



INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE AND MANAGEMENT

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DUAL CAREER AND ITS EFFECT ON RELATIONSHIPS: A STUDY OF GOVERNMENT AND PRIVATE ACADEMIC INSTITUTES

DR. HIMANI SHARMA

ASST. PROFESSOR, DEPARTMENT OF BUSINESS ADMINISTRATION

MEMBER PGBOS

CHAUDHARY DEVILAL UNIVERSITY

SIRSA

ABSTRACT

The present study explored effect of dual career on relationships. This study was conducted with a total sample of 100 teachers through stratified convenience sampling method. The respondents were chosen equally from both government (50) and private institutes (50). The result showed that time for each other, discuss problems with each other and make work life balance were found to have a significant effect on relationships. Results further demonstrated that demographics such as age, income and family structure plays a significant role in effecting relationships.

KEYWORDS

dual career, work and family, flexi time

I INTRODUCTION

The term "dual-career" was first used by a European academic couple (Rapoport & Rapoport 1969; Rapoport & Rapoport 1971). Since then this term has become quite established, other expressions are "coupled careers", "conjoint career couple" (Adler et al. 1989) or "coordinated career" couple. These last two terms, however, refer to couples where both partners pursue careers in the same field or whose work activities overlap, and who are, therefore, professional colleagues in addition to being partners. According to the Rapoport, dual career couples differ from dual-earner families/couples. In dual-career couples, both partners pursue an occupational career occupying or seeking jobs which are characterized by high professional standards, a high degree of commitment and a developmental sequence. On the contrary, in the dual-earner couples only one (or neither) partner has a career while the other holds an employment without career prospects and/or aspirations. Other expressions used for this arrangement are two-paycheck families, dual-worker families or two-person career. The rationale for such a distinction between dual-career and dual-earner couples is that a number of problems are particularly relevant to the situation when both partners have and want to pursue careers, thus of dual-career couples. These problems can be classified into two areas: geographical mobility and family responsibilities.

Work-family or work-life conflict occurs when the cumulative demands of many work and non-work life roles are incompatible in some respect so that participation in one role is made more difficult by participation in the other role. Work life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society.

Challenges

Family-Related Challenges: The division of household duties is main issue for most dual-career couples. In approx. 80% of couples, women perform 70% -80% household chores. However, attempts to protect a traditional division of duties eventually create an overload situation for woman.

Personal Challenges: The personal and career challenges facing men and women are different. Women don't make decisions about without considering the implication for their families. By, contrast men view work and family roles as independent. What this means is that women feel that choosing in favour of one role means choosing against the other while men don't experience a similar dilemma.

In middle class families, it is difficult for a single person to earn for the whole family, so this concept of dual career couple came into existence over riding the dogmatic custom of the Indian society. There are so many impediments in the way of working couples that can be personal, domestic or from the society which hinder them. While in the 1950s the male was often the sole bread winner in the family, in today's society the family consisting of dual-earners or dual-career couples is on the rise. One reason for this change is the increase of dual career entering the workforce.

This study is structured as follows. In the very beginning conceptual analysis is undertaken. Second section presents review of the literature. The next section describes the research methodology. Thereafter, the results of the present study are analyzed and discussed in relation to each of the research question. Finally, the paper concludes with summarizing the results and its implications.

II REVIEW OF LITERATURE

The various articles on different aspects of dual career which appeared in different magazines, journals and books have been reviewed as follows.

Green and Zenisek (1983) reviewed the literature and discussed the implications of the dual-career family structure from both the individual and the organizational point of view. Specifically, five major topic areas are covered: (1) advantages and disadvantages of the lifestyle, (2) marital satisfaction, (3) egalitarian relationships, (4) the impact of transfers, relocations and living apart, and (5) the employing organization's reaction to an adaptation to the phenomenon.

Yogev Sara (1983) focused on clinical understanding and therapeutic interventions most appropriate for couples' marital and individual difficulties. The paper briefly describes characteristics of the dual-career lifestyle and personalities. The analysis provides case examples

illustrating external and internal sources of stress generated by a lack of time or the need for an effective system for handling housework and childcare.

