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Opinion of the Aged towards the Employment and their Priorities

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Abstract

The Madrid International Plan of Action on Ageing (2002) adopted during the second world assembly on ageing highlighted the need to consider older persons in development planning, emphasizing that older persons should be able to participate in and benefit equitably from the fruits of development to advance their health and wellbeing and the societies should provide elderly friendly environments for them. The elderly should also become the part of the workforce and the governments should also design innovative policies and public services specifically targeted to older persons, including those addressing, inter alia, housing, employment, healthcare, infrastructure and social protection. In the light of the above, an attempt has been made in this paper to identify the opinions of the aged towards the employment and their priorities

Keywords: *Elderly, Employment and priorities of employment, empowerment of elderly, healthcare, older persons*

Introduction

Population ageing is a global phenomenon. With the passage of time, every country in the world is experiencing growth in the size and proportion of older persons in their population. Population ageing is an inevitable demographic reality that is associated with improvements in health and medical care system. With longevity and declining fertility rates, the population of older persons (60 years and above) is growing faster than the general population globally. This phenomenon is known as population ageing. When population age increases rapidly, this has implications on the socio-economic and health status of the elderly. (MoSPI, 2021)

India is undergoing a rapid demographic transition, with the elderly population (60 years and above) projected to more than double from **100 million in 2011 to 230 million by 2036**. This evolution indicates that by 2036, nearly one in seven Indians will be aged 60 years or older, representing a fundamental restructuring of the country's population composition. Keeping this transition in mind, India has adopted multiple policies, programmes and legal provisions to address the challenges arising from declining fertility and rising life expectancy rates. (PIB, 2025).

According to the Report of the Technical Group on Population Projections for India and States 2011-2036, there are nearly 138 million elderly persons in India in 2021 comprising of 67 million males and 71 million females. It is interesting to note that upto Population Census 1991, the number of elderly females exceeded the number of elderly males. However, in the last two decades, the trend has been reversed and the elderly males outnumbered the elderly females. Further, it is projected that the number of elderly females will exceed the number of males in 2031. As per the Report of the Technical Group on Population Projections for India and States

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2011-2036, an increase of nearly 34 million elderly persons was seen in 2021 over the Population Census 2011 and is further expected to increase by around 56 million elderly persons in 2031. An increasing trend in percentage share of elderly persons to the total population of India is observed since 1961. In 1961, 5.6% of the population was in the age bracket of 60 years or more, the proportion has increased to 10.1% in 2021 and further likely to increase to 13.1% in 2031. A similar trend has also been observed in rural as well as in the urban areas. (Report of the MoSJ, 2021).

As per the reports and census records and projections it is clear that the issue of the ageing is a global phenomena and affects the national development particularly the GDP of the country as if they are idle. Hence, it is understood from various studies that they do face several problems regarding health, sustainability, economic etc., due to the ageing. Hence it is considered by the Government of India to involve them in some of the leisure time activities to sustain their mobility and to reduce some of the health problems due to limited or no mobility. Further, it is suggested to make these activities as income generated, the economic problems of the elderly will also be reduced. Hence, an attempt has been made in this paper to identify the opinions of the elderly towards employment and their priorities and an attempt has made to review the past researches on elderly.

Review of Related Research

Sarmah (2014), Lakshmi Devi and Roopa (2013), Maharana (2013), Pandya (2012), Jee (2012), Rajan and Mishra(2011), Lee (2010), Nasreen (2010), Chadha NK (2009), Sreerupa (2006), Pappathi (2005), Tang, et al. (2004), Batra (2004), Ramamurthy (2003), Psychaiat (2003) also Raju (2002), SivaRaju (2002), Soneja (2002), Szinovacz (2002), Help Age India (2001), Shyam (2000), Vijaya Kumar (1998), D. Uma Devi (2021), M. Sucharitha (2019) have conducted on several issues of elderly and their problems.

The review also suggested that though there are plenty of studies existing in the field of gerontology, still needed studies, particularly to identify the day-today problems of the elderly and the ways and means for their income generation. Hence, the present study has been undertaken with the following objectives.

