

CASE STUDY**WORK LIFE BALANCE AND ITS IMPACT ON FAMILY COHESION WITH SPECIAL REFERENCE TO DIVORCE****Ms. Kaveri. C.S ** & Dr. Pallavi***

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Introduction

Matching professional life and family life is a perplexing task for women and men, no matter they belong to any profession. Harmonizing the family life in addition to a successful career in academia is a herculean task especially for women with inordinate demands in terms of child care and family obligations (Dressel & Clark, 1990; Piotrkowski, Rapoport, & Rapoport, 1987). Although there are many models that examine work/family conflict, research specifically exploring work/family conflict in academic careers is scant. In addition, parenthood is often mentioned as one factor influencing the success of women in higher education. Scarcely research has been conducted on the dyadic views of women and men in academia with regard to work and family issues. The current study deliberates both tenure and position with regards to the experiences in balancing the hassles of parenthood with a career in academia.

The concept “work-life balance” (WLB) was primarily utilized in the UK in the late 1970s to recognize the symmetry between a person’s work and personal life. In United States this concept was first used in 1986. The working time and non-working time contradiction came to light in the mid-1801. While Paul Krasner (1963) commented that anthropologists use a description of pleasure that is to take as minute parting as possible “between your work and your play”. Work life balance in the current period is a thought which comprises of appropriate lining up between various “work/s” such as profession, goal and “lifestyle” which consists of well-being, pleasure, relaxation, recreation, family and divine activities. Family plays a major role in work life balance, if family is ignored it leads to divorce.

Right to freedom expels force to divorce whether it is from either of the partners. But linking divorce to only gender (women) could lead to assortment of disputes as both the genders are equally responsible while such decisions of parting are taken as incompatibility is applicable to both the genders. But this incompatibility could occur due to various reasons, like attitude, family values, the upbringing, behavior, family background and cultural differences, etc.

India's census gives its citizens the following choices to select their status: never get married, separated, divorced, widowed, and married. It is true that some women may not report separation or divorce due to the stigma linked to it. Indian statistics states that: 1.36 million People in India are divorced equivalent to 0.24% of the married population, and 0.11% of the

total population. More strikingly, the number of people separated is almost thrice the number of people divorced - 0.61% of the married population and 0.29% of the total population. More women are divorced and separated than men. Divorce rates in north-east states are relatively higher than elsewhere in India: Mizoram has the highest divorce rate (4.08%), more than four times that of Nagaland, the state with the second highest rate (0.88%). Gujarat reports the maximum number of divorce cases among larger states - with a population of more than 10 million - followed by Assam, Maharashtra, West Bengal and Jammu and Kashmir. Meghalaya has the most number of cases of separation, followed by Mizoram, Sikkim, Kerala and Chhattisgarh. Three of these five states are in north-eastern India.

Gender gap contributes to divorce equivalent to both gender, India being male dominant society made the women think of gender egalitarianism and try to become non-submissive to their partners, which leads to breakups ultimately. According to Ms.Chattopadhyay, it is very difficult to find partner for remarriage though there exists equal right to divorce and remarriage remains tough because of prejudices against a divorcee". For the little over the decade, researchers have identified that there is less difference between separation and divorces which has kindled a big surprise to the researchers.

Divorce and separation rates in the north-eastern states - where tribal laws allow for informal relations and women sometimes enjoy a relatively higher status because of a matrilineal system, a relatively higher than elsewhere in India. Northern states like Uttar Pradesh, Bihar, Haryana and Rajasthan which are known to be deeply patriarchal, have much lower divorce and separation rates. An international study of divorce rates of 71 countries on global comparisons - showed that they range from a low of 0.04% of the total population in Georgia to a high of 0.46% in Belarus. Interestingly, Gujarat's divorce rate is greater than of Belarus, and Bihar's closer to Georgia suggesting a "striking level of regional diversity".

