

Equality Commission

FOR NORTHERN IRELAND

**AWARENESS OF THE AGE REGULATIONS
AND ATTITUDES OF THE GENERAL PUBLIC
IN NORTHERN IRELAND
TOWARDS AGE-RELATED ISSUES**

June 2008

EXECUTIVE SUMMARY

Introduction and Background

In March 2007, the Equality Commission appointed Social and Market Research (SMR) to conduct a survey of the general public in Northern Ireland regarding age-related issues and attitudes. The survey was in response to the Equality Employment (Age) Regulations (Northern Ireland) 2006, which came into effect on 1 October 2006.

The overall aim of the survey was to acquire baseline knowledge of age-related issues in general and the Age Regulations in particular. Ultimately, the project will assist the Commission and others in identifying areas and groups where targeted interventions may be required to improve awareness, not only of rights and responsibilities under the legislation, but also of the services provided by the Commission.

The survey was conducted on a face-to-face basis across Northern Ireland with a representative sample of 1000 adults aged 16+. Data analysis was performed across the nine s.75 equality groupings, namely: age, sex, religion, political affiliation, marital status, disability, those with or without dependents, ethnicity and sexual orientation. Differences between groups are presented only when they are statistically significant.

Awareness of Age Discrimination Legislation

- Just under half (46%) of respondents were **aware** that age discrimination had become unlawful in October 2006, with 54% unaware that the law had changed.
- Similarly, 44% were aware of the new Equality Employment (Age) Regulations (NI) 2006, with 56% unaware of the new Regulations. These figures broadly support the findings of an earlier Equality

Commission survey (2006), which found higher levels of public awareness for mature legislation, such as the Sex Discrimination (NI) Order 1976 (84%), and lower levels of knowledge of more recent legislation, such as the Sexual Orientation Regulations 2005 (33%).

- Of those who were aware that age discrimination had become unlawful:
 - 70% said they were aware which groups were protected under the Regulations. However, when further probed it was found that actual awareness varied: two-thirds (66%) correctly named job applicants and employees, while fewer respondents correctly cited contract workers (13%) and those using employment agencies (10%).
 - 51% knew that the Regulations protected them against direct discrimination, while 14% were aware that indirect discrimination and harassment were also covered.
 - 56% said they were **aware** of the Default Retirement Age, as cited in the Regulations. Of those who said they were aware, 71% gave the correct answer of 65 years. The most common incorrect response was 60 years.
- 45% of respondents either strongly or moderately **disagreed** with the exclusion of goods, facilities and services from coverage under the Regulations. Nine percent agreed.

Services provided by the Equality Commission in relation to Age Discrimination

- Respondents were asked (unprompted) to name the organisation they should complain to if they thought they had been discriminated against on the grounds of age. One in five (20%) correctly named the Equality Commission, followed by the Citizens Advice Bureau (14%) and the Labour Relations Agency (5%). This is similar to a finding obtained by the Equality Awareness Survey (Equality Commission, 2006), where

19% of respondents identified the Commission as acting in an advisory capacity to people who may have experienced discrimination.

- Almost half (49%) of respondents did not know the name of the appropriate body for processing their complaint. Awareness differed by age, education, political opinion, geographical location, income and social class.
- Of the 15% of respondents (n = 153) who were aware of the Commission's services relating to age, just over half (56%) identified the Commission's advisory function, while 14% were aware that the Commission can also provide financial support to complainants to take a case to tribunal.
- 85% of those surveyed did **not** know of any Commission services that could assist them with age-discrimination, although there were variations across a number of demographic variables.

