



CHAPTER - 2

REVIEW OF LITERATURE

This chapter will provide a background to and a context for the investigation of the topic of silver workers working post retirement, which is of key importance in the present-day industrialized world that is facing a rapidly aging population and concomitant labour force shortages, through a review of relevant literature. The review conducted aimed to identify research that examined the reasons of working beyond retirement. In this study retirement age is defined as the accepted retirement age in the country where the study took place. This is generally the age at which individuals become eligible for the state pension. This chapter is having exclusive studies which compared retired people and people employed over traditional retirement ages to focus specifically on the effect of working beyond the normative retirement age.

The present study therefore aims at studying the reasons why elder work after retirement. The study limits its scope to elderly people in India, several studies are conducted on various issues concerning society, culture, economies, politics, and health etc. In society the area of social life, good attention is paid to issues concerning women and children. But it's regretting fact that elderly have received scant attention from researchers and as a result, not many researches are conducted focussing on their issues. One may call it lack of sensitivity of the Indian society to their elders or neglect paid to elders in a society once they cease to be productive member in a society. The reason may be whatever, it is hardly noticed that elders in our society suffer neglect and helpless and their expectations are not duly attended. Government and public agencies like non government organizations etcetera do not appear to carry out social responsibilities about them. The result is that a few studies are available on elderly people. Against if, there are many other countries who display sensitivity to elders.

It is witnessed universally that for ages the sense of politics that is implied in popular expressions "Right is Right" and survival remains the reality for all living beings. In the context of the human history, politics prevails in a form of tug of war between two



sections the powerful and weak. These two groups are constantly at strike for advantage over each other and the weak are always losing to suffer derivation this occurs at different grounds like social, cultural and political. At social level, the weak who suffer include the old, women and children popularly known as the weaker sections. These humans are easily exploited to their helplessness described as beautiful losers: old or elderly people form a sizeable part of beautiful losers in human society.

In India several studies are conducted related to health status, recreation, but very few studies have been carried related to reasons of elderly working after retirement; consequently significant numbers of studies are carried out in foreign countries which have relevance to the elderly, specifically to the present study. The literature related to the available research studies is reviewed for the purpose of preparing a ground for the present study. The review is presented under following heads

2.1 Studies Related to Reasons of Silver Workers to Work after Retirement

2.2 Studies Related to Employment Status of Silver Workers

2.3 Studies related Factors Influencing Silver Workers to Work beyond Retirement Age

2.4 Studies Related to Employers Perspectives Towards Recruiting Silver Workers

2.5 Studies Related to Perceptions of Silver Workes Related to Retirement

2.6 Studies related to Problems of Silver Workers Working Beyond Retirement Age

Total Studies:



Years: 2002 to 2010

The purpose of this kind of presentation of the available literature is to prepare useful ground for the present study with due classification on the related aspects and issues. It may help correct understanding of the issues that are dealt in the present study. Further some of the heads above mention one phrase “silver workers. It refers to elderly people who work after retirement some of the research studies conducted abroad focus chiefly on some of the compel elders to work after retirement. They arose of the factors such as demographic factors, lack of information, and attitude and interest level on part of elders. The studies summarized below will explain he reasons in the light of these factors.

2.1 Studies related to Reasons of Silver Workers to Work after Retirement

Brown et al., (2010) conducted a research study on “Working in Retirement: A 21st Century Phenomenon”. The main aim was to define what it means to be working in retirement and how employers might best meet the needs of elderly, to the advantage of workers and of the employers themselves. The sample of the study involved 1,382 participants aged 50 and older. The data collected by the FWI’S nationally representative study of the U.S was used for the study.

The major findings of the study revealed that 75 percent of workers who aged 50 years above expected to get post retirement jobs in future. Further it was observed that people worked after retirement for variety of reasons, which included one to avail opportunity to earn more money with which they could have more comfortable life in retirement and because they would be bored if they were not working. Those working

in retirement were highly satisfied .They could keep them engaged in their work. They even rated their workplace more positively than those who were not yet retired.



A significant number of such employees showed preference for transition to self employment as retirement jobs. While those worked in retirement worked for a fewer hours, on an average than those who were not yet retired. Majority of elders working in retirement have reported working full time and they wanted to work for the same or even more hours.

Finally the study suggested that these working retirees represented a new paradigm for thinking about work throughout an individual's lifespan in terms of flexible careers. Flexible careers is supposed to recognize that people's values, needs and aspirations with respect to work change as individuals move through different life stages .It may allow multiple exit and re-entry points.

(<http://familiesandwork.org/site/research/reports/workinginretirement.pdf>)

Dittrich, Busch and Micheel (2008) conducted a study on “Working beyond retirement age in Germany: The employee's perspective”. The aim of the study was to focus on old person's willingness to continue working after reaching legal retirement age. The sample survey was conducted by the Infratest in Germany with 1,500 employees (blue collar workers, white collar workers and civil servants) they were of the age between 55 and 64 years. The variables of the study included gender, job status, job demand, job reward, job position, working time, family Income, size of a company, health, expected work ability, and specifically motivation worth willing for a prolonged working life.

The findings of the study revealed that factors related to desire to continue working indicated to a family income. Lower income would arouse higher desire to continue working. Further smaller would be the firms size the higher would be desire to continue working; work classification would also count as important factor. There was also non-linear interaction effect for work hours. The positive effect of work motivation on work ability was strongest for those respondents who were working part time. (http://economicscience.net/files/Working%20beyond-retirement-age-in_Germany_20-10-10.pdf)



Ling and Fernandez (2006) conducted a study on “Labour Force Participation of Elderly Persons in Penang”. The main objective of the study was to examine demographic and socio-economic profile of the elderly and the factors that influenced the labour force participation of senior citizens i.e. the choice to be “in” or “out” of the labour force. The sample of the study comprised of 328 respondents of the age falling between 55 and 89 years. The sample selected for this study consisted of 142 respondents who participated in the labour force, whereas the remaining 186 respondents did not form a part of labour force. The sample consisted of individuals of different races in the state of Penag. So the questionnaire was prepared in two languages i.e. English as well as in mandarin, a language spoken pre-dominantly by the Chinese population in Penag .Two types of sampling namely purposive and opportunity sampling were used to identify possible participants who were over an age of 55. The variables to study included the factors like (i) demographic factors like age, gender, marital status, number of children and race, (ii) human capital variables like education level and health status, (iii) work-related variables such as sector of employment, individual’s former employment status and spouse’s labour force participation status and (iv) financial considerations which would include spouse’s monthly income, financial security that was derived from non-labour income and also monthly expenses.