Objectives

1. To study the profile of the retired employees
2. To study the leisure time and activities during post retirement of the retired employees
3. To study the availability of the leisure, leisure time activities of the retired employees
4. To study the opinion of the retired towards the work involvement and their priority of work
5. To study the opinions of the retired towards work participation after retirement.
6. To study the work allocation to the retired by their family members
7. To elicit the suggestions for those who are willing and not willing to work after retirement

Construction of the Tool

In order to study the leisure time activities of the aged, information was elicited from the aged about the utility of leisure time, before their retirement and after retirement. Further, their opinion towards the work culture, preferred work, quality of performance of the given task, usage of the leisure time, need for leisure time activities, extent of performance of the work, training for leisure time activities, preference of the company etc.,

With regard to the opinion of the aged towards the work culture information was elicited on need for the work for the aged, type of work that they can undertake, their willingness to work, type

of domestic work they are involved, opinion towards the compulsory retirement, re-employment and their suggestions towards the aged who would like to get re-employment.

The draft schedule was constructed based on the above items. The schedule thus prepared was presented to a panel of five experts on aged and requested them to go through the items and suggest for its improvement. The suggestions of the experts were carried out and modified some of the items to make them sharper to elicit the required information. Again the modified version of the schedule was administered to a sample of the 20 aged and responses were analyzed to see the extent of the workability of the schedules in generation of the information. Wherever, the items which were not able to generate the required information were again modified.

Locale and Sample of the Study

The Chittoor district was comprised with 3 revenue divisions with 66 mandals. Among the three revenue divisions, viz., Chittoor, Madanapalle and Tirupati, Tirupati Revenue Division was selected randomly for conducting the study. The Tirupati is one of the biggest urban area in Tirupati Revenue Division. There are number of educational institutions and industrial establishments. Most of the aged in this division are either agriculturists, retired employees and may be working in service oriented organizations. Keeping in view of the objectives of the study, the sample was drawn from the section of retired employees. Among the retired employees, 100 retired employees of various categories were selected randomly as sample of the study. Hence, the sample constitutes 100 retired employees based in Tirupati.

Administration of the Schedule

The retired employees normally assemble in groups in the evenings at west railway station, annamacharya mandiram, near TTD administrative office, Mahati auditorium, SVU Stadium etc., either for evening walk or for recreating themselves. The schedule thus prepared was administered to the retired employees by the investigators individually. Before administering the schedule, the investigators have introduced themselves to the aged and explained about the objective of the study, contents of the schedule and the way in which they have to respond to the items. In majority of the cases, the aged themselves have filled the schedule by getting clarifications from the investigators. However, in case of the aged who could not write themselves, the investigators have read out the items of the schedule to the aged and responses were recorded in their verbatim. It has taken about one hour to fill the schedule. Most of the time was used by the aged to recollect and to talk on the items included in the schedule.

Analysis of the Data

The data that was collected from the aged was of descriptive in nature and the qualitative analysis was adopted for analyzing the data. Hence, no statistical techniques have been used. The data was pooled, classified and percentages were calculated for the items to draw the inferences.

Findings of the Study

1. Profile of the Sample

The sample selected for the study is heterogeneous in nature and drawn from various sections of the population and also with varied backgrounds. As the sample is heterogeneous, it is planned to profile the sample based on their background characteristics to understand their heterogeneity. The sample were classified into different groups and presented in the following table.

Table No. 1. Personal characteristics of the aged

S.No	Character	Groups	N	Percentage
1	Sex	Male	92	92.00
		Female	8	8.00

2	Age (in years)	< 65	61	61.00
		66-70	30	30.00
		71 and above	9	9.00
3	Caste	OC	47	47.00
		BC	44	44.00
		SC	7	7.00
		ST	2	2.00
4	Education	Below SSC	41	41.00
		Inter	20	20.00
		Graduation and above	39	39.00
5	Occupation	Employed	40	40.00
		Family occupation	40	40.00
		Idle	20	20.00
6	Annual Income	< 60,000	27	27.00
		61,001-70,000	22	22.00
		70,001 & above	51	51.00
7	Marital status	Yes	99	99.00
		No	1	1.00
8	If married	Living with spouse	97	97.00
		Separated	2	2.00
9	Living	Separately	45	45.00
		with children	55	55.00
10	How many children	Female		.00
		Male		.00
11	Children information	Married Female		.00
		Married Male		.00