Attitudes towards Age-Related Issues

- Almost half (47%) of respondents perceived the main work-related issue facing **older** people in Northern Ireland to be a difficulty in getting a job, followed by being made redundant (24%) and job insecurity (19%).
- For **young** people, the main work-related issues perceived by respondents included a difficulty in getting a job (54%), followed by meeting essential criteria when applying for a job (35%).
- A quarter (25%) named the National Minimum Wage as an important issue facing younger people in Northern Ireland today.
- More than two-thirds of those surveyed (70%) thought that the differing National Minimum Wage rates payable to younger people between the ages of 16 and 22 years were unfair.
- Equal proportions (58%) perceived that younger and older people are treated the same as others in the workplace on the basis of their age.
- When asked whether they would send a 30 year old or a 55 year old man on a training course first, the majority of respondents (56%) gave

an equivocal response saying “it depends”, while almost a quarter (24%) indicated they would send the younger man first, and 12% opted to send the older man first.

- There was considerable support for the statement that “*people should be allowed to retire when they want to*”. Nearly two-thirds (62%) either strongly or moderately agreed, with 10% disagreeing and 16% undecided.
- The survey examined attitudes towards older and younger workers, using stereotypical statements which may be in common usage:
 - 61% agreed that “older workers need younger colleagues for their fresh ideas and energy.”
 - 62% agreed that “older workers are more loyal and dedicated”.
 - 77% agreed that “younger people need older colleagues for their advice and experience”.
 - 48% agreed that “younger people are more involved in their social life than in their work”.
- Respondents were asked for their perceptions on how middle-aged people, and those approaching retirement, were treated by employers when looking for work. 50% said that middle-aged people and those approaching retirement, were **treated the same** as younger people, compared with 15% who said they were **treated worse**, and 4% who said they were **treated better**. Almost a third (30%) answered “Don’t Know”.
- Over three-quarters (76%) of respondents said they did not care what age their colleagues were, along with 72% who said they had no preference as to the age of their manager.

Personal Experience of Age-related Discrimination

- 17% of respondents were of the view that there is substantial age discrimination in the workplace, while 24% disagreed. Over half of those surveyed (59%) said they didn’t know.

- 4% of those respondents in employment (n = 655) perceived that their own employer discriminated on the grounds of age.
- Overall, 6% of respondents felt they had personally experienced less favourable treatment at the hands of an employer, on the grounds of age. A large majority (90%) said no.
 - Perceptions of age-related unfair treatment by the respondent's own employer were slightly more prevalent in the youngest age band, 16 – 29 years (10%), compared with those aged 30 – 44 years (6%), 45 – 64 years (4%) or 65 years and over (5%).
- Respondents were asked if they had wished to apply for jobs in recent years. Of those respondents who answered in the affirmative (n = 134), 59% reported being discouraged by the excessive amount of experience required. Over a quarter (28%) had been put off applying where the advert contained words such as 'mature', 'young' or 'energetic', while 23% were deterred by an upper or lower age limit specified in the job advert.
 - Younger respondents (16 – 29 years) were most likely to report having been deterred from applying for a job because they considered the amount of experience required to be excessive (74%), compared with those aged 30 – 44 years (44%), or 45 – 64 years (65%).