The findings in this study indicated that gender, high monthly expenses, previous employment status of an individual and the spouse’s labour force participation status had significant positive relationship with the labour force participation. The human capital variables like education and health were positively related to the labour force participation but were statistically insignificant. The factors which had a significant negative relationship with the labour force participation of the elderly were age, spouse’s income, financial security and low monthly expenses.

http://www.globalresearch.com.my/proceeding/icber2010_proceeding/PAPER_138_LaborForce

Abraham and Houseman (2004) conducted a study on Work and Retirement Plans among Older Americans. The aim of the study was to examine factors that influenced work and retirement plans of older Americans’ and also to know whether or not these plans were realized. The analysis was based on the data received from the HRS; .The study was conducted as a panel study that included representative



samples of Americans who were born between 1931 and 1941. The panel members were interviewed biennially since 1992. The analysis was restricted to those individuals who were working for at least 20 hours per week and at least for 1,000 hours in a year at the time of the survey, and these claimed significant labour force attachment.

The findings of the study revealed that good number of people expressed interest in working at older ages. Among elderly interviewed for the survey quarter planned to stop work altogether and 18 percent planned to reduce hours of work. A need to change jobs was felt a major obstacle by older Americans who sought to reduce their work hours and remain employed. While nearly as many older working Americans said that they had plans to reduce their work hours and even to retire fully.

The study also reported that elderly might have faced substantial barriers in changing jobs. They are mainly age discrimination in employment and lack of information about job opportunities and also options for skills training. In this scenario, policies framed to eradicate age discrimination may provide information on employment and training opportunities. It may also increase possibility of job transitions. It thus, exert positive effects about employment among seniors.

2.2 Studies related to Employment Status of Silver Workers

Yesudian and Singh (2009) conducted a study on Working Elders in India: A Gender Specific Situation Analysis. The objective of this study were, to study the trend of elderly population's work participation in India, to study the pattern of work participation among the elders in India and its various regions, and to explore the demographic and socio-economic characteristics of these working elders.

The first objective various sources of information such as Census 2001 and 61st National Sample Survey were used. The 61st round of NSSO survey focused on employment and unemployment situation in India. It was conducted from July 2004 to June 2005 covering 1,24,680 households comprising of 79306 from rural and 45376 from urban areas. Some socio-economic characteristics of the aged were also used from NSSO 60th round data. The NSSO survey covered all the regions of India, with the exception of some interior areas of Nagaland and Andaman and Nicobar Islands, and Leh (Ladakh) and Kargil districts of Jammu and Kashmir.



Individuals aged 60 and above were considered as elderly in this study. In India the retirement age for formal or organized jobs for central and state governments varies from 55 to 60. Work participation according to Indian Census is defined as ‘participation in any economically productive activity with or without compensation, wages or profit.

Findings of the study revealed that more than half (51.8 percent) of the elderly population in India depends on someone economically. Among them majority (77.9 percent) depends on their own children. Economical dependency is high (73 percent) among elderly women, both in rural as well as in urban areas. Schedule tribe (ST) elderly men and women are much more involved in labour force than the other ethnic groups. At the national level the work participation rate is declining. However, female work participation is increasing for elderly women. Age-specific work participation rate highlights, the higher proportion of economically active male workers in the 60-65 years age group. Hence this study has explored the elderly person’s work participation over the decades and also explored the background characteristics of these elderly workers. It also found some determinants which contribute to gender-specific work participation in old age

Giang and Pfau (2006) conducted a study on a gender perspective on elderly work in Vietnam. The main objective of this study was to examine the current status and determinants of employment for the Vietnamese elderly.

The sample of the study consisted of 39,071 people in 12,020 household, in which the number of elderly people and the household were 3,865 and 2,883 respectively. Summary was carried out to collect the data. The survey is organized by household, but it also included some characteristics for individuals in the household, such as age, gender, relationship to the household head, marital status, working status, wage or salary, health, and educational attainment. Variables of the study included working status, age, marital status, and educational level, and the household characteristics include residential areas, residential regions, household living arrangements, household composition, household income quintile, as well as receipt of social security benefits and remittances.

It was evident from the findings of the study that 44 percent of the elderly were working in 2006. The propensity of males to have higher employment rates was



found across all the category groups. Majority of the elderly were living with their children on the other hand 22 percent of the elderly were living in the household with only elderly (including elderly living alone). The findings further showed that elderly living in the household receiving social security or remittances generally had lower rates of employment than did non-recipients for both genders. There was higher tendency to work at a statically significant level among younger elderly, married elderly, elderly in centre regions and rural areas, elderly in houses holds with less working aged people, elderly in low income households and elderly in households not receiving social security.

Characteristics which do not play a significant role for both genders include educational level and remittance receipt. The study was concluded pointing that elderly were left behind with more responsibilities under limited social and financial sources, which in turn may force them to work in order to earn a living. (http://mpira.ub.uni-muenchen.de/24946/4/MPRA_paper_24946.pdf)

Delong (2006) conducted a study on “The Paradox of the ‘Working Retired’ – Identifying Barriers to Increased Labour Force Participation for Elderly in the U.S.”. The main aim of the study was to assess any real changes in the labour force participation rate over time and state of the aging workforce today. The sample of the study consisted of 2,719 respondents in the age group of 55 and 70. The study was conducted during the first quarter of the year 2006. It consisted of an interactive online survey fielded by the zoby international.

