

## VIOLENCE AS A RESULT OF INTERGENERATIONAL CONFLICT

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### ABSTRACT

In communities, inter-generational conflict is a common root for friction and dispute between people in society. This generation may give importance to sexism, racism, and other issues which are considered “taboo”, to the older generations, and hence, conflict may arise. They are adapted and used to one particular type of system, and some changes might disturb their view of a particular thing. So, what is inter-generational conflict? It is the difference of opinion between two generations, which can be called a clash between parents, children, or two individuals from different generations, over culture/ethics, or norms. This can also occur in the workplace where older employees oppress younger employees, or employees who have worked longer than newer employees tend to have a better overview of what should be done. Basically, one generation tries to convince the other to follow the social norms created by them. Cultural gap: behaviour, education, religion,

etc contribute to inter-generational conflict. But violence, is sometimes the result in many cases where one physically/mentally suppress the other in order to get their way, which is wrong and must be talked about.

**Keywords:** Inter-generational conflict, racism, sexism, clash, workplace, education, cultural gap, behaviour, religion, older generation, younger generation, perspective, respect.

### CHAPTER 1- INTRODUCTION

#### 1.1. Background of the study

Inter-generational conflict has existed in various forms for a very long time. Let’s start with an example:

A, ( a person in her 50s) whose daughter and sons, B, C, and D respectively are 26, 24, and 20 years old. A has a property of 15 acres, which must be distributed equally between the three. Now, the mother wants to distribute the property equally, but the father does not like B, who is a woman, and wants to give the property to the two sons. Now the father and daughter are in a heated argument and the daughter murders him. This is violence that is caused due to inter-generational conflict. Inter-generational conflict occurs due to property, hatred, capital, exploitation, relationships between students and teachers,

child and parent, colleagues, and politics, due to conflict in style, perception, goals, values, etc.

Right now, the generations are divided into- (youngest to oldest)

- 1) “Generation Beta” (2025-2039)
- 2) “Generation Alpha” (2010-2024)
- 3) “Generation Z” (popularly known as Gen Z, 1997-2012)
- 4) “Millennials” also known as Generation Y (1981-1996)
- 5) “Generation X” (1965-1980)
- 6) “Boomers” (1946-1964)

Now, this is just a common example of inter-generational conflict. Usually, it has many consequences like **violence**, (constant violence at home, mental instability as a result

of it) and ABUSE (rape, murder, physical and emotional abuse), This also results in insecurities, if the victim is bullied at a young age, due to colour, race, religion, gender, being rich, poor, etc or if the victim is an adult and faces abuse, it may harm the health of them and lead to Post-Traumatic Stress Disorder (PTSD) or depression or other mental health issues. Children might grow up hating themselves for being what they are, and other causes and issues which we are going to focus on in this research.

### 1.2. Research Problem

These issues are often not talked about because people think “what happens between four walls must stay within four walls” or “what will society think about us” or the victim might be under tremendous pressure to not speak about it. Not only the victim but sometimes even the victim’s family struggles to open up because

of threats. Sometimes, the violence is passed down in the family, which is called intergenerational transmission of violence. It runs in the family, changes slightly over time, and affects the family’s peace.<sup>1</sup>(Woollett, 2016)

All the generations have different thought processes and ways of looking at problems and due to these problems, conflict arises as even though there is common ground of topic and necessity, the brain thinks differently. We are going to talk about inter-generational violence and how violence is a result of it in this research paper.

### 1.3. Existing Legal Solution

While a “legal solution” per se does not exist for intergenerational conflict, there are laws that can help when there is violence present in the professional or personal relationship, and if the person’s rights are violated, he/she can reach out to the The Protection of Women against Domestic Violence Act, 2005, Section 498A of the Indian Penal Code according to the Criminal Law (second amendment) Act, 1983,

Section 506 of the Indian Penal Code for the harassment of senior citizens, Section 294 of the Indian Penal Code for mental abuse of senior citizens, The Maintenance and Welfare of Parents and Senior Citizen Act 2007, Workers Compensation Act of 1951: Section 294 and 354, Indecent Representation of Women (Prohibition) Act (1987), Federal Law against Age Discrimination in Employment Act and Federal Law through the Equal Pay Act.