TABLE OF CONTENTS

1	Introduction	1
1.1	Background to the Survey	1
1.2	Survey Aim	1
1.3	Research Objectives	2
1.4	Methodology	2
	1.4.1 Sample Size and Selection (N=1000)	2
	1.4.2 Sampling of Households and Individuals	3
	1.4.3 Sampling Error and Confidence Intervals	3
	1.4.4 Representativeness of the Sample	4
	1.4.5 Notes on Tables	6
	1.4.6 Statistical Significance	6
	1.4.7 Notes on Socio-Demographic Analysis Variables	6
2	Knowledge of Equality Employment (Age) Regulations 2006	7
2.1	Public awareness of when Age Discrimination became unlawful	7
2.2	Awareness of the Equality Employment (Age) Regulations (NI) 2006	7
2.3	Sources of Information on Age Discrimination	8
2.4	Perceived awareness of protection afforded under the Regulations	9
2.5	Actual awareness of Groups protected by the Legislation	10
2.6	Protection afforded to either those in Work or seeking Work	11
2.7	The Default Retirement Age	12
2.8	The Provision of Goods, Facilities and Services	14
2.9	Organisation responsible for receiving complaints under the Age Regulations	15
2.10	Services provided by the Equality Commission in relation to Age Discrimination	17
3	Attitudes towards Age-Related Issues	21
3.1	Perceptions of Young, Middle aged and Older workers	21
3.2	Main work-related issues facing older people in Northern Ireland	22
3.3	Main work-related issues facing younger people in Northern Ireland	23
3.4	Attitudes towards National Minimum Wage Differentials	24
3.5	Treatment of Older Workers in Employment	25
3.6	Treatment of Younger Workers in Employment	27
3.7	Attitudes towards Age in the Workforce: a Training Course scenario	29
	Training Course Preferences: why send the younger man first?	30
	Training Course Preferences: why send the older man first?	31
3.8	Views on Flexible Retirement Age	31
3.9	Reasons why people should be allowed to retire when they want to	32
3.10	Preferred options concerning work and retirement	32
3.11	Main reason for currently working beyond the present retirement age or wishing to carry on working beyond retirement	35
3.12	Attitudes towards Older Workers	35
3.13	Attitudes towards Younger Workers	37
3.14	Treatment of Job Applicants aged 40 – 59 years	39
3.15	Preference for Working with Persons of different Age Groups	41
3.16	Preference for being Line-managed by Persons of different Age Groups	42

4	Personal Experience of Age-Related Discrimination	43
4.1	Age Discrimination in the Workplace	43
4.2	Age Discrimination by Respondent's own Employer	44
4.3	Personal Experience of Less Favourable Treatment on the Grounds of Age	45
4.4	Age-Related Criteria in Job Adverts	46
5	Conclusions	47
5.1	Awareness of Age Discrimination Legislation	47
5.2	Services for People Discriminated on the Basis of Age	48
5.3	Attitudes towards Age-Related Issues	48
5.4	Experience of Age-Related Discrimination	50
5.5	Concluding Comments	52
5.6	References	53
6	Appendices	55
Appendix I	Questionnaire	55
Appendix II	Tables	72

1. INTRODUCTION

In March 2007, the Equality Commission for Northern Ireland (“the Commission” or “Equality Commission”) appointed Social and Market Research (SMR) to conduct a survey of the general public in Northern Ireland regarding age-related issues and attitudes. This document sets out the findings of that survey.

1.1 Background to the Survey

On 1 October 2006 the Equality Employment (Age) Regulations (Northern Ireland) 2006 (hereinafter referred to as the “Age Regulations” or “the Regulations”) came into effect. This legislation covers the age provisions of the Framework Employment Equality Directive 2000 (FEED) and represents a further extension of equality law in Northern Ireland. The Regulations ensure that persons of all ages in Northern Ireland are protected, and that all aspects of the employment relationship are covered, including: recruitment and selection; promotion; redundancy; dismissal; training; pensions and retirement. The Regulations also introduced a national default retirement age of 65 years, and provide employees with a new right to request working beyond this default retirement age. The provision of goods, facilities and services are not covered under the legislation.

It was within the above context that the Commission appointed SMR to measure, among other parameters, awareness of the Age Regulations, and attitudes towards age-related issues. From this baseline, it is intended that the project will facilitate the monitoring of change in awareness and attitudes over time. Ultimately the research outcomes will assist the Commission and others in identifying areas and groups where targeted interventions may be required to improve awareness, not only of rights and responsibilities under the legislation, but also of the services provided by the Commission.

1.2 Survey Aim

The overall aim of the survey was: ‘To acquire baseline knowledge of age-related issues in general, and key information relating to the implementation of the Age Regulations (Northern Ireland) 2006 in particular’.

1.3 Research Objectives

The purpose of the survey was to measure awareness of the legislation and attitudes towards age-related issues amongst the general public in Northern Ireland. The four key objectives addressed in the survey were as follows:

- to ascertain the degree of knowledge of the Equality Employment (Age) Regulations 2006;
- to identify the level of awareness of the services which the Equality Commission can provide on age-related equality issues;
- to capture attitudes towards age-related issues; and
- to probe experiences of age-related discrimination.