JoAnn Ray (1990) explored the relationships of interactional patterns to the marital satisfaction of dual-career couples. Greater marital satisfaction was related to creativity, equality and reciprocity in the relationships. Couples experiencing greater marital satisfaction were apt to both give and take supports, to be involved in each other's careers, have equal commitment to the relationship, and to practice equal decision making. Holding non-traditional sex-role attitudes and the husbands' approving of their wives' careers were related to higher marital satisfaction. Women who began their career after their marriages were apt to experience less marital satisfaction, less job satisfaction, fewer spouse supports, and greater inequality in decision making.

Strober and Chan (1998) examined the household task arrangements of a sample of married 1981 graduates of Stanford and Tokyo Universities, about a decade after their graduation. No less than 43 percent of Stanford graduates shared household tasks about equally with their spouse, a much higher sharing rate than for the whole U.S. population. Their examination of task arrangements among dual career couples provides support for bargaining power theories of the division of household tasks, but suggests that societal ideology plays a critical role in defining the scope for bargaining.

Tryon S. Georgiana and Tryon W. Warren (2002) presented a systematic review of the issues involved in dual career marriages. A definition of dual-career couples/families is provided. The literature is then reviewed with respect to employment issues, employment issues specific to dual-career couples, career interruptions, household chores, child care, and marital difficulties.

White et al. (2003) analyzed the effects of selected high-performance practices and working hours on work-life balance with data from national surveys of British employees in 1992 and 2000. Alongside long hours, which are a constant source of negative job-to-home spillover, certain 'high-performance' practices have become more strongly related to negative spillover during this period. Surprisingly, dual earner couples are not especially liable to spillover - if anything, less so than single-earner couples. Additionally, the presence of young children has become less important over time. Overall, the results suggest a conflict between high-performance practices and work-life balance policies.

Hardill and Watson (2004) investigated the impact of child rearing upon male and female participation rates and earnings within 130 dual career households. Female participation rates and earnings in households with children are significantly lower than both comparable males and females without children. No significant gender differences exist in pay in childless households.

Carless and Wintle (2007) examined the impact of salient identity, career path and recruiter functional area [internal human resource (HR) personnel vs. external recruitment company] on perceptions of organizational attraction with a sample of young, inexperienced job seekers. Two hundred and one participants responded to a questionnaire and rated their attraction to two different job advertisements. It was concluded that flexible HR policies increase applicants' perceptions of organizational attraction during the initial stages of the recruitment process. **Carriero et al. (2009)** studied how dual earner couples with children organize their working time in Belgium, Italy, and the Netherlands by placing working time coordination explicitly in a comparative framework to allow cross-country differences in time-scheduling mechanisms to be revealed. The main findings were as follows: (1) parents actively coordinate their working times in all three societies; (2) on average, Italian and Flemish dual-earner parents tend to synchronize (increase their work-time overlap), which indicates that parents aim at spending non-market time jointly; and (3) Dutch dual-earner parents tend to de-synchronize (decrease work-time overlap), which indicates that the latter tend to maximize the amount of time that at least one parent is out of the job.

Michael (2010) explored the dimensions and means to implement a global dual-career expatriate couple mentoring program. The study explored the impact of such mentoring programs on "nontraditional" global managers, along with their trailing spouses. Social learning theory was used as the foundation for the development of such a mentoring program. To add to the contextual understanding of global assignments imposed on global dual-career couples, we explored the effectiveness of mentoring by investigating temporal (before, during, after expatriation) and gender-related dimensions.

Rispens, Jehn and Rexwinkel (2010) investigated the differences in the types and consequences of conflicts that couples in dual career and commuting situations experience. The study also investigated how the differences in conflict perceptions between relationship partners (i.e., conflict asymmetry) affects family and work related outcomes in different manners in the two types of couples (dual career and commuting). Data were obtained from a sample of 40 commuting and 36 dual career couples. Results showed a difference in lifestyle such that commuters evaluated their jobs more positively more dual career partners were more satisfied with their family and level of relationship intimacy. Results further demonstrated a higher level of conflict asymmetry in dual career relationships.

Deding and Filges (2010) analyzed the relationship between geographical residence and job mobility for Danish dual earner couples. The results point to the importance of addressing the interrelationship between residence and jobs. Furthermore, the change of residence matter more than change of job and women respond relatively more to changes in their husbands' job region. The findings imply that mobility promoting initiatives must focus on families rather than individuals and recognize that for most families the choice of residence location dominates the choice of job location.