The findings of the study revealed that, overall 38 percent of the respondents were retired and were not working for money, or they had not worked outside the home earlier for almost 15 years. This group included about 15 percent of the respondents in the age of 55-70 years. These persons were availing retirement benefits, and also either returned to the workforce or were actively searching work.

It was revealed from the study that the respondents having an age between 55- 59 years complained about “age bias” for about 39 percent of the time, whereas those in the age of 60-65 years –olds and 66-70 years olds identified age bias as mere a barrier for about 42 percent and 60 percent of the time respectively.



Those who were currently in the workplace who were about 72 percent and in the age group of 55 to 59 called work as need for raising “income to live on” as primary reason for working. This group was followed by those who expressed it as the desire to “maintain lifestyle (43 percent) and “build additional retirement savings” (41 percent). Among those of 60 to 65 years, a need for “income to live on” (60 percent) was still the most frequently mentioned reason for working.

What followed this reasons was a shift in priorities which appeared as the desire to “stay active and engaged” (54 percent) and “do meaningful work” (43 percent), these reasons were in second and third places. Elderly who were 66 to 70 year old, this shift in priorities was merely dramatic, with 72 percent of them who said like “want to stay active and engaged” as the most frequently mentioned reason for working. The second choice for them was “want the opportunity to do meaningful work” (47 percent) and third choice was like “enjoy social interaction with colleagues” (42 percent). A choice like “Need income to live on” trailed a fourth place and it was given by 37 percent of those 66 to 70 years’ olds.

The findings further revealed that majority of all three groups made it clear tht they were interested in part-time work only. Almost all the respondents of the study expressed they expected to live up to a median age of “81 to 85 years .” About 44 percent of old workers in age group of 55 to 59 years were not confident that they will have enough money to live comfortably past age 85. Those ageing 60 to 65 and 66 to 70 were considerably more confident (69 percent) on an issue of retirement security, although their confidence might be unfounded.

Therefore from this research it can be concluded that the motivations for work would not change for every person in similar way. For some, the motivational drive was economic gain never all the time and for many others economic motives would be preference next to a need to accomplish something meaningful in life their early sixties. (<http://group.aomonline.org/cms/Meetings/Atlanta/Workshop06/Streams/Aging/CMS%20AgingWorkforcePaper-DeLong-FINAL6-21-06.pdf>)

Kaldi (2005) conducted a study on “Employment status of the elderly referring to the social security organization of Tehran city”. The main aim of the study was to examine the employment status of the elderly workers over an age of 60. The



respondents selected for study were employed elderly in Tehran. They were all retired men on pension who were also receiving benefits from the social security organization from 1996 to 2003. They were selected as the statistical population of the study. The reason for keeping the years between 1996 and 2003 was to get information on the latest group of workers who retired according to the current regulations. The sample respondents consisted of 15 persons selected from each office. It made a group of total of 450 persons coming to 30 social security offices in Tehran. The survey was carried out on the employment status of these elderly in reference to the social security organization in Tehran. A questionnaire followed with interview was the method adopted for collecting information from the pre-determined sample respondents.

The major findings of the study revealed that the elderly person's interviewers in 60 to 65 years age group (20 percent) in 66 to 70 years age group (28 percent) and in 71-75 years age group (12 percent) who were interviewed on the issue declared that their income was not sufficient in terms of their life expenses. Only 1 percent of the interviewees who were above 75 years old have preferred this option. Totally, 71 percent of the interviewees declared that their income was not enough to meet their life expenses.

Among the elderly workers interviewed those in 60 to 65 years old group (18 percent), in the 66 to 70 years age group (19 percent), 71 to 75 years age group (11 percent) had a full time job, whereas only 0.9 percent in above 75 years old group were in part time jobs.

About the recruitment condition interviewees, in total 77 percent of them informed that they had a contract based job and some 20 percent had temporary jobs, only 2 percent of them had permanent jobs. Totally, 58 percent of the interviewees declared that most essential problem for them was lack of earning opportunities in life, 19 percent of them said that it was lack of attention from family and society, and 7 percent reported that it was physical or mental disabilities that affected their chances for jobs adversely.

The question was "why they continue working in the elderly period". In response to it more than half (60 percent) of them replied, that it was because they could not earn enough money during their earlier life. Net to that more than half (57 percent)



declared that since the pension was their only income they had no enough money to meet the life expenses and so they had to work to earn enough livelihood. Therefore, 58 percent of the interviewees believed that main problem was not earning their livelihood and more than one fourth of them considered that the main worry was to arrange for survival in future as they had no sufficient income.

The study concludes with a remark that different needs of the elderly should be studied properly with an objective to improve their living status by providing them enough facilities. This subject can be incorporated under the social policy framework by compiling comprehensive plans for the elderly welfare through providing proper services that are adapted to their needs (www.me-jaa.com/mejaa4/sso.pdf)

Kangsasitiam (2004) conducted a study on “Household structure and elderly working status” This research aimed to analyze household factors affecting employment status of the elderly in Kanchanaburi province (Thailand). The sample group used in this study was male and female elderly aged over 60 living in Kanchanaburi province in 2001. The total number was 3,985 elderly. multinomial logistic regression was used for analyzing statistical data. Variables of the study included age, gender, marital status, education, health, house head status, household structure, household financial status, migration, and living area.

Findings of the study revealed that age group of most old age people was between 60 and 69 years old, the second highest people aged between 70 and 79, and the least people aged over 80. In the matter of marital status, it was found that majority of elderly (62 percent) were married One third of the elderly were widowed, divorced, and separate. The proportion of divorced and separated (35 percent) was higher than the other age group. In the matter of educational level, most of elderly had primary education (59 percent). The proportion of elderly having secondary school education and higher was the least (15 percent). Other elderly who did not receive education were (36 percent).

Further findings of the study revealed that working status of the elderly categorized according to gender, the ratio of female elderly (61 percent) who did not work was a lot higher than the male elderly (37 percent). In the matter of the elderly who were working, most of them work in the agricultural sector. The ratio of male elderly (52



percent) working in the agricultural sector was about two times higher than that of the female elderly (27 percent).