1.4 Methodology

The survey was conducted on a face-to-face basis with a representative sample of 1000 adults aged 16 years and over. Interviews were conducted in respondent's homes using Computer Assisted Personal Interviewing (CAPI). Given the importance of the survey, it was imperative that the sampling methodology produce results which are representative of the Northern Ireland adult population (aged 16 years and over). To ensure the sample was fully representative of the Northern Ireland adult population (aged 16+); the survey was implemented as a stratified random sample, with quotas set for age, sex, social class, religion and area of residence. Fieldwork on the main survey commenced on 9 May 2007 and was completed on 31 May 2007.

1.4.1 Sample Size and Selection (N=1000)

Defining a sample size is always a trade-off between the level of precision of sample estimates and cost, and for the purposes of this survey $\pm 3\%$ was considered an acceptable level of sampling error. As such the survey was conducted amongst a sample of 1000 adults which in turn allowed sufficient disaggregation of the survey data by, for example, age, sex and religion.

1.4.2 Sampling of Households and Individuals

The sample was stratified by Local Government District (LGD) on a proportionate basis using Probability Proportionate to Size (PPS) which allows for data analysis by the three main areas of Northern Ireland (Belfast; East of Northern Ireland; and West of Northern Ireland)¹. Within each LGD a number of electoral wards were randomly selected to represent the LGD and, from within each electoral ward, households were randomly selected to represent the electoral ward. Households were randomly selected from the Royal Mail's Postal Address File (PAF), which is an established source for drawing samples for household-based surveys in Northern Ireland.

1.4.3 Sampling Error and Confidence Intervals

Table 1 sets out the quotas applied to the sample, which were based on the 2001 Northern Ireland Census of Population data. Table 1 also presents an overview of the representativeness of the sample in terms of the key variables of age, sex and religion, and shows that the sample estimates are consistent with the quotas that were set.

Table 1: Quotas and Confidence Intervals for Key Variables					
		Quota	% Sample	95% Confidence Interval	
Age	16-29	25	27	24.2	29.8
	30-44	29	28	25.2	30.8
	45-64	28	29	26.2	31.8
	65+	17	16	13.7	18.3
Sex	Male	48	48	44.9	51.1
	Female	52	52	48.9	55.1
Religion	R Catholic	40	39	36.0	42.0
	Protestant	46	45	41.9	48.1
	Other / Refused	14	16	13.7	18.3

¹ The three regions of Northern Ireland (Belfast, East of Northern Ireland, West of Northern Ireland) were based on the NUTS 3 categorisation of Northern Ireland, and follow the methodology used by NISRA in similar sample surveys.

Sampling errors and confidence intervals at the 95% confidence level are also presented. The use of sampling errors and confidence intervals is best illustrated by means of an example from the survey. The sample estimated that the proportion of 30 – 44 year olds in the Northern Ireland population was 28% (see Table 1). The margin of error at the 95% confidence level is $\pm 2.8\%$. This means we can be 95% confident that the true proportion of 30 – 44 year olds in the Northern Ireland population (aged 16+) lies somewhere within the range 25.2% to 30.8%.

Please note that all data presented in the text refers to the survey sample, not the population of Northern Ireland, and that each parameter will have its own sampling error, typically around $\pm 3\%$.

1.4.4 Representativeness of the Sample

Table 2 (on the following page) presents an overview of the sample profile by each of the key equality groupings.

Table 2: Profile of sample (Base: All Respondents, unweighted, n=1000)		
Age	16-29 years old	26.5
	30-44 years old	28.3
	45-64 years old	28.8
	65 or over years old	16.0
	Refused	0.4
Sex	Male	48.0
	Female	52.0
Marital Status	Single	32.0
	Married / Cohabiting	52.1
	Widowed / Separated / Divorced	15.4
	Refused	0.9
Disability	Yes	10.4
	No	89.3
	Refused	0.3
Dependents	Yes	30.8
	No	68.0
	Refused	1.2
Ethnicity	White	97.0
	Indian	0.1
	Refused	2.9
Sexual Orientation	Heterosexual	87.7
	Gay / Lesbian	0.7
	Bisexual	-
	Refused	11.6
Religion	R Catholic	38.9
	Protestant	45.4
	None	4.0
	Other	0.5
	Refused	11.2
Political Affiliation	Nationalist	20.2
	Unionist	21.3
	Refused	58.5