The background characteristics of the aged presented in the table shows that 92 percent of the sample selected for the study are men and 8 percent of them are women. In terms of age, 61 percent of them have represented from less than 65 years, 30 percent in the age group of 66-70 years and 9 percent of them belongs to the age group 71 and above years. The community representation of the sample revealed that 47 percent belong to forward caste followed by backward caste (44%) and scheduled Caste (7%). The representation of the scheduled tribes is limited to 2 percent only. The educational background of the retired employees shows that 41 percent of them have possessed SSC and less qualification followed by graduation and above (39%). One fifth of the sample represented with intermediate qualifications. The level of the employment of the retired persons shows that majority of them (40%) are from re-employed and an equal number of them were involved in family occupations and one fifth of the sample are idle and not working anywhere. The annual income of the sample shows that 51 percent of the sample has more than Rs. 70,000/- income per annum followed by 27 percent with less than Rs. 60,000/-. Further, 22 percent possessed an income ranged between Rs. 60,000/- to Rs.70,000/- per annum. Except one, all of them are married and possessed with children.

2. Pre-Retirement Status

A. Occupation and Income

The pre-retirement status in terms of occupation and monthly income reveals the status enjoyed by the sample. As a result of retirement, there will be an alternation in their status. In order to know their earlier status, they were asked to indicate their position before retirement. The information presented in the table shows that an equal number of the sample were served in the category of class III and less status jobs and middle ranked positions respectively. On the other hand, one fifth of the sample have served at the higher positions. This clearly shows that the sample selected for the study have a good employment and they might have contributed their might for the jobs.

Table 2. Pre-retired occupation and income status of the aged

S.No	Character	Groups	N	Percentage
1	Occupation	< than class III	40	40.00
		Middle level	40	40.00
		Higher positions	20	20.00
2	Monthly Income	< 10,000	32	32.00
		10,001-20,000	54	54.00
		20,001 & above	14	14.00

The monthly income during their pre-retirement shows that majority of them earn between Rs. 10,001/- to 20,000/- per month and 32 percent of them had less than Rs. 10,000/- as their income. On the other hand, 14 percent had more than Rs. 20,000/- as their income per month. The above clearly shows that the aged selected for the study had a good life in terms of status as well as in terms of income.

B. Leisure Time

As majority of the sample selected for the study have served in different capacities viz., clerks, teachers, constable, post man, lawyer, engineer, teacher, airmen, driver, soldier etc., in different departments such as banks, police, railways, health, post office, education, engineering, telecom, armed forces etc., In view of their heterogeneous departments and occupations, they were asked to indicate the availability of leisure time during their employment tenure. The responses show that 78 percent of the sample indicated that they could not find leisure time during their tenure. However, 22 percent have revealed that they had some leisure time. In order to understand the usage of leisure time by the sample during their employment tenure, they were asked to indicate how they have utilized. The responses show that majority of them have spent their time through reading, domestic work, kitchen gardening, part time business, meditation and spent their time with family members.

C. Planning for Post –Retirement

The sample (56%) has indicated that they have pre-planned for their post retirement and 44 percent indicated that they have not planned for it. The post retirement activities planned by the sample are presented in the following table.

Table No. 3. Post retirement plans perceived by the aged

S. No	Post retirement plans	N	%
1	Re-Employment	25	25.00
2	Pilgrimage	10	10.00
3	Business	14	14.00
4	Visits to Friends	31	31.00
5	Rest	10	10.00
6	Playing games	5	5.00
7	Reading and teaching	15	15.00
8	Social works	13	13.00
9	Spiritual preaching	13	13.00
10	Cultivation	23	23.00
11	Travel for sight seeing	11	11.00
12	Music	10	10.00
13	education of the children	31	31.00

From the above table, the post retirement plan of the sample before their retirement shows that majority of them have planned to spend their time by visiting their friends (31%), concentrate on the education of their children (31%), re-employment (25%), cultivation (23%), reading and teaching (15%), social work (13%), spiritual preaching (13%), business (14%), travel for sight seeing (11%), listening to music (10%) and an equal number of them wants to take rest. This clearly shows that majority of them had their own plans for their retirements.

D. Utility of Leisure Time

In order to understand the activities of the retired, they were asked to indicate how they are spending their leisure time. The response pattern shows that 41 percent of them have indicated that they are spending their leisure time to carry out the domestic work followed by social work, business and also working on part time basis. Contrary to the above, ten percent of them indicated that they are taking rest.