In the matter of working status categorized according to age group, the elderly in the younger age group worked more than the elderly in the older age group. The elderly in the older age group work less. The elderly aged between 60 and 69 were in the least group that does not work.

The working status of the elderly categorized according to household structure, more than half of the elderly living alone (53 percent) and extended family household (55 percent) do not work. The ratio of the elderly living in nuclear family household who does not work represented the lowest ratio of the elderly, which was 38 percent. As for the elderly who work, most of the elderly work in the agricultural sector. The percentages of the elderly living in nuclear family household, the elderly living in extended family household, and the elderly living alone were as follows: 48 percent, 35 percent, and 32 percent respectively.

The finding of the study indicated that household factors were related to the working and non-working status of the elderly. Therefore, the elderly should be encouraged to participate in the work that is suitable to their ability. (http://ipsr.healthrepository.org/bitstream/123456789/307/3/THCT2004_Yukolnee%20Kangsasitiam_eng.pdf)

Brown (2003) conducted a study on staying ahead of the curve in Washington DC. The study aimed to explore elderly vision of retirement and to better understand the types of jobs that workers want to do who plan to work in retirement.

The sample of the study consisted of 2,001 respondents between in the age group of 50 to 70 years. They who were employed either on full time or part time basis. The interviews were conducted with them on phone by the roper ASW from April to June 2003 using the random digit dialling method.

The findings of the study revealed that the most important considerations of job for working retired persons were “keeps you mentally fit” (74 percent) makes you feel useful (70 percent) is fun or enjoyable (86 percent) and lets you feel interact with other people (61 percent).These considerations also served as the most important reasons to elders to work after retirement. When asked to mention one factor



defining their decision to work after retirement, the respondents said that, it was money needed. Among those who were actually working in their retirement has the same reasons and rated them as decisive, with a slight change of ranking .The reason of productive or useful was rated first it was followed by the reasons to stay mentally active, physically active and need of money.

This research study clearly identifies financial need as the primary reason that respondents chose to work even after retirement. The study also showed that the reason was non-financial too. The study also showed that the non-financial benefits of work would certainly influence their decision to remain in labour force. (http://assets.aarp.org/rgcenter/econ/multiwork_2003_1.pdf)

Dhillon and Ladusingh (2001) who focused their study on “Economic Activity in Post Retirement Life in India” .The study analyzes work participation in post retirement life of 60 plus old persons in by primary, secondary and territorial sectors . The study also examines trends in working-life-expectancies to evaluate association between longevity and post retirement economic activities in India. It is found that the average length of working life of the 60 plus in India is 9.8 years for males and 3.9 years for females. Though the life expectancy at the 60 plus age for males has enhanced by 2.9 years over a period of thirty years 1971 to 2001, ,the working life expectancy has increased only marginally by just 0.1 years during the same reference period. On the other hand for the females, against improvement of 4.2 years in longevity at the 60 plus age, there have been a gain of 2.4 years has been noticed in their working life. Work participation of working old persons has shifted from the primary sectors to the formal sectors. It indicated an increase in their productive activities. The economic tables obtained from the Census of the years 1971, 1981, 1991, and 2001 were analyzed to compute a rate of the trend in age-specific work participation by sex and by sectors of employment.

In addition to it the sample registration systems based on the abridged life-tables for the years 1970 to 1975, 1980 to 1985, 1989 to 1993 and 1999 to 2003 were obtained from the registrar general of India and used to construct the working life tables. The census data provide information on the rates of work participation by age group. Based on it age specific work participation by sex were computed for the primary, secondary and territory sectors each separately. The primary sector in



India includes cultivators, agricultural labourers, livestock, forestry, fishing, hunting and plantations, orchards and allied activities, mining and quarrying. The secondary sector included manufacturing, processing, servicing and repairs at consumer Industry and other than consumer Industry, and constructions. The tertiary sector included trade and commerce, transport storage and communications and others services.

Based on this study, the findings suggested that in terms of the relationship between life and working life expectancies. The longevity does not promote post retirement work participation of the males. However, for females it is the other way round, because as their participation in economic activities increased in terms of working life expectancy over specified time. However, the overall, improvement in the longevity does not necessarily extend the working life of the person in the 60 plus age in India. When the ratio of WLE was compared to LE it was found that for males 73.9 per cent of their remaining life in 1971 was spent working. This percentage declined to 60.1 percent by the 2001. What contributed to this decrease on major part was a decline in older men's work participation in the primary sector. The work participation of elderly male persons shifted from the primary sector to the formal sector. It was a sign of higher productivity on their part in the post retirement period than it was earlier. Still, elderly male persons work participation was predominant in the primary sector as there were not many jobs in the formal sector or they lacked of skills required for those jobs. When it comes to work participation of women over 60 years they spent, 10.5 percent of the remaining life gainfully through work participation in 1971. In 2001, it increased to 21.1 percent. Although the female working life expectancy marked an increase in all sectors, it was still far behind of the males working life expectancy. A possible reason would be under reporting of work participation of most women as they were involved in unpaid household work.

2.3 Studies related Factors Influencing Silver Workers to Work beyond Retirement Age



Agewell Research and Advocacy Centre (2008) conducted a research study on “Assessment of the Impact of Economic Slowdown on Older persons of India”. The broad objective of the study was to assess an impact of economic slowdown on older persons in the recent time.

The sample of the study included 500 respondents who were of the age of 55+years. They were selected from five regions’ of India North, South, East, West and Central India. Direct and in depth interviews were conducted with these respondents by administering semi structured schedules.

The results of the study revealed that majority of the elderly believed that the economy was in fact suffering set back and many of them were finding it very hard to address their needs. Even their daily life too was affected severely due to decrease in their day to day income. Further it was revealed that good number of elderly persons started making radical changes in their financial condition such as getting gainful occupational engagement and by reducing their expenses on recreational facilities and luxuries.