1.4.5 Notes on Tables

Due to rounding, row and column percentages within tables may not always sum to 100. Base totals may also change in tables. It should be noted that dash marks [-] are used in some tables to indicate that the figure is less than 1%. The complete set of tables utilised in the analysis is contained in Appendix 2.

1.4.6 Statistical Significance

In this report the following symbols have been used to denote statistical significance in the tables: * statistically significant at the 95% confidence level; ** statistically significant at the 99% confidence level; and, *** statistically significant at the 99.9% confidence level. **Note also that differences alluded to in the text are statistically significant at the 95% level.**

1.4.7 Notes on Socio-Demographic Analysis Variables

To identify statistically significant differences between different subgroups of the sample, a number of derived variables were created. These variables include education, social class, income, religion, political affiliation, disability and sexual orientation. The education variable has three categories: no formal educational qualifications; lower level (up to and including A-Level or equivalent); and, higher level (degree level or higher). Social class has been categorised into two groups: ABC1; and, C2DE. These categories are based on Market Research definitions for specific groupings. Income has been derived from respondent's household income and has been recategorised into: lower income (<£10K per annum); middle income (£10K - £19,999 per annum); and, higher income (£20K + per annum). Religion has been derived from two Northern Ireland census questions (see questionnaire in Appendix One) and has been recategorised into Roman Catholic and Protestant. The disability variable is based on the Census 2001 definition (see questionnaire in Appendix One). Political affiliation is based on a question asking respondents to describe their political affiliation, which in turn was recategorised into either Nationalist or Unionist. Finally, sexual orientation was recategorised into two categories: heterosexual; and gay, lesbian or bisexual.

2. KNOWLEDGE OF EQUALITY EMPLOYMENT (AGE) REGULATIONS 2006

2.1 Public awareness of when Age Discrimination became unlawful

The first item in the survey sought to discover the extent of awareness among the general public that age discrimination had become unlawful on 1 October 2006.

The survey revealed that just under half (46%) of respondents were aware that Age discrimination had become unlawful in October 2006, with 54% unaware of the change in legislation. Middle-aged respondents and those approaching retirement (45 – 64 years), were most likely to be aware of legislative change (57%), while the youngest group (16 – 29 years) were the least likely to be aware (35%). Single people (60%) were less likely to exhibit knowledge that the law had changed, than either married (50%) or widowed, divorced or separated people (54%) (Table A1.1, in Appendix Two).