Ukpokolo Chinyere focused on women academics within the dual career couples category in Nigeria. The study draws on primary data gathered through ethnographic methods to analyze how women career advancement can be hindered by the misogynistic 'micro politics' at the family level on the one hand, and the larger university community on the other. The paper concludes that the challenge of academic freedom demands more inward examination of the 'micro politics within' in order to as well as one's desire and intentions to continue being a part of it incorporate the interests of all stakeholders within the intellectual community in the struggle for academic freedom and academic democracy in the continent of Africa.

III RESEARCH METHODOLOGY

This study was conducted with a total sample of 100 teachers through stratified convenience sampling method. The respondents were chosen equally from both private institutes (50) and government (50). Responses were collected from the college and university teachers working in western parts of Haryana. A structured questionnaire was developed for this purpose. Respondents were asked to judge the factors/statements through a five-point scale ranging from "strongly agree" to strongly disagree". For data calculation, "strongly agree" was given 1 point and "strongly disagree" was given 5 points.

Frequencies, percentage, average, standard deviation, t-test and ANOVA were used for data analysis.

IV ANALYSIS AND INTERPRETATION

The study sought to assess the effect of dual career on the teachers working in both private and government institutes. The respondents were provided with seven different statements pertaining to relationships and their views were gathered on the same.

Table 1: Sample Characteristics: Private Institutes
N=50

Demographics		No. of Respondents	%
Age (in Years)	25-35	30	60
	35-45	16	32
	above 45	4	8
Income (p.a.)	Upto Rs.2 lakhs	10	20
	Rs.2-5 lakhs	30	60
	Above Rs.5 lakhs	10	20
Family Structure	Nuclear Family	28	56
	Joint Family	22	44

Source: Field Survey

The characteristics of the sample depicted in Table 1 reveals that the majority of the respondents working in private institutes are between 25 to 35 years of age (60 per cent), followed by the age groups of between 35 to 45 years (32 per cent) and only 8 per cent respondents lie in the age group of above 45 years. About 60 per cent of the respondents belong to Rs. 2-5 lakhs p.a. and 20 percent upto Rs. 2 lakhs p.a. and same percentage of respondents belong to above Rs. 5 lakhs p.a. category. Respondents are almost evenly split by family structure (56 per cent nuclear family and 44 per cent joint family).

Table 2: Sample Characteristics: Government Institutes
N=50

Demographics		No. of Respondents	%
Age (in Years)	25-35	31	62
	35-45	17	34
	above 45	02	4
Income(p.a.)	Upto Rs.2 lakhs	16	32
	Rs. 2-5 lakhs	27	54
	Above Rs.5 lakhs	07	14
Family Structure	Nuclear Family	27	54
	Joint Family	23	46

Source: Field Survey

Table 2 reveals that the majority of the respondents working in government institutes are between 25 to 35 years of age (62 per cent), followed by the age groups of between 35 to 45 years (34 per cent) and only respondents 4 per cent respondents lie in the age group of above 45 years. About 54 per cent of the respondents belong to the income bracket of Rs. 2-5 lakhs p.a. and 32 percent upto Rs. 2 lakhs p.a. and 14 per cent lies in above Rs. 5 lakhs p.a. income category. Respondents are almost evenly split by family structure (54 per cent nuclear family and 46 per cent joint family).

Table 3: Effect of Dual Career on Relationships: Private Institutes
N=50

Variables	Strongly Agree (1)	Agree (2)	Agree to some extent (3)	Disagree (4)	Strongly Disagree (5)	Mean	Standard Deviation
Able to spend time in family functions	2 4%	14 28%	14 28%	0 0%	20 40%	3.44	1.37
Have time for each other	0 0%	2 4%	20 40%	6 12%	22 44%	3.96	1.00
Have time for children	22 44%	08 16%	10 20%	08 16%	02 4%	2.20	1.27
Go in social places together	08 16%	08 16%	16 32%	14 28%	04 8%	2.96	1.19
Discuss problems with each other	02 4%	08 16%	06 12%	08 16%	26 52%	3.96	1.29
Make work life balance	00 00%	04 8%	16 32%	10 20%	20 40%	3.92	1.02
Give time to your friends	08 16%	12 24%	20 40%	06 12%	04 8%	2.72	1.12