It was noticed that almost half of government as well as private employees in the age group of 55 to 60 postponed their plans to opt for voluntary retirement scheme (vrs) .However the respondents of age between 65 and 70 were less likely to be affected than those of the ages 55 to 60. The respondents said that they had taken adequate steps to cope with a slowing economy or increasing prices.

The results indicated that economic problems forced some decisions on the elderly. It appeared that older persons had fewer decisions left to make, because their expenditure and economic activities had already been restricted to necessities given their fixed incomes.

Cameron and Waldegrave (2008) conducted a study on work, retirement and well being among the older New Zealanders. Main objective was to study the lifetime work experiences of New Zealanders of the age of 65 to 84 years, and also to present



analyses of their associations with —satisfaction of work and with overall wellbeing.

The data used as indicators for work in the EWAS Survey were derived from questions related to three phases of the working life of the respondents: (i) first main jobs; (ii) principal jobs during their midlife; and (iii) their most recent principal job. The data were also collected about their significant absences from the workforce (of more than six months duration), their retirement, and their recent work engagement.

The findings of the study revealed that work and wellbeing of New Zealanders ageing from 65 to 84 has confirmed many with lifetime experiences of older people in case of, both in and out of the workforce. It was surveyed about older New Zealanders that the first principal job for nearly all was full-time paid work. It began at a median age of 16.2 years. Women in Newzealand were significantly more likely to be homemakers or they were engaged in part-time paid work during midlife, they were less likely to be engaged in full-time paid work.

In terms of their most recent job, significantly many of the respondents reported that men were in full-time paid work, with similar proportions of each gender in part-time paid work. The range of occupations from respondents 'first job through to their midlife occupation and on to their current or most recent occupation showed considerable stability. Younger age cohorts and women were more likely to have experienced two or more extended periods outside the workforce. The most cited reasons for these periods outside the workforce were family responsibilities (mostly by women), poor health, and injury or disablement.

The median retirement age was significantly higher for those in older age cohorts, and significantly lower for women than for men. But in contrast with international literature, there were no significant differences in retirement age by education. However, education was significantly associated with work after retirement. It suggested that while education would not affect the age of retirement, it does affect the continued participation of older people in worker related activities after retirement. Women were found to be significantly more likely to be involved in voluntary work. Bit would be both as their last principal job and their job after retirement.



A matter of self-reported satisfaction of old people with work was found to have no relation with lifetime work experiences and absences from the workforce measured in this survey. However, self-reported satisfaction with work was found to be significantly associated with overall wellbeing. This suggests that a way to encourage further wellbeing for them would be to generate satisfaction with work amongst those who have already retired. Finally, two important associations with overall wellbeing were identified. Firstly a period beyond of more than one year spent outside the workforce was negatively associated with overall wellbeing and it was the case only for men.

Spending time outside the workforce was not related with satisfaction with work. But it may have an effect through lower economic standard of living in later life. It or may be related even to poor health .Therefore, it has an effect through health dimension of overall wellbeing. The dynamics of this effect should be investigated further as to particular why it is significant only for men.

Secondly, retirement by choice was associated with higher level of overall wellbeing. It confirms some findings in the international literature that indicate that higher levels of well-being are noticed among those who prefer to be in their current work role. Again, retirement by choice was not significantly associated with satisfaction with work, so further investigation is required to determine mechanism by which work roles and the control over them would affect overall wellbeing.

(<https://www.waikato.ac.nz/wfass/populationstudiescentre/docs/ewas/ewas-chp6.pdf>)

Uppal and Sarma (2007) conducted a study on “Aging Health and Labour Market Activities the case of India”. The study explores intricate relationship between the health status of the elderly and their labour market participation in rural and urban parts of India. The sample for the study was drawn from a nationally representative survey.” The 1995/96 National Sample Survey” using probit regression and propensity score matching techniques.

The major findings of the study indicated that decision to participate in labour market on the parts of the age 60 and above in India in particular, are affected with disabilities and chronic illnesses on the probability of working. Results further showed that disabilities and chronic illnesses exerted negative effects on probability



of their working. The effect is more visible in rural areas. The data revealed that approximately 21 percent of the elderly in urban and rural areas and 39 percent in rural areas were working. It was most likely because they did not have sufficient means to survive. The result obtained from the models showed that adverse health shocks disabilities and chronic illnesses had negative impact on the elder's employment. Since they did not have adequate means of support or a job to raise earning and bad health would lead them further to much lower levels of well-being .In the absence of a broad based pension system, only 10 percent of them covered for this situation might be mitigated by providing assistive technology or accommodation of those with disabilities by prospective employers. This is being likely to increase employment for such elderly persons.

Calvo (2006) conducted a study on does working longer make people healthier and happier. The main aim was to study the impact of late life paid work on physical and psychological well being of workers.

For the study the longitudinal data was drawn from the Health and Retirement Study (HRS) and the RAND-HRS data base. The sample analyzed was composed of individual aged between 59 and 69 years who were working either or not working and were alive in the year 2002.

The findings of the study showed that longer working life exerted had beneficial effects on individuals' physical and psychological well being .The findings revealed that if one had an undesirable job does not change the favorable effects of aid work on self rated health. However, it had an impact on follow up mood indicators and mortality .It could be said that higher job satisfaction was associated with improved mood.

The study suggests that on the whole longer working life will help most people to keep up maintain their well-being. While working longer appears beneficial to most people, for some it will likely to have negative consequences. The type of a job seems to be a critical factor. It may be feared that with undesirable jobs potential favorable effects of work cab be washed out. Another critical factor would be an opportunity to continue working which too would minimize negative consequences.



Friedli (2003) conducted study on Transition to Retirement and Ageing Change and Persistence of Personal Identities in Thun Switzerland. The main aim of the study was to assess (1) The content of identity: The question if and how retired working people had a different ways to define or characterize themselves than other employed people. (2) The age identity (subjective age): The question of how old people feel, and what predictors and implications can be found for younger or older age identity. The sample of the study comprised of 792 respondents of the age 58 to 70. A standardize questionnaire was developed keeping in view to collect the data that would be required for the study.