### 1.4. Research Questions

- A) Why is inter-generational conflict present most in domestic households and then in the workplace? B) What are the effective ways to bring down inter-generational conflict?  
C) When does one report inter-generational conflict?

### 1.5. Research Objective

This research aims to focus on the WHY, WHEN, WHERE and HOWs of inter-generational conflict, as it is a rising problem in India and has existed for many years and is unnoticed.

### 1.6. Scope and Limitations

Inter-generational conflict may arise out of Inter-generational transmission, upbringing, trauma, violence, abuse, fights for property, role, responsibility and opportunity.

### 1.7. Methodology

This research paper uses Primary and Secondary sources. Primary sources are Laws, Acts, Judgements and Cases. Secondary sources are Articles, Journals, and Newspapers, and they are used to the maximum extent.

## **CHAPTER 2**

### **Analysing the inter-generational conflict present most in domestic households and then in the workplace.**

2.1) Households- Parent and Child/ In-laws/Adoption and many more:

Now, understanding that any relationship will

result in conflict, it is at a higher rate between parents and children. Parents have to attend to many responsibilities in order to help the child to understand the difference between right and wrong, mannerisms and other major factors which will help the child to grow to be a better human being. In that process, parents tend to put pressure on their children, which they might not like, which results in conflict. Many-a-times, this will also result in violence. Either the young adult or the parent will turn out to be the abuser. Due to the generation gap, our parents think in a different way, their parents think in another way, and we think in another way. When all these ideas collide, there is a conflict due to the age gap between all of us. Most of our parents grew up in a time when they did not have phones, landlines and even television for that matter, and we grew up in a generation where everything is readily available, to the point where 3-year-olds have to watch phones while eating. To understand the conflict between parents and children, let's understand the types of conflicts:<sup>2</sup>

A) Inevitable Conflict: Parents encounter this kind of recurring disagreement because they can't constantly be aware, mindful, and sensitive to their children, they have their work to do and get busy at times. This kind of conflict is unavoidable. They will occasionally be distracted, fail to notice verbal or nonverbal clues, respond impatiently, overreact, etc. Children have a greater need to be understood when they feel alienated in these kinds of circumstances.

B) Boundary Conflict: When parents have to discipline their children, boundaries play a crucial role in giving kids structure. Setting boundaries, however, can strain the bond between a parent and a child and lead to emotional distance. For instance, "I know you want to play outside, but you need to finish your schoolwork before dinner. You can then spend some time playing outside. This is much preferable than simply telling someone they can't go outside. When a parent tells a kid that

they shouldn't go outside, they will get rebellious and tempted to do the same, which results in the parent hitting/ scolding the child to stay inside.

C) Intense Conflict: Intense emotional distress and a distance between a parent and child are characteristics of this kind of conflict. This happens when a parent loses emotional control and acts violently towards a child, such as yelling, calling them names, or threatening them. Children find these disconnections to be the most upsetting because there is frequently a sense of guilt involved. These conflicts frequently arise as a result of parental unresolved concerns from their own pasts.

Conflict and apathy between parents and a child don't arise overnight; instead, they do so when problems between them go unresolved for an extended period of time. Due to the biological, psychological, emotional, and cognitive changes that occur during adolescence, it has been observed that parent-child conflict increases in intensity and frequency. Conflicts between parents and children can result from a variety of factors and causes. Parents frequently criticise their kids in an inappropriate way, instead of giving constructive criticism, they use harsh language and physically shaming them. This can frequently go against the parents' best intentions because it could harm the child. Children are further led to believe that their parents don't comprehend their emotions as a result of which they grow resentment and anger towards them. Parental behaviour that denigrates children and compares them to others only serves to sour their relationship further. Parental criticism of a child's appearance can also have a bad impact on that child's self-esteem in a number of ways. The child may grow up to be aggressive and grumpy at all times, they develop hatred towards their parents and have unreasonable demands. Many young adults move out of the house due to the pressure or emotional and mental abuse faced.<sup>3</sup>