Source: Field Survey

Table 3 depicts views of respondents in private institutes regarding effect of dual career on relationships. The result of the study revealed that out of seven factors, *time for each other*, *discuss problems with each other* and *make work life balance* were found to have a significant effect on relationships. Fifty six per cent of respondents disagreed (taking 'agree to some extent' and 'disagree' categories together) that they have time for each other. Quite importantly 68 per cent of respondents said that they do not discuss problems with each other. Sixty per cent of the respondents were of the view that they were *not able to make work life balance*.

The above finding indicates that in private institutes there is greater work pressure and there are fewer holidays as compared with government institutes. So, teachers working in private institutes get relatively less time for their families. Moreover, there is less job security in private institutes so; teachers have to work very hard to save their jobs, even if the teacher is not well he/she is not given any long leave. Further, there are more expectations from the teachers in private institutes and there is greater accountability on their part also.

Table 4: Effect of Dual Career on Relationships: Government Institutes

N=50

Variables	Strongly Agree (1)	Agree (2)	Agree to some extent (3)	Disagree (4)	Strongly Disagree (5)	Mean	Standard Deviation
Able to spend time in family functions	01 2%	13 26%	16 32%	02 4%	18 36%	3.46	1.28
Have time for each other	00 0%	00 0%	10 20%	11 22%	29 58%	4.38	.80
Have time for children	29 58%	13 26%	02 4%	06 12%	00 0%	1.70	1.01
Go in social places together	01 2%	15 30%	16 32%	15 30%	03 6%	3.08	.96
Discuss problems with each other	00 0%	01 2%	07 14%	10 20%	32 64%	4.46	.81
Make work life balance	00 0%	00 0%	12 24%	14 28%	24 48%	4.24	.82
Give time to your friends	06 12%	18 36%	11 22%	09 18%	06 12%	2.82	1.22

Source: Field Survey

Table 4 presents views of respondents working in government academic institutes regarding effect of dual career on relationships. Here, the results revealed that a significant percentage (80 %) of respondents felt that do not have time for each other. This is true in case of government institutes where there is lot of work pressure. Eighty four percent of respondents in the study told that they do not discuss problems with each other. In many cases, they felt that as both are working so one does not want to stress other with one's work problems. Quite importantly, 76 percent of respondents held that they were not able to make work life balance.

Here, the results are akin to private institutes but the reasons are different. Government jobs are transferable, and there are very few couples who are posted in the same district. As a result, one of the spouses has to commute and some of them come home at weekends, therefore, they get comparatively less time for their families.

Impact of demographic factors on effect of dual career on relationships

In order to get a better understanding of the dual career issues, the impact of various demographic factors like age, income and family structure, on relationships were analyzed through ANOVA and t test. (Significant at 5 % level)

Table 5: Analysis of Significant Demographic factors showing effect of dual career on Relationships: Private Institutes

N=50

Age(in years)	Variables	Age (years)	N	Mean	S.D.	F	Sig.
	Able to spend time in family functions	25-35	30	2.00	0.00	3.32	.04
		35-45	16	3.25	1.43		
		above 45	4	3.73	1.31		
	Have time for each other	25-35	30	3.37	1.02	4.73	.01
		35-45	16	4.20	0.92		
		above 45	4	4.50	0.57		
	Discuss problems with each other	25-35	30	3.00	1.46	8.87	.00
		35-45	16	4.46	0.97		
		above 45	4	4.00	0.00		
Make work life balance	25-35	30	3.25	1.12	6.26	.00	
	35-45	16	4.20	0.84			
	above 45	4	4.50	0.57			
Income(p.a.)	Able to spend time in family functions	Upto Rs.2 lakhs	10	2.40	0.51	4.07	.02
		Rs.2-5 lakhs	30	3.60	1.83		
		Above Rs.5 lakhs	10	3.73	1.25		
	Have time for each other	Upto Rs.2 lakhs	10	3.20	0.42	5.06	.01
		Rs.2-5 lakhs	30	3.80	1.03		