Table No. 4. Leisure time activities of the aged

S. No.	Activities	N	%
1	Part time job	27	27.00
2	Domestic work	41	41.00
3	Rest	10	10.00
4	Social works	34	34.00
5	Business	24	24.00
6	Agriculture	22	22.00
7	Education of the children	33	33.00

E. Present Employment

Eighty percent of the sample has revealed that they are not working on regular basis. On the other hand, 20 percent of them indicated that they are employed on regular basis. The nature of the jobs that they have taken up shows that forty percent of them have engaged in the TTD, the local temple administration followed by security guard and teaching.

This clearly indicates that the aged have not tied up with any regular job and they made themselves free to do whatever they like and to assist the family members.

F. Activities of the Aged who are not Employed

The activities of the aged who are not employed indicated that they are spending their time for domestic works, watching TV, helping the juniors in their erstwhile jobs, maintaining the agriculture, shops maintained by the family and few of them are not involved in any active works.

Table 5. Activities of the aged who are not employed

S. No	Activities	N	%
1	watching T.V	37	17
2	Domestic work	24	24
3	Looking after the business	26	5
5	Rest	16	6
6	Helping the juniors	20	10
7	Court case	1	1
8	Agriculture	19	9
10	Social works	21	1

G. Reasons for Re-Employment

The reasons revealed by the aged re-employed sample shows that they have taken up the jobs to support their family members, for time pass and to earn for their health. The reasons given by the sample clearly shows that still they have certain responsibilities towards their family and to take care of their health by earning extra money. And a few of them are taken up the jobs to spend their time.

H. Income of the Aged

The monthly income of the aged shows that majority of them have an income

Table 6. Monthly income of the aged

S. No.	Income	N	%
1	Below 10,000	73	73.00
2	10,000 - 20,000	19	19.00
3	20,000 - 30,000	8	8.00

less than Rs. 10,000/- per month and 19 percent of them have income ranging between Rs. 10,001-Rs. 20,000/-. Eight percent of them have more than Rs. 20,000/- income per month. This clearly indicates that all the sample have adequate income to lead a comfortable life.

I. Leisure Time Activities of the Peer Groups

The leisure time activities of the peer group as indicated by the aged revealed that majority of them spending their time by visiting temples, undertaking part time work, social work, domestic work, business, maintaining fast food centre, maintenance of kitchen garden, education of the grand children etc.,

Table 7. Leisure time activities of the peer group

S. No	Activities	N	%
1	Part time Job	26	26.00
2	Business	21	21.00
3	Fast food centre	18	18.00
4	Domestic work	21	21.00
5	Proper investment of money	17	17.00
6	Visit to temples	38	38.00
7	Teaching	14	14.00
8	Social work	22	22.00
9	Kitchen gardening	28	28.00
10	Education of the grand children	20	20.00

The leisure time activities of the peer group of the selected sample clearly indicate that the aged are not only spending their time fruitfully, but also contributing their might for the family and community.

J. Preference for the Work

The preferences of the aged indicates that they have given top priority for prayer (42%) followed by domestic work (38%), social work (36%), agriculture (37%), travel (31%), business, teaching and taking care of children (24%), counselling for the needy (12%), reading books (19%) etc.,

Table No 8. Preferences of the aged

S. No	Preferred work	N	%
1	Domestic works	38	38.00
2	Counselling the needy	12	12.00
3	Social works	36	36.00
4	Prayer	42	42.00
5	Travel	31	31.00
6	Reading books	19	19.00
7	Walking	23	23.00
8	Teaching	24	24.00
9	Agriculture	37	37.00
10	Business	24	24.00
11	watching T.V	31	31.00
12	Taking care of children	24	24.00

The preferred activities of the needy indicate that they would like to involve in socially productive activities and it is an encouraging phenomena on the part of the aged. It appears that the aged will show a good path for the coming generation to lead a comfortable life.

K. Quality of the Work to be Performed

In order to identify the perception of the aged towards the preferred performance of the tasks in terms of quality of the work, they were asked to indicate their level of performance. The responses of the sample shows that 86 percent of the sample indicated that they will perform a given task effectively followed by 9 percent moderately. On the

other hand, five percent of the sample indicated that their performance will be very low. Further, 86 percent of them indicated that they will perform the task given to them as indicated above. On the other hand, fourteen percent revealed that they may not live upto their own expectations. This clearly indicates that the level of confidence will be decreasing with the increase of the age.