The major findings of the study revealed that for the respondent's profession remained important consideration for self-description after retirement, and it could not be replaced with their new identity as being retired. Retired persons estimated more domains of self-description. It means that identity diversity was perceived higher for the retired than for those who were not yet retired. Further, the findings of the study revealed that higher identity, correlated with a high satisfaction across different life domains. This finding gives significant implications of psychological theories related to development of older people it strongly disproves strongly a view that a state of disengagement would be inherent to successful or even normal aging.

There is a tendency to feel younger than one's real age. It implies a motivational component and therefore, probably be seen as special case of self-enhancement. The finding provides a possible theoretical framework for further research. To explore relationships between various predictors and subjective age, a predictive structural model of subjective age was developed; it included aspects of personality, behaviour and body. (<http://ethesis.unifr.ch/theses/downloads.php?file=TeuscherU.pdf>)

Bansal and Sharma (2003) conducted a study on Retirement: An Emerging Challenge for the Planners. The aim of the study was to analyze and identify; various social and psychological factors that influence the level of happiness among retired people .For empirical analysis of measurement of well being a primary survey was done among elderly males in the Haryana state of India. The purpose was to collect relevant data with help of a questionnaire. The questionnaire was designed in such way so that maximum information on various characteristics



of the respondents may be obtained. The information obtained social, psychological and physiological conditions of elderly males were useful and relevant for the present study. It indicated that retired/aged males who engaged themselves in some kind of social, economic, political or religious activities felt happier than those who did not do anything. The results of the analysis clearly indicated that work has its own reward. The results led further policy implication that more efforts should be made. It was observed that to engage the retirees/aged people in some activity or the other. “Individuals who kept themselves physically and mentally active were likely to feel more satisfied than others who led passive life. Therefore, it is useful to help old people develop a programme involving activities like social work and extending various types of help in the household. It was further argued that those who survived longer were individuals who had kept themselves physically and mentally active.”

The finding of the study revealed that retired people could lead happier life provided they: (i) engaged themselves in various social, economic, religious activities: (ii) mentally prepared themselves for life after retirement well in advance and made necessary plans in that direction; (iii) who made efforts to reduce their needs and resultant expenditures’ (iv) took proper care of their health, and (v) tried to remain less dependent on others.

2.4 Studies related to Employers Perspective towards Recruiting Silver Workers

Mermin, Johnson and Toder (2008) conducted a study on “Will Employers Want Ageing Boomers?” The main aim of the study was to examine employer demand for elderly currently and explores how this demand would be changing over time. The study focuses on the issues like personal and social benefits of increased work put on by older adults and the reasons why boomers were likely to work longer than younger generations, and also whether employers prefer to have elderly.

The finding of the study revealed that 30 occupations in which most persons over 65 years and above were employed age 65 were employed for nearly half (48 percent) of all employed older adults. The three occupations that employed the largest numbers of older adults were retail salespersons, farmers and ranchers



(agricultural management positions) and the immediate supervisors and managers of retail sales workers. The top 30 occupations included nursing and home health aides, registered nurses, physicians and surgeons, and personal and home care aides. These occupations altogether employed more than 4 percent of workers who aged 65 and above. Adults of an age 65 or older made up about 31 percent of funeral service workers, and thus the occupation claimed with the highest share of elderly. Further, more than one in five workers employed as crossing guards, farmers and ranchers, models, demonstrators, and product promoters were of an age of 65 or more. Other occupations in which older adults made up beyond 9 percent of the workforce were tax preparers, clergy, property managers, real estate brokers, and bus drivers.

About 36 percent of workers aged 65 or above were employed as managers or professionals, 17 percent of them worked in service occupations. Some 15 percent of old workers work in sales and 14 percent worked in office and administrative support occupations. Another 17 percent of old workers worked in blue collar occupations that included construction, factory, and transportation jobs.

Most employers' surveys indicated that firms generally value elderly' knowledge and experience and reliability, and work ethics. About 47 percent of the employers said it was very true that late-career employees possessed "high level of skills related to what is needed for their jobs," as compared with 38 percent of mid-career employees and 21 percent of early-career employees. Because late-career employees held at their back many years' of experience in their respective positions. It is however, not clear from these survey how employers viewed elderly possessing limited experience.

(http://www.urban.org/uploadedPDF/411705_aging_boomers.pdf)

Swanberg, Sharon and Mckechine (2007) conducted a cross-generational study on generational differences in perception of elderly' capabilities .The objective of the study was to examine perception of elderly across four generations, and also to study the effects of these perceptions on elderly. The sample of the study comprised of respondents who were employees in 388 stores and in 37 districts of a national retail chain.



The findings of the study revealed that elderly belonging to both the traditionalist generation and the baby boom generation were very positive about them and their company. They believed that they were as more reliable than younger workers, and were more productive and loyal to their companies. Indeed they earned the highest scores for employee's engagement.

Further it was observed that the older generations were more positive in their responses regarding older employee's ability to work better with younger supervisors. Finally, in terms of perceptions that elderly were "just as likely be promoted as younger workers the responses given by two older generations did not differ significantly.

The findings in terms of psychological well being of employees the two older generations perceived equal opportunities for elderly. They were significantly higher kind well being than those who perceived unfair advantage for younger workers.

In general, elderly belonging to both the traditionalist's generation and the baby boom generation were very positive about them and also for the company they worked for. They perceived themselves as more reliable than younger workers. They also believed that they were more productive, and great loyal to their companies. Indeed they claimed the highest scores of employees' engagement. Such findings suggested that the lens of "generation" was proved useful for understanding that some level of conflicts might occur between workers of the older and the younger generation. These were but a few of the within-generation differences in matter of thinking about people's values, attitudes, and work styles at workplaces in present time.