In recent years, married couples in India are increasingly walking away from their marriages. Court figures and data from crime record bureau tell that over the past decade, divorce rates have doubled and in some cities even trebled. This trend is evident not just in metropolitan area but in smaller cities and semi-urban areas as well. It is a reflection of India's changing socio-economic background where this phenomenon is not limited to the wealthy, urban populace as it used to be in 1980s. Figures suggest that more people from middle class and lower middle class are opting out of unhappy alliances. As we are aware divorce or closing of marriage is the ultimate end of a marriage, expelling themselves from the legal responsibilities, commitments of marriage, terminating the bondage of matrimony among the married individuals from two different families.

Question arises on Indian divorce system, despite of status given to the Hindu marriage as sacred and not a contract or agreement, divorce was not given any significance prior to codification of the Hindu Marriage Act in 1955. With codification of law into the institution of marriage, it provided scope for both the genders to seek equal eligibility to obtain divorce.

Accordingly the Hindus, Buddhists, Sikhs & Jains are bound and governed by the Hindu Marriage Act 1955, Christians are governed by The Divorce Act 1869, Parsis are governed by the Parsi Marriage & Divorce Act 1936, Muslims by the Dissolution of Muslim Marriages Act 1939 while the Inter-religious marriages are governed by the Special Marriage Act 1954. These laws provide the guidelines for performing a marriage between a man and a woman, based on the guidelines the marriage can be declared as null and void marriage or validated marriage.

Altering calculations among young married couples, in a span of one or two years down the line, they tend to think that the old system of joint family system idea is a bane to them, living with many relatives, subsiding their likes and dislikes, foregoing their privacy levels, controlling their egos, etc. When the codification happened to the Marriage Acts, laws gave scope for women their property rights, outlawed polygamy and gave enough space for the partners to file for divorces during 1950s. The laws were further twisted in 1976 to permit divorce by mutual consensus. The traditional joint family system had given way to the nuclear families in the urban sector. Needless to mention, as more and more women were getting employed or setting up their own businesses which means that they were becoming financially strong enough that they no longer have to depend on their partners for financial security, which is leading to men in sharing household tasks, and slow fluctuation in gender inequality.

Some of the researchers emphasize that divorce rates in India are neither astonishing nor predictable in nature. Mr. Jacob and Ms. Chattopadhyay, who are teachers at Bangalore Azim Premji University opine that there are a lot many circumstantial proof that there is a steep rise in the divorce rates substantially, but when compared globally our divorce rates are still low in percentage. India is somewhere in the mediocre level not too high nor too low as regards divorce rates is concerned but considering the fact that living together concept before marriage is very low in India and marriage is worldwide, but it is not surprising to note that some youngsters, first marriages could end up in divorce ultimately, though divorce and separation do exist in many parts of India at a low key, but varies across states and regions.

Besides, the fact that India has a low divorce rate when compared with other countries, according to Ms. Nupur Dhingra Paiva, a clinical child psychologist at Delhi considers that she could hardly get one case every two months of divorced parents accompanying their troubled children for counselling sessions, the drastic change within a span of three years is that she gets almost one case every week, wherein the couples are all middle and upper-middle class, both the couple are working, and the main reasons for such a decision is infidelity and inharmoniousness. Less than 1 out of 1000 marriages get a divorce in India but times are changing slowly.

Yet, it is said that an individual's divorce decision trends are linked purely on his or her personal religious opinions which could be free from cultural transmission, hard to differentiate among the two since the practice of most religions are societal in nature.

Genetics impact on Divorces: Besides, the truth that the practice of most religious conviction by nature is societal, genetic factors also contribute to the divorce decisions among the younger generations which is inborn qualities from the biological parents.