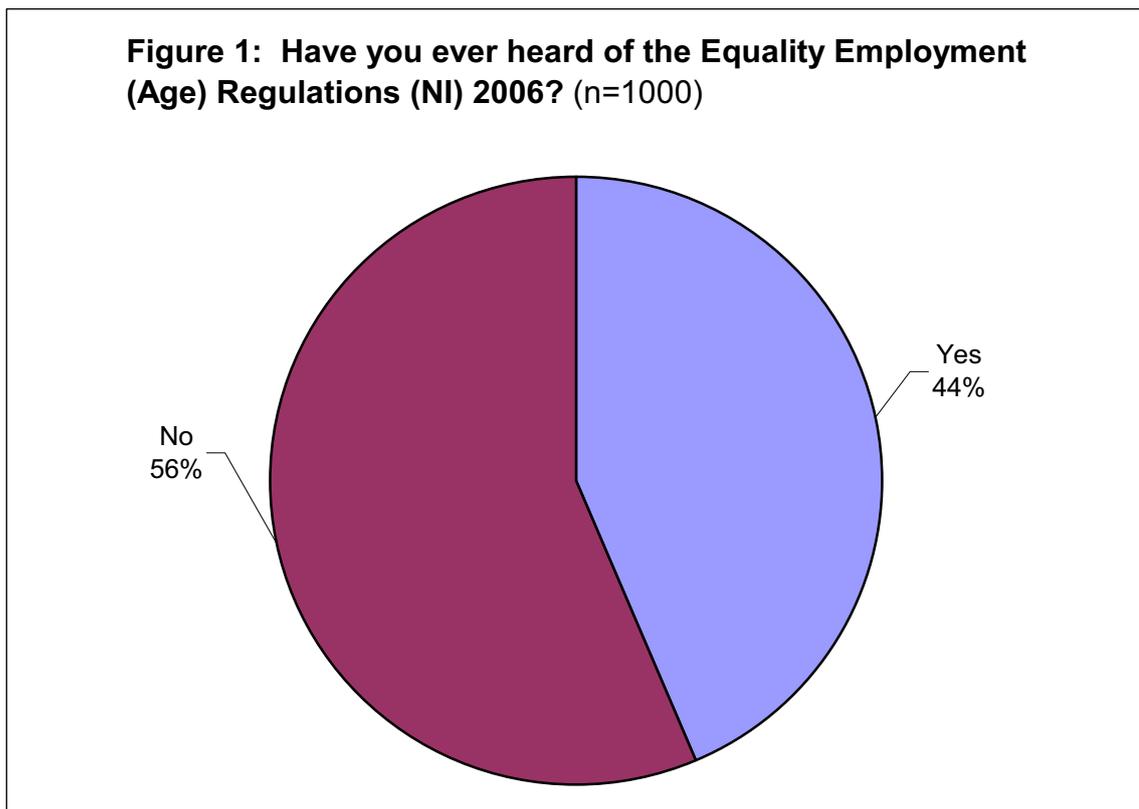
Nearly two-thirds (62%) of those respondents with higher level qualifications were aware that age discrimination had become unlawful, compared with just under half (49%) of those with lower level qualifications, and a third (34%) of those with no formal qualifications. Again, those respondents with a higher income (£20K+) were more likely to be aware (70%) than those on a medium (47%) or low income (31%). Awareness was also higher among the higher social classes (ABC1, 55%) compared with the lower social classes (C2DE, 38%) (Table A1.1).

2.2. Awareness of the Equality Employment (Age) Regulations (NI) 2006

The survey also sought to ascertain the extent of public awareness of the Equality Employment (Age) Regulations (NI) 2006.

The findings revealed that 44% of respondents were aware of the existence of the Regulations (see Figure 1). As before, there were significant variations by age, education, income and social class (Table A2.1). Middle-aged respondents, and those approaching retirement (45 – 64) were most likely to be aware of the

Regulations (52%), while the oldest group (65 years +) were the least likely to be aware of the new law (36%). Those respondents with higher qualifications were more likely to be aware of the Regulations (59%), compared with just under half (47%) of those with lower level qualifications and almost a third of those with no formal qualifications (30%). Again, those respondents with a higher income (£20K+) were more likely to be aware of the new legislation (56%) than those on a medium (33%) or low income (21%). Awareness was also higher among the higher social classes (ABC1, 54%) compared with the lower classes (C2DE, 32%).



2.3 Sources of Information on Age Discrimination

Respondents were asked where they found out that age discrimination became unlawful. Table 3 reveals that, among those who were aware of the Regulations, television was the most common source of information (50%), followed by newspapers (27%), radio (21%) and word of mouth (14%).