Brown (2006) conducted a study on "Business Executives' Attitudes Towards the Ageing Workforce: Aware but not Prepared? The purpose of this study was to understand business executive's views towards 50 + workers and corporate America's preparedness for the ageing of workforce. Chief executive officers and other "c"-level executives, senior vice presidents, vice presidents, and general manager's respondents for the online survey the conducted between July 10 and July 23, 2006. The sample for study was derived from the Business Week Market



Advisory Board. It is an online panel of approximately 17,800 readers of the Business Week and McGraw-Hill publication and also online registrants. The registration for the survey was floated through email to randomly selected respondents of panel members. All respondents hailed from companies that have a staff of at least 100 employees worldwide. Among these companies more than half (56 percent) were bigger organizations with at least 1,000 employees. In order to ensure that the study would collect the opinions of those who influence workforce-related decisions, the survey access kept restricted focus to those who reported that they were holding responsibility of managing employees and that they could influence decisions related to recruitment as well as matters of compensation or other financial matters.

The results of the study focus to those revealed that more 83 percent of the respondents reported that workers who were reaching conventionally determined age of approaching retirement would play a greater role in the U.S. workforce over the next decade than they did in previous decades.

Nearly 74 percent of the respondents strongly or somewhat agreed positively that the U.S. economy might experience shortage of skilled workers over the next decade. Whereas some 79 percent of them agreed that knowledge and experience that older employees carried away when they retire from jobs or leave the organization on any grounds would cause damage.

Some companies would prefer to retain old workers in view of their knowledge and skills that they have cultivated with long experience of working for the company in this matter only 16 percent of them reported that their company adopted formal policies or programs to encourage employees who were approaching retirement to continue working.

There were only 14 percent of the respondents who believed that their companies were much committed to retaining experienced employees who were approaching the retirement age. They rated each of their characteristics as quite important for the company .Majority of executives evaluated qualities of old workers such “experience” (91 percent), “knowledge” (78 percent), ability to “mentor other workers” (71 percent), and “valuable insights into customer or business needs” (63 percent) and rated them as valuable for the company’s progress and success.



Undoubtedly, each of these traits contributes specifically to customer service and retention. Therefore, these traits were identified priority by 40 percent of respondents as the top priority of their organizations.

There was also a group of executives (52 percent) who held a belief that old age workers formed group that felt bit “uncomfortable with the technology”, 49 percent of them indicated that elderly were bit “inflexible,” and 44 percent of them felt that they had “difficulty at reporting to younger supervisors. These executives called their attitude as the disadvantage of employing workers 50 plus

The findings of the study further revealed that most business executives were generally aware that the U.S. workforce is aging and that many firms would face risk of talent shortages and significant loss of knowledge as increasing number of old workers reach conventional age of retirement. However a few of these corporate leaders reported that their organization had taken adequate steps to counteract such demographic shift in the workforce (http://assets.aarp.org/rgcenter/econ/aging_workforce.pdf)

Center for Aging and Community of the University of Indianapolis, U.S.A (2006) conducted a study on “Gray matters: Opportunities and Challenges for Indian’s Ageing Workforce”. The main aim of the study was to gain a better understanding of how Indiana employers were preparing for the anticipated shortage of skilled labour due to the impending retirement of the baby boomers. The study also investigated an extent to which organizations perceived the pending loss of these employees as important factor to affect their business operations. The sample of the study consisted of Indiana employers who were surveyed online .It made a group of more than 50 employees. The survey was conducted by the CAC for the period from March-May 2006. Over 400 employers responded to the survey,

The findings of the study revealed that 55 percent of the respondents indicated that their organizations would be very likely to adopt a strategy to rehire retired persons to cope the loss. Over 41 percent and 43 percent of the respondents indicated that their organizations would likely have retiring workers to mentor their replacements or to write operating procedures describing their jobs before they retire. Further



about 20 percent of them considered steps such as hiring replacements and about 18 percent of them considered to train their replacements.

Only 21 percent of the respondents indicated that their organization would be very likely to use this strategy. Only 11 percent of the respondents indicated that they were very likely to rehire the retired workers as either a full-time or part-time employee. Some 10 percent of the employers approved two other retention strategies. An offer to rehire the retired workers under a contract was rated by 9 percent of the respondents and reducing responsibility as an adopted strategy was endorsed by 9 percent of the employees offering benefits like promotion, or offering financial incentives, or sabbatical leave were considered as very likely to be used by less than 5 percent of respondents of the survey.

Comparing perceptions of older respondents to younger ones as reflected from their questions of the survey when younger respondents were asked about their willingness to participate in training. Nearly 10 percent (9 percent) of them reported that elderly had very poor to poor willingness to participate in training. On the other hand, only (2 percent) of the older respondents felt that elderly had very little willingness to participate. Likewise about 66 percent of the older respondents, expressed about good willingness on elderly part and some 50 percent of the younger respondents on the other part felt that elderly had very good willingness to participate in training.

As today elderly usually delay formal retirement, employers get more and more opportunities to take advantage of their experience and maturity. However, the levels of sophistication and effort as HR practices vary considerably among employers. In general, larger firms appear to be more focused on finding solutions than smaller one do. A selected number of employers, often considered as “employers of choice,” were found to be engaged in variety of initiatives to accommodate and embrace an aging workforce. (<http://cac.uindy.edu/media/GrayMattersI.pdf>)

2.5 Studies related to Perceptions of Silver Workers towards Working and Workplace after Retirement



Wyatt (2009) conducted a study on “Effect of the Economic Crisis on Employee Attitudes towards Retirement”. The study aimed to focus on employees’ retirement timing .Sample of the study consisted of 2,232 active employees and 904 retirees of non-government organizations with 1,000 or more employees to gauge the effect of the economic crisis on Americans.

Findings revealed that more than two-thirds of workers aged 50 and over (69 percent) believed that they will need to save significantly more for retirement as a result of the economic crisis. One-third of workers (34 percent) had increased their planned retirement age in the last 12 months. Elderly were most likely to increase the length of their working career, with 44 percent of workers aged 50 and over planning to work longer compared with 38 percent of those in their 40s and only 25 percent of workers under 40.

Fifty-four percent of workers aged 50 to 64 who planned to postpone retirement said they will work at least three years longer than expected. Three-quarters of workers aged 50 to 64 (76 percent) cited the decline in the value of their 401(k) plans as a key reason they would retire later.