L. Aged Opinions towards the Leisure Time

Majority of the aged are retired without any fixed responsibilities and job and they have lot of free time. Further, the family members are also not willing to assign any work, as these are the erstwhile heads of the family. Keeping this in view, the aged were asked to indicate whether they would like to utilize their leisure time fruitfully. The responses show that 83 percent of them indicated that they would like to utilize their leisure time effectively. On the other hand, 17 percent of them indicated that they are not definite in this.

On further enquiry to identify the ways and means of using their leisure time effectively, the aged has revealed the following.

Table 9. Usage of leisure time

S. No.	Use of leisure time	N	%
1	Friends	33	33
2	Domestic works	35	35
3	Reading spiritual magazines	25	25
4	Social works	29	29
5	Rest	23	23
6	Agriculture	34	34
7	Business	22	22
8	Travel	29	29

The perception of the aged towards the effective usage of leisure time, that they have revealed that majority of them would like to spend their time on domestic works (35%), friends (33%), agriculture (34%), social work (29), travel (29%), rest (23%) and business (22%). This clearly shows that the aged has a definite plan to use their leisure time.

M. Training for using the Leisure Time

Majority of the sample (65%) have revealed that they require training for using their leisure time effectively. On the other hand, 45 percent revealed that they don't require any training. The further probe with regard to the type of training required for using their leisure time are presented in the following table

Table No 10. Areas of training for using leisure time

S. No	Training aspects	N	%
1	Personality Development skills	47	47
2	Peace of mind	66	66
3	Embroidery	23	23
4	Yoga	34	34
5	Cultivation	31	31

The training areas indicated by the sample shows that majority of them need training for developing their personality, peace of mind, yoga, cultivation of the kitchen gardening

and embroidery. The type of training that they required by them is presented in the following table

Table No 11. Preferred duration of the training

S. No	Duration of the training	N	%
1	Long duration	43	43
2	Short duration	3	3
3	Part time	1	1
4	Full time	4	4
5	Nil	49	49

The preferred duration and length of the training programme by the sample shows that majority of them preferred for long duration training programmes. Further, majority of them preferred for full time training programmes. This clearly indicates that the aged has inclination for undergoing long durationed training programmes on full time basis. This may be due to the fact that the aged may be willing to spend their time effectively.

N. Availability of Leisure Time

The availability of the leisure time of the aged shows that majority of them are having five hours and above in a day followed by less than five hours in case of 39 percent of the sample. Surprisingly, 21 percent of them have revealed that they are free throughout the day. This clearly indicates that the aged have adequate leisure time. Hence, the experiences and competencies of the aged can be utilized for the furtherance of the families and society.

O. Preferential Company of the Aged

The information from the aged about their preferential company during their leisure time shows that majority of them would like to spend their time with family members (46%), family friends (40%), TV (40%), grand children (35%), meditation (28%), neighbours (26%), etc.,

Table No. 12. Preferential company of the aged

S. NO.	Company	N	%
1	Neighbours	26	26.00
2	Meditation	28	28.00
3	Grand children	35	35.00
4	Family Friends	40	40.00
5	T.V.	40	40.00
6	Family members	46	46.00

P. Leisure Time Utilization of the Aged

In order to understand the leisure time utilization pattern of the aged, the information was collected from the aged about the way in which they utilize the leisure time from morning to bedtime. In order to bring out the leisure time activities of the aged, the day of the time was divided into four categories viz., morning to 9 AM, 9 AM to 1 PM, 1 PM to 5 PM and 5 PM to bedtime. The utility of the leisure time for performing various activities by the aged was brought out and categorized according to the above classification and presented below.

The time utilization pattern of the aged indicated by the sample reveals that during morning time, majority of them are spending their time in prayer, reading of newspaper followed by personal works, gardening, walking, watching TV etc., In case of 9 AM to 1 PM, again majority of them are spending their time in reading the paper, watching TV, social work, shopping, visiting friends, business, domestic work etc., In the afternoon between 1 PM to 5 PM majority of them are taking rest followed by domestic work, business, child care and attending their jobs. In the evening again aged preferred to watch TV followed by domestic work, walking, meditation and some of them are spending their time for providing free tuitions to the neighbouring children. The time spend by the aged at different intervals of time shows that most of them, they are involved in unproductive work except in few cases, where they are involved in the domestic work or business. In other words, the energies and competencies of the retired persons have to be channelized so as to derive benefits to the society. Or otherwise, the human resources that have been groomed over a period of time will go a waste.