Family Structure	Go in social places together	Above Rs.5 lakhs	10	4.26	1.01	11.11	.00	
		Upto Rs.2 lakhs	10	1.80	0.78			
		Rs.2-5 lakhs	30	2.60	1.42			
	Discuss problems with each other	Above 5 lakhs	10	3.46	0.89	7.67	.00	
		Upto Rs.2 lakhs	10	3.00	0.94			
		Rs.2-5 lakhs	30	3.40	1.42			
	Make work life balance	Above Rs.5 lakhs	10	4.46	1.10	5.50	.00	
		Upto Rs.2 lakhs	10	3.20	0.42			
		Rs.2-5 lakhs	30	3.60	1.26			
	Family Structure	Discuss problems with each other	Nuclear Family	28	4.36	1.00	-2.0	.04
			Joint Family	22	3.64	1.41		

Source: Field Survey

AGE

Some significant differences were found among different age groups viz. 25-35 years, 35-45 years and above 45 years in terms of their perception towards effect of dual career. Respondents in the age group of above 45 years (mean score 3.73) and 35-45 years (mean score 3.25) agreed to some extent whereas, respondents belonging to 25 to 35 years (mean score 2.00) agreed on the issue of 'spend time in family functions'.

Similarly, 'time for each other' was perceived differently among various age groups. Respondents in the advanced age of above 45 years (mean score 4.50) and in the age group of 35-45 years (mean score 4.20) believed more strongly than the respondents in the age group of 25-35 years (mean score 3.37) that husband and wife don't get time for each other.

While responding to the statement - 'discuss problems with each other' there was significant difference between the perception of the respondents in age groups of 25-35 years (mean score 3.00), 35-45 years (mean score 4.46) and above 45 years (mean score 4.00). Here also teachers in advanced age don't bother each other with their routine problems.

In terms of 'make work life balance', there was a great difference among various age groups. Respondents in the age group of 35-45 years and above 45 years disagreed (mean score 4.20 and 4.50 respectively) that they are able to make work life balance.

One can argue that as the age and experience of the person increases, work pressures like other administrative duties also increases so it becomes more difficult for him/her to manage family affairs.

INCOME

In the ANOVA results, income groups did not show any significant influence on the perception of dual couples as far as the 'have time for children' and 'give time to your friends' are concerned. However, while assessing 'able to spend time in family functions', income levels seemed to play a significant role. While both group of respondents, having income of Rs.2-5 lakhs p.a. and above Rs.5 lakhs p.a. disagreed more (mean score 3.60 and 3.73 respectively) on the subject of able to spend time in family functions, respondents in the income group of upto 2 lakhs p.a. disagreed less (mean score 2.40) on this issue.

A difference among the respondents in the income group of upto Rs.2 lakhs p.a. (mean score 3.20), Rs.2-5 lakhs p.a. (mean score 3.80) and above Rs.5 lakhs p.a. (mean score 4.26) was also observed in terms of their opinion on 'have time for each other'. Respondents in the highest income bracket disagreed more on the subject as compared to others.

In terms of 'go in social places together', there was great difference among various respondents. Those in the highest income bracket disagreed more on (mean score 3.46) that they (both husband and wife) go in social places together.

While responding to the statement - 'discuss problems with each other' - there was a significant difference between the perceptions of respondents lying in the income group of above Rs. 5 lakhs p.a.(mean score 4.46), Rs. 2 to 5 lakhs p.a. (mean score3.40) and above Rs. 5 lakhs p.a.(mean score 3.00).

Regarding 'make work life balance' respondents' views again varied with each other. Those in the highest income group and moderate income disagreed more (mean score 4.26 and 3.60 respectively) on the issue as compared to the respondents lying in the lowest income (mean score 3.20).

Couples who are bracketed in the higher income group remains more busy in their jobs and consequently get less time to spend time together. get comparatively less time The reason for the above results could be that respondents belonging to highest income group (above Rs. 5 lakhs p.a.) will have to invest their money also. So, they are engaged in side businesses like property dealing, share trading, running coaching centers etc. as a result they get very little time to spend with their family.

FAMILY STRUCTURE

In the ANOVA results, family structure did not show any significant influence on the perception of dual couples as far as the 'able to spend time in family functions', 'have time for each other', 'have time for children', 'go in social places together', 'make work life balance' and 'give time to your friends are concerned'.