How can this lead to violence you may ask? Adults will start abusing their children in order to teach them their rights and wrongs, each year, reports of child abuse and neglect involving roughly 7 million children total around 4 million incidents, while children under three make up 25% of the victims.<sup>4</sup> A formerly "well mannered" youngster may turn rebellious if they are subjected to marital issues, physical abuse, bullying, or even sexual assault<sup>5</sup>. Neglect is the primary issue in instances that are reported to Child Protective Services, followed by physical and sexual abuse. Children who are abused often experience a variety of different types of abuse, including neglect, physical abuse, and/or sexual abuse. Children (who grow up facing abuse) will treat their parents the same way when they grow up and their parents get old, they will treat them with disrespect. They will put them in old age homes or even go to heights like murdering them to get their property. This is called Child to Parent Violence (CPV), where children abuse their parents in order to achieve what they want. Conflict is not present only between parents and children, but between in-laws as well. The new member of the family, mostly called the "bahu" in India, might face difficulties due to the actions of the in laws. Telling her to behave in a certain type of way, treating her differently in the absence of her husband, abusing her and constantly criticising her, are some of the ways which lead to intergenerational conflict.

Adopted children go through a whole set of difficulties. They will grow up to be rebellious in the later stage of their lives due to the way they have been treated in the past.

Inter-generational Trauma: This happens when an individual goes through difficulties in childhood, i.e., *Adverse Childhood Experiences (ACEs) or abuse* as a child, and that cycle of trauma affects their parenting skills. This is usually passed down through generations.<sup>6</sup>

Factors that affect the relationship between children and parents are values, beliefs,

religions, property, family disputes, trust issues, Intergenerational Trauma (childhood trauma), and divorce of the parents, family conflict can be verbal, physical, sexual, financial, or psychological leading to unhealthy and risky behaviours, poor attachment styles, and interpersonal relationship struggles etc<sup>7</sup>. Such events lead to mental disturbance in kids and teenagers and grow up with a different lifestyle. If a child witnesses his father abusing his mother, he will grow up hating him and find ways to hurt him. Other times, parents themselves will murder or abuse their children. For example, the Hindu daughter marries a Muslim boy, and her parents threaten her into divorcing the man or kill her so that she does not continue the relationship. In the movie *These are a few examples of VIOLENCE* due to intergenerational conflict in a domestic household.

## 2.2) Workplace:

Generational conflict in the workplace is mainly based on stereotypes, working styles, communication, authority, and neglect in considering a younger employee's ideas, management styles and spirit and way of working. When the generations have certain problems regarding how an individual works with other people or their attitude in the workplace, conflict arises, which may lead to violence, harassment and termination of the employee or employer. Due to the attitudes, values, and beliefs of the various age groups, there is a possibility of conflict in a workplace where people of different generations work together. Stereotypes are therefore frequent. For instance, senior employees may accuse younger employees of being inattentive or disrespectful to authority. Younger employees may stereotype older employees as antiquated and resistant to innovation. Different generations can function in quite different ways in the workplace. There are many potential causes for this, including advancements in technology and education. It is crucial to recognise can comprehend these

distinctions as the workforce becomes more diverse, particularly when managing personnel from different generations.<sup>8</sup>

#### Working styles: Difference between baby boomers and millennials

One of the most significant changes between generations in the workplace is *access to technology*. Baby boomers might not be computer proficient, whereas millennials are digital natives, they know how to access and use the internet and technology in a professional manner. Also, younger generations are more likely than older ones to accept new and efficient technologies, which might lead to conflict in the workplace across the generations. How various generations interpret success at work is another generational challenge in the workplace. Baby boomers cherish direct contact with co-workers and have a tendency to think that putting in long hours is what determines success. Millennials, on the other hand, think that creativity and adaptability are essential elements for success in the workplace.