Table No. 13. Utility pattern of the leisure time by the aged

S. No	Timings	Activities	N	%
1	Morning to 9 AM	Prayer to God	44	44.00
		Newspaper reading	44	44.00
		Personal works	38	38.00
		Watching TV	15	15.00
		Gardening	21	21.00
		Walking	37	37.00
		Dropping the children at the school	21	21.00
2	9 AM to 1 PM	Duty	15	15.00
		Paper,	37	37.00
		TV	37	37.00
		Social work	26	26.00
		Shopping	22	22.00
		Pooja	12	12.00
		Visiting friends	16	16.00
		Sleeping	11	11.00
		Teaching	10	10.00
		Business	26	26.00
		Cultivation	16	16.00
3	1 PM to 5 PM	Domestic work	28	28.00
		Duty	19	9.00
		Rest	70	70.00
		T.V	10	10.00
		Childcare	20	20.00
		Business	23	23.00
		Domestic work	26	26.00
4	5 PM to bedtime	Watching T.V	60	60.00
		Duty	11	11.00
		Walking	17	17.00
		Meditation	12	12.00

		Domestic work	23	23.00
		Free tuitions	11	11.00

Q. Opinion towards the Work Participation by the Aged

The responses of the aged clearly indicate that 61 percent of them felt that the aged should work even after 60 years. On the other hand, 38 percent indicated that there is no need for the aged to participate in the world of work.

R. Reasons for Work Participation of the Aged

The reasons attributed by the sample towards the need for work participation of the aged are presented in the following table.

Table 14. Reasons attributed by the sample towards the need of the work participation of the aged

	Reasons for work participation	N	%
1	Time-pass	29	29
2	To assist the family	32	32
3	Helping others	21	21
4	To maintain health	30	30
5	Do something	12	12
6	Social work	11	11
7	Not to become lazy	10	10

The reasons attributed by the sample towards involvement of the aged in the work participation shows that in majority of the sample opined that the aged should be involved in the work due to the pressure from the family members to do something and to maintain their health status. Further, they have also felt that the social work, time passing, helping others, to avoid idleness are some of the important reasons. This clearly indicate that the aged are of the opinion that the retired should also be involved in the work not only to maintain themselves, but also to safeguard the needs of the family members.

S. The Reasons Attributed by the Sample Who Felt not Necessary to Aged to Work

In order to find out the opinions of the aged towards work involvement after retirement, they were asked to indicate why the aged should not participate in the work. The reasons provided by them are presented in the following table.

Table No 15. Attributed reasons for refusal towards work participation

S. No.	Reasons	N	%
1	To concentrate on Social work	11	11.00
2	To maintain good health	12	12.00
3	Rest	24	24.00
4	Peace of mind	26	26.00
5	To lookafter the domestic work	32	32.00
6	To take care of the Children	36	36.00
7	To provide opportunities for younger	41	41.00

The sample felt that the aged should not participate in the work mainly to provide opportunities for the younger generations, to take care of the younger children at home, to look after the domestic work, to maintain the peace of mind, to take rest after a long spell of work, to maintain good health at the old age and to concentrate on the social work. The reasons attributed by the sample for non-involvement of the retired people in the work have some sense. This should also be kept in view while creating opportunities for the aged.

T. The Nature of Work that can be Done by the Aged

In the opinion of the sample, the retired employees can normally take up small works followed by counselling to the others, house keeping, reading of spiritual books, take care of the children, maintain their health and undertake agricultural works. In other words, the sample was of the opinion that the aged can also take up all the activities without any reservation.