However, respondents living in joint family agreed to some extent (mean score 3.64) that they (husband and wife) discuss problems with each other. This is indicative of the fact that in joint families, domestic responsibilities are shared with others so couples get enough time to discuss their problems with each other.

Table 6: Analysis of Significant Demographic factors showing effect of dual career on Relationships: Government Institutes
N=50

Age (in years)	Variables	Age (years)	N	Mean	S.D.	F	Sig.
	Make work life balance	25-35	31	2.87	.94	2.04	.01

		35-45	17	3.58	.73		
		above 45	2	2.00	.00		
Income(p.a.)	Discuss problems with each other	Upto Rs. 2 lakhs	16	3.87	1.02	8.86	.00
		Rs.2-5 lakhs	27	4.81	.48		
		Above Rs.5 lakhs	7	4.42	.53		
	Give time to your friends	Upto Rs.2 lakhs	16	2.42	.78	3.31	.04
		Rs.2-5 lakhs	27	2.55	1.07		
Above Rs.5 lakhs		7	3.43	1.52			
Family Structure	Have time for children	Nuclear Family	27	1.96	1.19	2.04	.04
		Joint Family	23	1.39	.65		

Source: Field Survey

AGE

Table 6 presents age-wise analysis of respondents working in government institutes regarding effect of dual career on relationships. It reveals that significant difference of opinion exists between the respondents in case of 'make work life balance'. Respondents in the age group of 35-45 years disagreed more (mean score 3.58) as compared to other age groups. It shows that dual couples working in government institutes also are unable to make work life balance.

The survey has also revealed that middle and higher age couples in government service find it difficult to strike balance between job and family in the face of greater responsibilities, both official and domestic.

INCOME

Table 6 depicts the results of the income-wise analysis of employees working in government institutes. It can be seen from the table that significant difference of opinion among respondents on the issue of 'discuss problems with each other'. Those lying in the income group of Rs.2-5 lakhs p.a. and above Rs. 5 lakhs p.a. disagreed more (mean score 4.81 and 4.42 respectively) on the subject as compared to the respondents in the income group of upto Rs. 2 lakhs p.a. (mean score 3.87).

Marked differences among respondents lying in the income group of above Rs.5 lakhs p.a. (mean score 3.43), Rs. 2-5 lakhs p.a. (mean score 2.55) and upto Rs. 2 lakhs p.a. (mean score 2.42) was also observed in terms of their opinion on 'give time to your friends'.

When we look at the condition of higher income groups, we find that though the income of such couples increases they get busier with their official duties, so they get less time for their families as well as their circle of friends.

FAMILY STRUCTURE

Significant differences have been observed between the respondents working in government institutes, on the subject of 'have time for children'. Those living in the joint families agreed more (mean score 1.39) on the issue than the respondents living in nuclear families (mean score 1.96).

The findings suggest that family structure of the employees working in government institutes greatly influence their most important duty towards children that is giving them sufficient and quality time.

V IMPLICATIONS OF THE FINDINGS

The findings of this research are very important as they help us comprehend the effect of dual career on relationships.

The research undertaken here indicates that most of the respondents working in private institutes said that they don't have time for each other, don't discuss problems with each other and are unable to make work life balance. Similarly in government institutes majority of respondents opined that they do not have time for each other, don't discuss problems with each other and also are not able to make work life balance. This is indicative of the fact that in teaching profession, teachers have to keep themselves up-to-date in knowledge to give their best to their students so they have to study at home also. Moreover, there have to fulfill other assignments like admission process; functions, paper checking, paper setting etc. So, they get very little time for their family as a result they are unable to make work life balance. This situation is very alarming because if people will not discuss their emotions with anyone then they may suffer from many psychological problems.

The results from this study throw up a number of issues that are important for dual career couples. One must also need to understand that the burden of managing family and career that teachers face may result in negative mental and physiological health outcomes. In the competitive scenario, the employers can best utilize the potential of its staff only if they are sensitive to these issues concerning dual careers.

It is suggested that employers need to come up with various employee friendly provisions like flexi time, stress management techniques, counseling, etc. to help dual couples balance their professional and family responsibilities. New hiring policies require a clear understanding of workforce demographics as well as the cultural practices and values of faculty in the 21st century.

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