Another generational difficulty in the workplace is how different generations define success at work. Baby boomers value face-to-face interaction with co-workers and have a propensity to believe that long hours are what makes achievement possible. On the other hand, Millennials believe that innovation and adaptability are crucial components for success in the job. The educational backgrounds of each generation also influence how they approach problem-solving and making decisions on the job. The majority of baby boomers had an education before computers were a commonplace part of life, but millennials grew up with computers and had significantly different educational experiences than their parents.<sup>9</sup>

**Workplace violence** has become a serious concern since it negatively impacts the productivity of organisations, the quality of service provided by employees, and the overall

well-being of the nation. Unavoidably, people utilise these acts of violence to obtain their desired outcomes, which may include materialistic (like money) as well as intangible (like respect and recognition, which cannot be touched) advantages. Nonetheless, the Indian constitution has taken a number of measures and altered a number of laws in an effort to stop people from inflicting such forms of violence as well as suffering from them, as well as to safeguard the calibre of the output of the organisations and the nation as a whole.<sup>10</sup>

Harassment, demoting/ withholding a promotion, judgemental comments and feedbacks, constant criticism, and abuse-sexual or verbal abuse are the forms of violence in a workplace. The Human Resources department (HR) is present in each and every professional workplace to ensure that there is no violence of any sort and to help the employee and employer with smooth processes.

### **CHAPTER 3**

#### **Effective ways to bring down inter-generational conflict**

##### 1) Respect generational values

Each generation guards its own set of ideals, which may be threatened by conflict. Baby boomers, for example, value participation, buy-in, and teamwork, but Gen Xers prefer to decide something once and move on, preferably by themselves.

##### 2) Express opinions

When two or more generations of workers are involved in a conflict at work, they can gain a lot of insight by discussing their perspectives. A conventional worker could find it disrespectful that a millennial lacks formality and politeness, and a millennial might feel "disappointed" if the older worker doesn't value his or her contributions and opinions. People's life experiences cannot be changed, but you may work with the resulting attitudes and expectations in the job. Turn the experienced

boomer into a mentor if you're unhappy with a millennial's lack of experience and attitude of entitlement because they're so immature.

### 3) Look for connections.

Employees from both generations tend to favour safety and stability. Boomers and traditionalists oppose change. Nonetheless, both yearn for growth and development. Employees from Generation X and millennials place a high emphasis on work-life balance and workplace flexibility. The generations who are most at ease with diversity and alternative lifestyles are the boomers and Gen Z. Gen Z and millennials are committed to socially responsible policies and are technologically savvy.

Each generation can impart important knowledge to the one after it. Traditionalists and baby boomers possess a plethora of information and insider secrets that younger workers want. Employees from Generation X are well-regarded for their fairness and negotiation skills. Millennials are masters of technology. And Gen Zers can provide insight into upcoming trends in the workplace, marketing, and commerce.<sup>11</sup> According to Brubaker and Brubaker (1999), four Rs are needed for strong intergenerational relationships: respect, reciprocity, responsibility, and resiliency. Respect is essential in all relationships, but it's especially important in relationships between generations. Unfortunately, elder speak is regularly used in intergenerational encounters in healthcare settings (disrespectful and ageist communication).<sup>12</sup> Between colleagues, to bridge the generation gap, developing a mentorship program might be helpful. The AARP Bulletin <sup>13</sup>lists numerous corporate instances of this strategy, often known as "reverse mentoring." Younger staff members train others in social media savvy, while more experienced staff members guide others in the subtleties of face-to-face encounters. Because it promotes reciprocal respect, the two-way mentoring strategy is particularly

helpful when younger employees hold leadership positions.<sup>14</sup>

### **CONCLUSION**

The aforementioned justifications consequently demonstrate that no two people can think the same way. There are disputes, disagreements, violence, and acts of harassment at the workplace as a result of these individual variations. With this in mind, the organisation must take all necessary measures to reduce and avoid future occurrences of such incidents. The family must take other routes to take care of the members instead of adopting toxic, manipulative and stressful ways of problem solving.

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