Table No 16. Nature of work to be taken up by the aged

S. No	Nature of work	N	%
1	Small works	63	63
2	Counselling to others	14	14
3	Household works	15	15
4	Reading spiritual magazines	24	24
5	Child care	21	21
6	Health care	22	22
7	Agriculture	12	12

U. What do they like to do

The sample were asked to indicate what do they like to do normally. The responses of the sample shows that they preferred to perform the activities like small and light activities, counselling others, perform social work, reading spiritual books, chat chatting with the peer group, to take care of the children, agriculture, roaming etc.,

Table No. 17. Preferred activities of the aged

S. No	Preferred activities	N	%
1	Small and light works	48	48.00
2	To give speech	23	23.00
3	Social work	47	47.00
4	Reading spiritual books	32	32.00
5	Roaming	12	12.00
6	To care of children	23	23.00
7	Cultivation	32	32.00
8	Domestic work	32	32.00

V. Nature of Domestic Works Performed by the Aged

The services of the aged are being used in the domestic sector. Keeping in view of this, an attempt has been made to elicit the areas where the services of the aged have been used in domestic sector. The areas provided by the sample are as follows:

Table 18. Domestic activities performed by the aged

S.No	Areas	N	%
1	Market	42	42.00
2	Kitchen Gardening	29	29.00
3	Households works	41	41.00
4	Helping children's education	45	45.00
5	Childcare	24	24.00
7	Guarding the house	21	21.00
8	Escorting the children to the school	20	20.00

The areas identified the aged is an indication about their involvement in various spheres of domestic activities. In majority of the cases, the services of the aged are being used domestic purchases like consumable and vegetables etc., Further, their services are being used in the household works, child care, kitchen gardening, guarding the house, escorting the children to the school and back etc.,

W. Assignment of Domestic Responsibilities

The samples were asked to indicate whether their family members assign any work to them. The responses of the aged shows that 67 percent of the sample indicated that their family members do not assign any work to them. On the otherhand, one third of them indicated that they were assigned some domestic responsibilities by the other members of the family. On the whole, it appears from the above that the aged with or without any assigning any responsibilities from the family members, they themselves are carrying out some domestic works and helping their children or family members.

X. Opinion of the Aged towards the Compulsory Retirement

The opinion of the sample towards the compulsory retirement was elicited and found that one third of the sample felt that due to the compulsory retirement, those who are capable of working also losing their opportunity to work. On the other hand, 67 percent of the sample felt the otherwise. In other words, the retired employees are also of the opinion that they should pave the way for younger generations to enter into the world of work. On further enquiry about their opinion towards the suitable age of retirement shows that one third of them felt that it should be more than 65 years and 20 percent felt that it should be 63 years and rest of them felt that age should not be the criteria for retirement, but performing the task should be taken as criteria for retirement. It clearly shows that the aged were in the optimistic view that people should be allowed to work till they discharge their responsibilities effectively. At the same time, it also implies that those who are not capable of working can also be retired before attaining the retirement age.

Y. Opinion towards Re-Employment of the Aged

The opinion of the sample towards re-employment of the retired will deter the employment opportunities of the younger shows that 83 percent of the sample have indicated that the re-employment will affect the employment opportunities of the younger generations and 17 percent felt that it will not affect their future. The above clearly indicates that the retired sample concern about the employment of the younger generations. At the same time, a small section of the sample also feels that their services are also required to guide their future.

Z. Suggestions for those Willing to Re-Employ

The suggestions of the sample for those willing to re-employ shows that there is no wrong

for the retired to work, guide the juniors in their work, support the family, spending the time fruitfully, maintain the quality of work, work on par with the regular employees etc., Further, the suggestions for those who are not willing to re-employ shows that the retired can take care of their health, support the family members, assist the children in their occupations, counsel the juniors, share the experiences with others, develop good contacts with the peer groups etc., The suggestions provided by the sample for both categories clearly shows that the experiences of the retired should be shared with others, assist the family members and other professional colleagues in performing their tasks. In other words, the sample were of the opinion that the retired should not be idle, but for contribute for the development of the society.

Conclusion

From the study is understood that the employment for the elderly need to be so flexible and may be used for work from home. More and more social security systems or programmes need to be coined and implemented for the benefit of the elderly and for maintaining the better living standards. Awareness need to be inculcated among families about the problems of ageing as one day they will also become the aged and they should help the elderly in their families to take up some pretty businesses or job works which could be done from home. The healthcare facilities for the aged should also be promoted. This will promote the leverage of human capital which is necessary for enhancing the GDP of the country. The policies for gender friendly and elderly friendly need to be coined and implemented for including them into the workforce.

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