

## SOCIAL EXCLUSION OF OLDER PEOPLE IN JOBS, IS IT RIGHT?

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### ABSTRACT

*Addressing the causes and consequences of social exclusion represents a key theme in social policy, reflecting a growing awareness of the social costs which arise when individuals, families and communities become cut off from wider society. Conceptually, however, social exclusion remains under explored as far as many people keep on being quiet about the incidents. This paper shows how older people are treated in the societies of today. Being old is not a choice; it is a compulsory stage of life that every living person should pass on. Why can we treat older people in a different and unpleasant way? They have total right to enjoy living, working, competing, participating and to have some personal belongings. The survey conducted among different old people in jobs in Tiruchirappalli city of Tamil Nadu is critically analyzed in this article. Results reveal a considerable proportion of older people experiencing social exclusion in at least one form; such as being given tough jobs that are rejected by the young generation, like ATMs and apartments' security guarding, long time sickness at the house where people think that providing treatment is the wastage of money because they are already old. Life is a gift that comes once, no one should be socially excluded from others because he or she is old. We have to let older people feel happy and satisfied even in their old age because they too wish to be part of the real world of freedom.*

**Key words:** *Social Exclusion, Older People, UN General Assembly.*

### INTRODUCTION

The world will have more number of elderly people by 2025. In India the population of elder persons is about 8 percent of the total population above 60 years. By 2025 the figure will cross 18 percent. Problems faced

by the aged are also increasing in various dimensions. The UN General Assembly on December 16, 1991 adopted 18 principles. These principles provide a broad framework for action on ageing. Some of the Principles are as follows:

(i) Older Persons should have the opportunity to work and determine when to leave the work force.(ii) Older Persons should remain integrated in society and participate actively in the formulation of policies which effect their wellbeing.(iii) Older Persons should have access to health care to help them maintain the optimum level of physical, mental and emotional wellbeing.(iv) Older Persons should be able to pursue opportunities for the full development of their potential and have access to educational, cultural, spiritual and recreational resources of society.(v) Older Persons should be able to live in dignity and security and should be free from exploitation and mental and physical abuse.

Indian constitution gives protection to elder people through article 41 and 46 in terms fundamental rights, social injustice and all forms of exploitation. Social exclusion is a more comprehensive concept that refers “...to the dynamic process of being shut out, fully or partially, from any of the social, economic, political or cultural systems which determine the social integration of a person in society”(Walker and Walker 1997: 8, Andreas Hoff, 2008). The concept of social exclusion cannot be new to anyone. If you don’t see it yourself, a friend tells you about it or you can know about it from books or movies. However, if it does not affect a person, that person tends to ignore its existence.

The benefit of working hard during youth days is to enjoy the fruits in the future and to increase the standards of well-being as time passes by. The nation has people and among people there are young, old, male, female, rich, poor, and unemployed. To ensure, among other things, healthy lives and access to education, modernization, jobs, family, belongings and social freedom should be prioritized without any exception. But, why is it so hard to remember the old age category? Why can’t they get access to the above right and social freedom? And even when they get jobs, why are they being given rejected job, hard jobs or low rated jobs rejected by young people and only at a minimum rate? The research conducted among old aged people of Tiruchirappalli City (from age 58 and above), shows us practically how those people survive with their jobs and their reaction towards it.

Social exclusion is a multidimensional phenomenon, it cannot be hidden. Deprivation, poverty, loneliness, stress, suicide and lack of hope for the future are the results of social abuse and exclusion of old aged people. Surveys have found that one out of every six older persons living in urban areas in India aren't obtaining

proper nutrition, one out of every three older persons does not obtain sufficient health care or medicine, and one out of every two older persons don't receive due respect or good conduct from family members or people in general. They are deprived to get access to material, income, employment, land, housing, education, health care and other essential foundations of well-being. That is the reason why we conducted this research and the further analysis will be shown in the following chapters.