Table 3: Where did you find out that age discrimination became unlawful? (n=563)		
	%	N
Television	49.6	279
Newspapers / magazine articles	27.3	154
Radio (generally)	21.1	119
Word of mouth	13.9	78
Work-related training course	11.7	66
HR department (personnel)	8.0	45
Advertising on public transport and billboards	6.2	35
Citizens Advice Bureau	5.5	31
Community Groups	3.9	22
Trade Union	3.0	17
Equality Commission	2.8	16
Equality Commission leaflet or guide book	2.1	12
Labour Relations Agency	1.8	10
Law Centre	1.8	10
Poster or Billboard Advertisements	1.6	9
Equality Commission newsletter (Equality focus)	1.4	8
Special interest groups (e.g. LGB / racial-ethnic / disability / women)	1.4	8
Human Rights Commission	1.1	6
Tribunal offices	0.7	4
Solicitor	0.0	0
Other	4.4	25
Refused	1.2	7

2.4 Perceived awareness of protection afforded under the Regulations

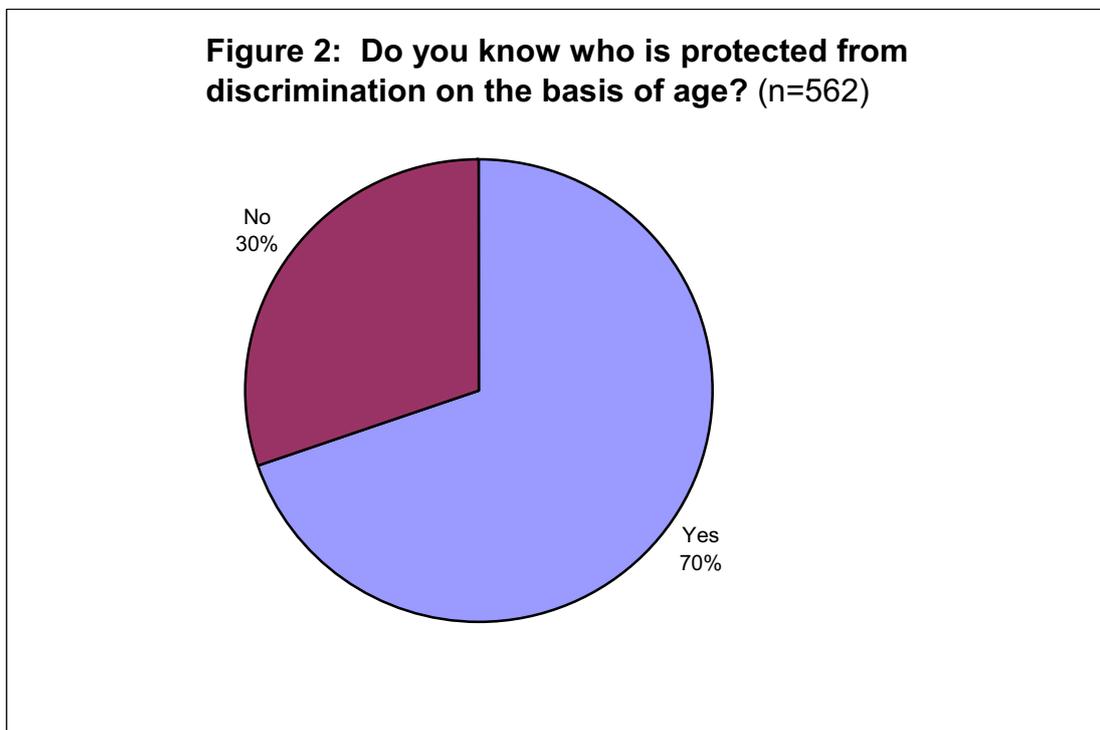
The Age Regulations provide protection against direct and indirect age discrimination and harassment for various groups in Northern Ireland, including employees, job applicants, students, contract workers, and those using recruitment agencies and trade organisations².

Respondents were asked which groups are protected by the Regulations. Almost three-quarters (70%) said they were aware who was protected (see Figure 2).

² ECNI (2006) *Age Discrimination in Northern Ireland: A Guide for Workers and Employees. Employment Equality (Age) Regulations (Northern Ireland) 2006* provides further details on the groups covered by the Regulations.

There was a geographical difference in perceived awareness levels, with people living in Belfast (82%) more likely to be aware of who was protected, compared with those living in the West of Northern Ireland (70%) or East of Northern Ireland (65%) (Table A4.1).