According to a study done on adopted children it is proved that the children of the divorced parents are in the offing, to get divorced when they grow up, Is this tendency developed in case or is this the resultant of the nurture or upbringing of the kid (with children developing in the adult stage, behaviors learned from their parents), & how far it is due to natural process (inheriting from divorced parents the behavior pattern which is hereditary leading to the marriage breaking behavior) is not understood. In one of the study published in Psychological Science by Dr. Jessica Salvatore and Dr. Kenneth Kendler of Virginia Institute for Psychiatric & Behavioral Genetics it is proved that such genes are significant.

In order to understand the concept more scientifically the researchers explored the records store, which is common for all the Sweden Citizens containing information about their sex, year of birth, year of death, marital status, criminal activity, educational qualifications, & alcohol abuse. In addition, it also contains the information of both the biological and the adoptive parent's details of the adopted children. Nearly 19,715 adopted children data were utilized to understand how frequently these ended in divorce and whether that divorce rate had any kind of a link to divorces in their biological and adoptive parents. The results showed that nearly 20% of the children are expected to divorce if their biological parents had divorced than if such parents had stayed together, but neither less nor more probability to do so if their adoptive parents had ended up in a breakup. The divorce concept, mindset or behavior pattern is transferred from biological parents only and has no connection with the adoptive parents.

On the cross-sectional study conducted on siblings by the researchers resulted in concluding that if one biological sibling divorces the other siblings were 20% more likely to do so than would otherwise be the case. Whereas for the adoptive siblings the divorce pattern of behavior is entirely deviant, in other words adoptive siblings are less likely to do so as far as divorcing the partner is concerned. In conclusion we can say that genes play a vital role in divorce decisions taken by the biological children as well as biological siblings. Hence the authors contend that genetic factors play an important role in the "transmission" of divorce from one generation to another generation. While providing psychological support and relationship counselling or awareness to people whose parents have undergone divorce the concept of genetic transmission has to be kept in mind, even though such people never have the knowledge what their parents are in question.

Observations on Divorce – Indian context

Additionally, according to psychotherapist counsellor Ms. Pallavi Bhurkay, Mumbai states that "Earlier, couples would come to me to fix the marriage. Now, I have young couples who have come just to convince their family or partner that a divorce is the right decision". According to Mr. Shiv Visvanathan, Sociologist "There is a sense of mobility in today's generation; not only physically, but also emotionally. There's always someone else who could potentially fill their spouse's shoes. This new generation also has a greater sense of the individual. If they're not happy, they have no problem in cutting their losses and trying again instead of 'wasting time'. According to Ms. Padam Kirti, Senior Lawyer at the Lucknow Family court "The number of divorce cases filed by young couples has been rising dramatically since 2009. Most cases where

separations happen within months after marriage, both husband and wife seem to have no regrets. They don't want alimony and can't wait for the proceedings to be over. All they want is immediate separation to move ahead in life." Ms. Indrani Banerjee, Marriage Counsellor, Kolkata states that divorce cases are enormously shooting up when past 5 years data is considered. 90% of these cases, both partners are employed. This means that the wife has an income and can fend for herself, it also means that spouse is independent and can lead their life as their wish which makes every difference of opinion a potential minefield.

Paradoxically, Ms. Aarti Mundkur, lawyer at Bangalore Family court finds answer for the question "Has number of divorces increasing and has the breakdown of marriage increased? Marriages are breaking down in the same speed over the years, proportionately bonding between the couples is also increasing to maintain the societal looks. One of the counsellor from Mumbai, recalls that the issues linked with seeking divorce earlier were mainly related to the dowry demands, property disputes and family arguments, but in the recent trends witnesses that young couples who seek divorce is due to the reason; household tasks, they no longer like each other and the surprising fact is that such divorce cases are the couples who are in first or second year of marriage.