## REVIEWS OF LITERATURE

Social exclusion has no limit of place or city, it is well known in all the corners of the world. Below are the ideas and views from different people and from different places who did a lot of researches related to the same matter of social exclusion of old aged people.

Philipson (2005) a social analyst said, Developing policies to combat social exclusion has been an important element of government and general policy. Since the election of the first labor administration in 1997 initiative have been undertaken targeting poverty and exclusion affecting older people.

Cokvrooman (2008) has pointed out combating social exclusion is one of the key objectives of pension system. Pensions have to ensure that elderly people are not placed at risk of social exclusion, that they can enjoy a decent standard of living that they share in the economic and social well-being of their country, and can accordingly participate in public, social and cultural life.

United Nation Meeting (2010) Social exclusion is after all, a personal experience and the views of those affected by it or at risk of being left behind cannot be disregarded. Relational issues such as, the presence of discrimination, the level of personal safety or the extent of participation in political process can be at stake when someone is being socially excluded.

According to the findings from these people's analysis, and what they mentioned above, we can see how people are alarmed due to the issue of social exclusion and how many people are getting affected worldwide by the social exclusion of old aged people.

## RESEARCH METHODOLOGY

### Aim of the study

The aim of the study is to know the status of older people in their jobs.

## Objectives of the study

- To understand the daily treatment of old aged people in their jobs.
- The types of social abuse that old aged people face.
- To know the reasons why old aged people go for jobs.
- To analyze whether old aged people love their jobs or not.
- To suggest some measures of what could be done to stop social exclusion of old aged people.

## METHODS AND MATERIALS

Descriptive study with quantitative methodology was adopted. Sixty participants, men and women who are above 60 years of age were selected as purposive sample from the limit of Tiruchirappalli City of Tamil Nadu. The method of data collection was interview with structured questionnaire.

## DATA ANALYSIS AND INTERPRETATION

**Table-1: Percentage analysis of Socio-Economic variables**

| <b>Factors</b>                 | <b>Frequency<br/>(n=60)</b> | <b>Percentage<br/>(100%)</b> |
|--------------------------------|-----------------------------|------------------------------|
| <b>Age in years</b>            |                             |                              |
| Below 65                       | 41                          | 68.4                         |
| 66 to 70                       | 13                          | 21.7                         |
| 71 to 75                       | 5                           | 8.3                          |
| Above 76                       | 1                           | 1.7                          |
| <b>Gender</b>                  |                             |                              |
| Male                           | 40                          | 60                           |
| Female                         | 20                          | 40                           |
| <b>Income per month in Rs.</b> |                             |                              |
| Below 5000                     | 9                           | 15.0                         |
| 5001 to 10000                  | 29                          | 48.3                         |
| 10001 to 15000                 | 13                          | 21.7                         |
| 15001 to 20000                 | 5                           | 8.3                          |
| 20001 to 30000                 | 4                           | 6.7                          |
| <b>Reason for employment</b>   |                             |                              |
| Living                         | 28                          | 46.7                         |
| Education                      | 10                          | 16.7                         |
| Loan payment                   | 14                          | 23.3                         |
| Others                         | 8                           | 13.3                         |

| <b>Type of Work</b>      |    |      |
|--------------------------|----|------|
| Permanent                | 24 | 40.0 |
| Temporal                 | 23 | 38.3 |
| No stable                | 13 | 21.7 |
|                          |    |      |
| <b>Health Condition</b>  |    |      |
| Normal with minor issues | 25 | 33.3 |
| BP                       | 17 | 31.7 |
| Diabetes                 | 10 | 20.0 |
| Heart Problems           | 8  | 15.0 |

Table -1 indicates that, among the respondents 36.7 per cent are having from 58 to 60 years. 48.3 per cent of the old aged people having a job are getting a salary between Rs.5001 to 10000. The data shows that 40 per cent are working their jobs as permanent job whereas, 38.3 per cent have temporal jobs and 21.7 per cent have no stable jobs. 46.7 per cent are going for a job in order to gain a living, 23.3 per cent are working in order to pay off their debts and 16.7 per cent are doing the work for the sake of their children's education. The health status of the old aged people stands at the point where, 33.3 per cent are normal, 31.7 per cent have BP, 20 per cent have diabetes, and the rest of 15 per cent have heart problems.