The average planned retirement age for all employees was 65 years old. Elderly, however, plan to work longer. Half of those aged 50 and over expected to work past age 65. One-quarter of workers (26 percent) expected to retire before age 65 compared with 41 percent.

It was concluded that all Americans had been affected by the economic crisis, but sharp declines in stock prices will had more immediate impact on elderly. With reduced account balances, a shorter window to recover their losses and less confidence in their ability to afford a comfortable retirement, many were likely to work longer than planned.

Reynolds, Ridley and Horn (2005) conducted a study on “A Work-Filled Retirement: Workers’ Changing Views on Employment and Leisure”. The main aim was to study current perceptions of the treatment of elderly in the workplace.



A total of 1,232 adults were interviewed for this survey. Respondents who worked full or part time, or who were unemployed and looking for work were interviewed. The sample for this survey was stratified to ensure all regions, as defined by the U.S.

Interviews were conducted at Center for Survey Research and Analysis (CSRA's) interviewing facility in Storrs, Connecticut, using a Computer-assisted telephone interviewing system. Professional survey interviewers who were trained in standard protocols for administering survey instruments conducted all CSRA surveys.

Findings of the study revealed that those born between 1946 and 1964, boomers were almost twice as likely as non-boomers to believe they will be working part time for extra money. A majority of workers look forward to a productive retirement focused on working out of interest or for enjoyment, supplementing their incomes, or starting new businesses that contribute to the economy. Others expected to remain active through volunteer activities. However, workers were not as certain as they were five years ago that they will be able to retire when they want. Personal savings were the most commonly cited source of primary retirement income after employers sponsored pension plans more than half think they were doing a good job of saving for retirement.

Findings of this study indicated that growing presence of older workers in the labour force is likely to force changes in employers' policies and workplace practices. Policymakers should look for solutions that facilitate a work-filled retirement for employees that choose it, meet the needs of employers for a steady supply of qualified workers, and address the need of all workers for retirement security. (<http://www.retirementplanblog.com/WT16-Retirement.pdf>)

2.6 Studies related to Problems faced by Silver Workers

Punia and Punia (2002) conducted a study on Socio-emotional and Psychological Problems of Retired Elderly in Haryana: A Comprehensive View. Main objective of the study was to find out the types and extent of problems faced by old people. The participants were retired old men and women (above 58 years) from Hisar,



Bhiwani and Sirsa districts of Haryana state, covering whole of Bagar pocket. A sample of 80 people from each district city participated in the study, finally 240 elderly constituted the sample. A personal interview schedule was administered to the sample of retired personnel to obtain socio-demographic information. Higher proportions of the respondents were of 58 to 67 yrs of age group and had education upto post graduation level. A majority of families possessed medium and low socioeconomic status. More than fifty percent of the selected respondent had large family size and had a monthly income range of Rs. 3000 to 6000. Personal interview schedule and a standardized old age adjustment problem inventory (Husain and Kaur, 1995) were used to gather information on family demography and different types of problems faced by old people. This inventory measures the following areas: (a) Health (b) Home (c) Social (d) Marital (e) Emotional (F) Financial. The respondents were asked to tick 'Yes' or 'No' for all 125 statements score, more the problems. The statistical analysis for measuring the type and extent of the problems of the elderly were frequency and percentage and for differences in the problems faced by old male and old female, the 'Z' value was calculated.

In conclusion, compared to retired males, retired females faced more problems in old age and this may be possible due to the fact that her medical needs are also given second priority. In the joint family system, she faces psychological pressure and hostile feelings from the daughter in- law as the control of family moves from her to the daughter-in-law. By nature the female is more submissive and after initial squirmishes adjust even though unwillingly in most cases. The male on the other hand, has been the main wage earner and has enjoyed the position of supreme dominance in the house and does not face these problems. Further it was found that after retirement there is feeling among the aged that every one's attitude toward them has changed. The old people felt lonely and perceived avoided in their life. Almost all had financial problems perceived a loss of status accompanied by a sense of alienation and hopelessness. There is a need for counselling of old as well as the second generation to make relations more cordial.

Conclusion



Studies conducted on elderly in India showed that majority of the researchers aimed at finding the current status of silver workers, problems that they face after retirement, effects on health post retirement. From the reviewed literature it was found that solely the reasons of silver workers working after retirement was not studied in Indian context. There is no data available on the reasons, perceptions, problems and satisfaction of silver workers to work after retirement. There was dearth of researches studies to find out which were the reasons that insisted them to work after retirement, also the influencing factors, what were the problems that they faced while working after retirement, what do employers think about the such elderly who work after retirement, do they recruit them.

Studies conducted in other countries than in India on elderly revealed that-

1. Majority of the studies were conducted to find out the status of retired elderly.
2. Current perceptions of elderly towards workplace
3. Impact of late life paid work on physical and psychological well being of elderly workers and types and extents of problems faced by elderly
4. Explore the elderly vision of retirement and to better understand the types of jobs they want to do in retirement.
5. Employers demands and views for elderly and explores how this demand would be changing over time.
6. Future of work and workplace transformation with an emphasis on the provision of flexible working arrangements
7. Sample of the studies were mainly elderly aged 60 years and older and employers were chief executives and senior vice presidents
8. Tools used for data collection were Questionnaire, Interview Schedule, Rating Scales, Online Survey, Telephonic Interviews
9. Almost every study reported that elderly do work after their retirement. Knowledge and
10. Age, Gender, Educational Level, Sector of Employment, Financial Security, Spouse Employment Participation, Family Income, Health Status were the variables studies by the majority of the researchers experience that older

employees is carried away when they retire from jobs or leave the organization on any grounds would cause damage



However it was also observed that no studies were found which solely focuses on the reasons, problems, perceptions and factors that influence elderly to work after retirement. Therefore it can be concluded from the review of related literature that there is need to undertake research study which can throw light on reason of silver workers to work after retirement, problems that they face while working, factors that influence them to work, their perceptions about retirement and also about the view points of employers in terms of recruiting them