Observation on Divorce – Foreign context

Divorce or dissolution of marriage is the ultimate end of marriage. In most of the countries, divorce needs a sanction of a judge or other equivalent authority in a legal procedure. Divorce laws differs around the world. Divorce is not allowed in some of the countries, but in countries like Malta and Philippines, termination of marriage is allowed. In the western countries mere getting a divorce decree does not entitle a marriage as null or void, like in case of termination of marriage, nevertheless it abandons the marital status for both the parties. But where monogamy is law, this permits each partner to marry another whereas where polygamy is the law, divorce permits the woman to marry once again. The legal procedure may consist of problems of spousal support, child custody, child support, family cohesiveness, property distribution and division of loans or debts, even though such issues are normally only supplementary or consequence to the termination of the marriage.

i. United States

In 2008, 46% of all marriages involve a remarriage for one or both spouses. It is estimated that 40% of all marriages have ended in divorce as of 2008. It is frequently reported that the divorce rate in America is 50%. The Americans for Divorce Reform forecasts that "Probably, 40 or possibly even 50% of marriages will end in divorce if current trends continue".

ii. United Kingdom

The increase in divorces has been largely attributed to the introduction of the Divorce Reform Act of 1969. The number of divorces granted in the UK in 1961 was 27,000. This doubled to 56,000 by 1969, and doubled to 125,000 divorces by 1972. In the year 2002 the number increased to 160,000. The rate of divorce in the United Kingdom has been dropping in recent

years. In 2007 the divorce rate in England and Wales was recorded at 11.9 people per every 1000 of the married population. This is the lowest divorce rate recorded since 1981.

iii. Europe

In 2000, Belgium had the highest divorce rate at 2.9 per 1,000 people, and Italy and the Republic of Ireland the lowest rate at 0.7. The study estimated that legal reforms accounted for about 20% of the increase in divorce rates in European countries between 1960 and 2002.

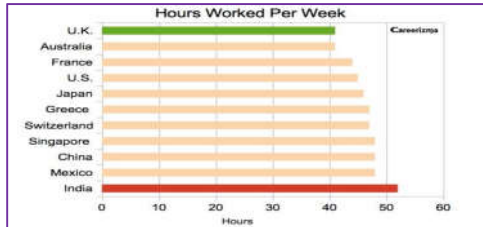
Work Life Balance and Divorce:

What contents are there in an average Indian's Work Life Balance could be compared to a page from Dante's Inferno (one of the greatest classics of Western literature)? In a study conducted in 2016, all the major metro cities have less than 20% people index. In a layman's language, it means that work life balance, with all other components like affordability, income equality, gender equality, health, education and crime reduction are in necessity of an alteration.

WLB is important, experts say that a greatly prejudiced attention on your job can negotiate your associations, your mental and physical health, your attention and efficiency at work, eventually leading to family life which on the worst can go to divorces leading the additional focus towards life and work quite worthless. The same happens in your personal matters also, it finds a path to sneak into your profession. People suffering from lack of a happy medium may go through at least one of them: non-attendance, high stress, low productivity and worse of worse with job attrition. Employers do suffer from high employee turnover, lack of efficient workers, overall insufficient proficient employees, who think that quitting and moving to highly loved organizations is better. However, what are the issues that are likely to influence low quality of work life balance, among Indian workers? And what methods can be taken to develop work life balance.

Gender Roles - When compared to men, women in India face more difficult work life balancing act. In a study published in Indian Journal of Psychological Medicine, it was said that two factors that were of main regarding the working women, specifically the ones with kids and aging family members. Family-work (FWC) & Work-family (WFC) conflicts. In a study conducted on urban women employees with a mean age of 38.7 years with none to two children, both family-work and work-family conflicts were highly affected by their situations. FWC & WFC were measured both factors showed disturbing pattern of an adverse spillover. The ones with children, had an extensively bad effect from their complementary range of life. Family anticipations, household burdens, uncompromising company policies, unsupportive supervisors and the rigid work timings augment to the grief of a working. Ultimately such situations lead to arguments due to mismatch in timings from the partners which leads to frustrations, unhealthy behaviours which could lead to divorces.