**Table – 2: Percentage analysis of Social Exclusion variables**

| <b>Variables</b>                           | <b>Frequency<br/>(n=60)</b> | <b>Percentage<br/>(100%)</b> |
|--|-----------------------------|------------------------------|
| <b>Working schedule</b>                    |                             |                              |
| Day  | 31                          | 51.7                         |
| Night                                      | 17                          | 28.3                         |
| On call                                    | 6                           | 10.0                         |
| Rotation                                   | 6                           | 10.0                         |
| <b>Educational Qualification</b>           |                             |                              |
| Illiterate                                 | 10                          | 23.3                         |
| School education                           | 25                          | 38.3                         |
| Higher education                           | 25                          | 38.3                         |
| <b>Do you like your job</b>                |                             |                              |
| Yes  | 39                          | 65                           |
| No   | 21                          | 35                           |
| <b>Get harassed and abused at your job</b> |                             |                              |
| Yes  | 39                          | 65                           |
| No   | 21                          | 35                           |
| <b>Types of social abuse gone through</b>  |                             |                              |

|               |    |      |
|---------------|----|------|
| Verbal        | 18 | 30.0 |
| Physical      | 14 | 23.3 |
| Psychological | 11 | 18.3 |
| None          | 17 | 28.4 |

Table - 2 depicts that 51.7 per cent are working at day time, 28.3 per cent are on night shift. 38.3% of old aged people have undergone the basic education, other 38.3 per cent have attended college, and the rest 23.3 per cent did not have any education. 65 per cent like the jobs they do, 35 per cent do not like their jobs. 65 per cent got bullied and harassed in their jobs. 30 per cent old age people have undergone verbal abuse, 23.3 per cent have meet physical exclusion, 18.3 per cent psychological abuse and 16.7 per cent have undergone more than one social abuse.

## FINDINGS AND DISCUSSION

This research has helped us to find and to analyze what old aged people think on their lives and the way the society does not co-operate with them because of their age. The maximum number of working hours to the old aged people is ranged from 8 to 10 hours per day. The majority of the participants are male having 60 per cent and female have participated at the rate of 40 per cent. Many of the participants are living in rented houses. The majority of the old aged people's job is related to social welfare and security (road cleaning, apartment security, bank and school security, construction and hospital or office cleaning). A lot of them are working at day time. For the sake of living, children education, loan payment, and old aged people are going for job. Old aged people are undergoing some social abuse in forms of verbal, physical, psychological, and for some; even more than one type. Even though they are going for jobs, some of them do not like their work. Among the old aged people at work, they are some who do not even participate in decision making or even getting respect from the youngest ones.

## SUGGESTIONS

- The society may try to understand what their situation is, when they are looking for a job.
- It is good when the society gives them respect like parents.
- When they are in their working places, it is better not to bargain with them with disdain and disrespectful words
- Their colleagues' can them have hope for the future and encourage them to love their job.
- Employer could avoid give them hard and tough jobs that are rejected by young people.
- Pay them in a right manner and on time because they may have so many problems.

## CONCLUSION

The majority of the old aged people's job is related to social welfare and security (road cleaning, apartment security, bank and school security, construction and hospital or office cleaning). There are some who are living alone, either abandoned by their children because of their age or because of their diseases. No matter what the circumstances are, many of them are proud of their jobs but the difficulty is that they are getting paid less amount of salary. There are some who replied that, they go for jobs, because they do not want to beg on the streets. Well behaving with the older people not only reflects the culture of the society, but also sends positive traits to the younger generation.

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