women. While, men are considered to be the prime source of household income. So when a woman retires, she does not lose her identity or her place in society and has many other responsibilities to keep her busy, such as caring for her home and grandchildren. As a result, retired women are choosing not to work, but instead to relax or pursue other religious/social goals. However, with irrespective of gender, Aging population is an asset for any kind of nation.

3.1 Implications

The familial and societal socio-cultural values pertaining to elderly must be preserved and transferred to the next generation which would prevent elderly from risky and tainted life.

The social security measures provided by government must be easily accessed without bureaucratic hurdles. This would enable economically backward, destitute, widows, widowers and childless elderly to attain the benefits during the old age life.

Based on changing life style of the elderly, awareness on saving scheme must be enforced to plan for healthy, honoured and restful retired life.

Society must inculcate a cultural practice in each and every old age person to plan the elderly life in terms of finance, social support and health for a self-reliant life as far as possible.

Government must introduce measures for secured elderly life which would reduce postretirement jobs. Decline of post- retirement jobs would pave way for youth employment that can compete with present science and technology. This leads the elderly to disengage andyouth to engage, be responsible to care for their elderly parents. Therefore, it is duo beneficial.Awareness must be created on welfare of senior citizens and family maintenance act 2007 to prevent the elderly from abuse and retrieval of property to lead a better life.

Community-based integrated care strategies must be developed with an effective coordination and long-term care systems, and they must be tailored to the needs of senior citizens.

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Author Contributions Statement

Name of Author	C	M	So	Va	Fo	I	R	D	O	E	Vi	Su	P	Fu
Dr. Kavitha Vrs	✓	✓	✓	✓		✓		✓	✓	✓	✓			
Suryara Pbha K.		✓	✓	✓			✓	✓			✓	✓		✓

C : **C**onceptualization
M : **M**ethodology
So : **So**ftware
Va : **Va**lidation
Fo : **Fo**rmal analysis
I : **I**nvestigation
R : **R**esources
D : **D**ata Curation
O : Writing - **O**riginal Draft
E : Writing - Review & **E**diting
Vi : **Vi**sualization
Su : **Su**pervision
P : **P**roject administration
Fu : **Fu**nding acquisition

Conflict of Interest Statement

The authors declare that there are no conflicts of interest regarding the publication of this paper.

Informed Consent

All participants were informed about the purpose of the study, and their voluntary consent was obtained prior to data collection.

Ethical Approval

Not Applicable.

Data Availability

The data that support the findings of this study are available from the corresponding author upon reasonable request.

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