Work Policies - A good work life balance means a meaningful contributions in all the phases of a wholesome life – family, work, friends and yourself. According to a study conducted on millenials everywhere, the Manpowergroup has gathered data showing the number of hours worked by country. The report says Indian millennial put in the longest number of working hours per week, 52 hours to be exact. Compare that to China's 48, USA's 45 and UK's 41 hours. The chart below depicts it clearly how in each country it varies.



At an average of over 10 hours at work and sometimes a six day work week, there could very less time left to stopover and relax. The Fierce Competition, and the fear of losing your job, could make the chance, at having job satisfaction and personal life satisfaction, diluted than what you really desired. In addition, the ugly surrounding of a boss from hell, with managerial qualities learned from a guy named Lucifer, with two horns.

Life in a Traffic shop - The Indian metro cities have a well-known traffic notoriety. According to one of surveys conducted by Ford Motor Company in various countries, people spend over 12 hours a week behind the wheel. Adding ghee to the fire is the method of erratic driving practices of people you share the road with. Already heavy 52 hours week with the additional 12 hours of slow moving traffic could lead to time spent at house still shorter to make your family members sense like mere associates.

The question is, are there no hopes? But for startups, organizations can initiate few measures to see that their employees are at ease, like flexi timings which gives the facility to choose your own timings which could make women and men, to select to split their work timings to not have them be in conflict with their children's demands. Child care demands if neglected may lead to an aggravated situations like divorce. Child care facilities makes the pain away from having to leave kids behind. Many big organizations in India have adopted serving their staff with facilities to help them house their kids within, or near, the company locations. Maternity leave under the act, the maternity leave has been raised from 12 to 26 weeks for women with more than two children, the leave is compressed to 12, which is good initiative towards making it happen for women to not to leave their professions behind, on the arrival of a new born. Similarly, even other facilities like paternity leave, telecommunicating, time management, compressed work weeks, job sharing, etc could be implemented in organizations to see that the women and men achieve WLB to some extent.

The fight between your work and personal lives, is an ongoing process. Some manage to chalk out a plan, while others get some assistance from their companies, and the policies that their country has to give. India has been working towards making things easier for the working population, and hopefully there will come a time, soon, when there will no longer be the need for excessively long working hours, women having to leave their career dreams for the sake of their families and people spending a lifetime at traffic lights, on their way to work.

Conclusion

On a macro level the concept of divorce not only influences the parents, the couples, the culture of the country or region, the upbringing of children who were married, the culture of the two families, the family values, peer influences, social bindings, traditional factors, economic factors, level of understanding, mental quotient of both man and woman in the society in question, the binding laws, the social stigma for divorce attached, compatibility levels, adjustment levels, educational inputs, personal experiences, etc impact the divorce concept on a broader perspective.

The balance of work and family needn't be a sour subject. One exists because of the other and neither should be the reason for tearing you into two, nor the family into two. Find your happy medium and let there be harmony for the most part. While adjustment among couples is most essential still the managing ability of a women is most counted when it comes to profession and personal life. It is significant for individuals, and the society as a whole, to understand the importance of keeping the two separate and individually aspect. Habits, policies and even social viewpoints are essential in bringing about the positive changes that many employees are craving for to protect both professional and personal life.

In addition, personal factors in particular the behavior do contribute to divorce process in few of the marriages. Considering all the issues, factors, situations that lead to divorce the main aspect is the attitude of a person towards his/her partner. It is often said that if your attitude is good you will like everything and anything about your partner no matter whether all things are correct or incorrect in a person's life. Of course, in present days, education is a greatest contributor in seeking or not seeking a divorce. One needs to realize that nobody is perfect in this world and no family is without any flaws. Hence both the partners with other family members need to manage, use their prudence and act accordingly while taking such extreme decisions.

Questions

1. Discuss the recent Divorce trends in India?
2. Discuss the impact of divorce(s) on the next generations genetically?
3. Can divorces be eradicated? Comment.
4. Is Divorce affecting Work Life?
5. What are the issues that are likely to influence low quality of work life balance, among Indian workers

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