Respondents with Higher level qualifications (81%) were more likely to state they were aware, than those with lower level qualifications (73%), or with no qualifications (53%). Similarly, respondents with higher incomes (£20K+, 80%) were more likely to have a perceived awareness than either those on medium (£10K - £19,999, 69%) or low incomes (<£10, 52%). Higher social classes (ABC1, 75%) were also more likely to state they were aware, compared with the lower classes (C2DE, 64%) (Table A4.1).



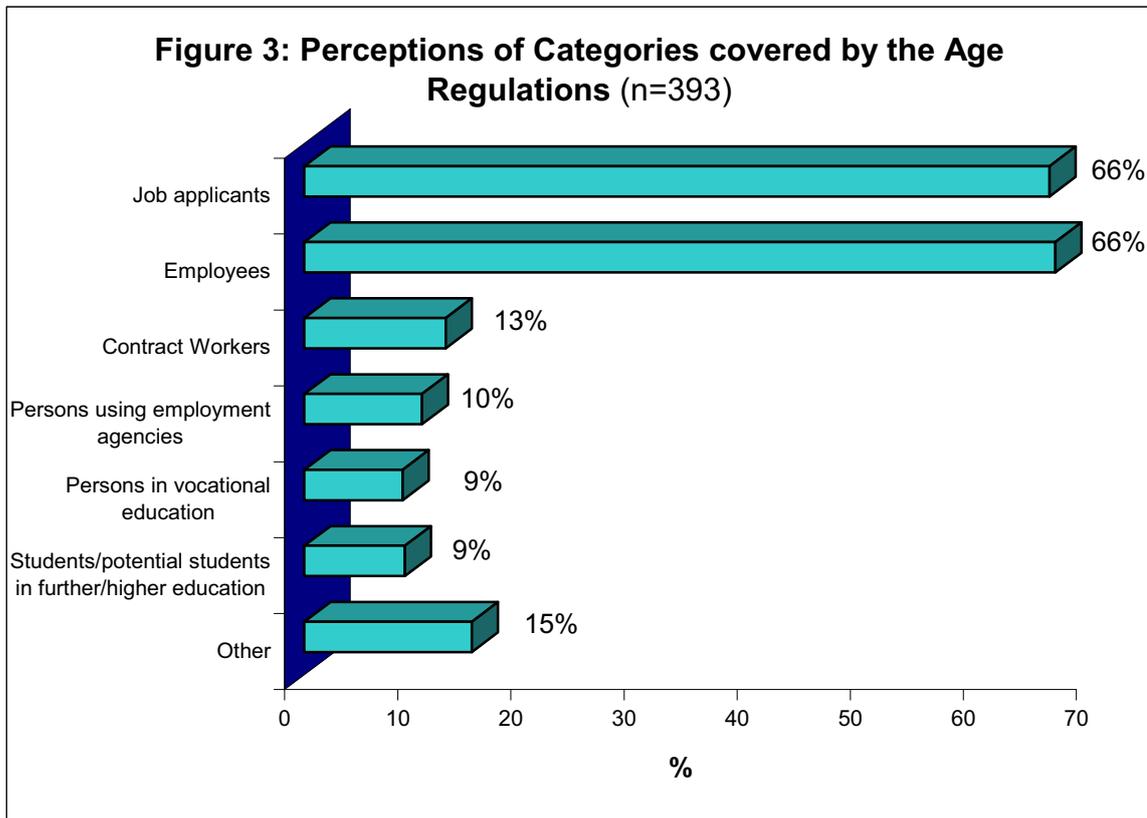
2.5. Actual awareness of Groups protected by the Legislation

In a follow-up from the previous item, respondents were then directly asked to name the groups protected under the Regulations (unprompted).

Among those who had earlier stated they were aware of who is protected by the Regulations, two-thirds (66%) correctly named job applicants and employees, while

13% stated contract workers and 10% named persons using employment agencies as being protected groups (see Figure 3).

Of those who chose 'other', almost half (48%) suggested that 'everyone' is protected from discrimination on the basis of age.



2.6 Protection afforded to either those in Work or seeking Work

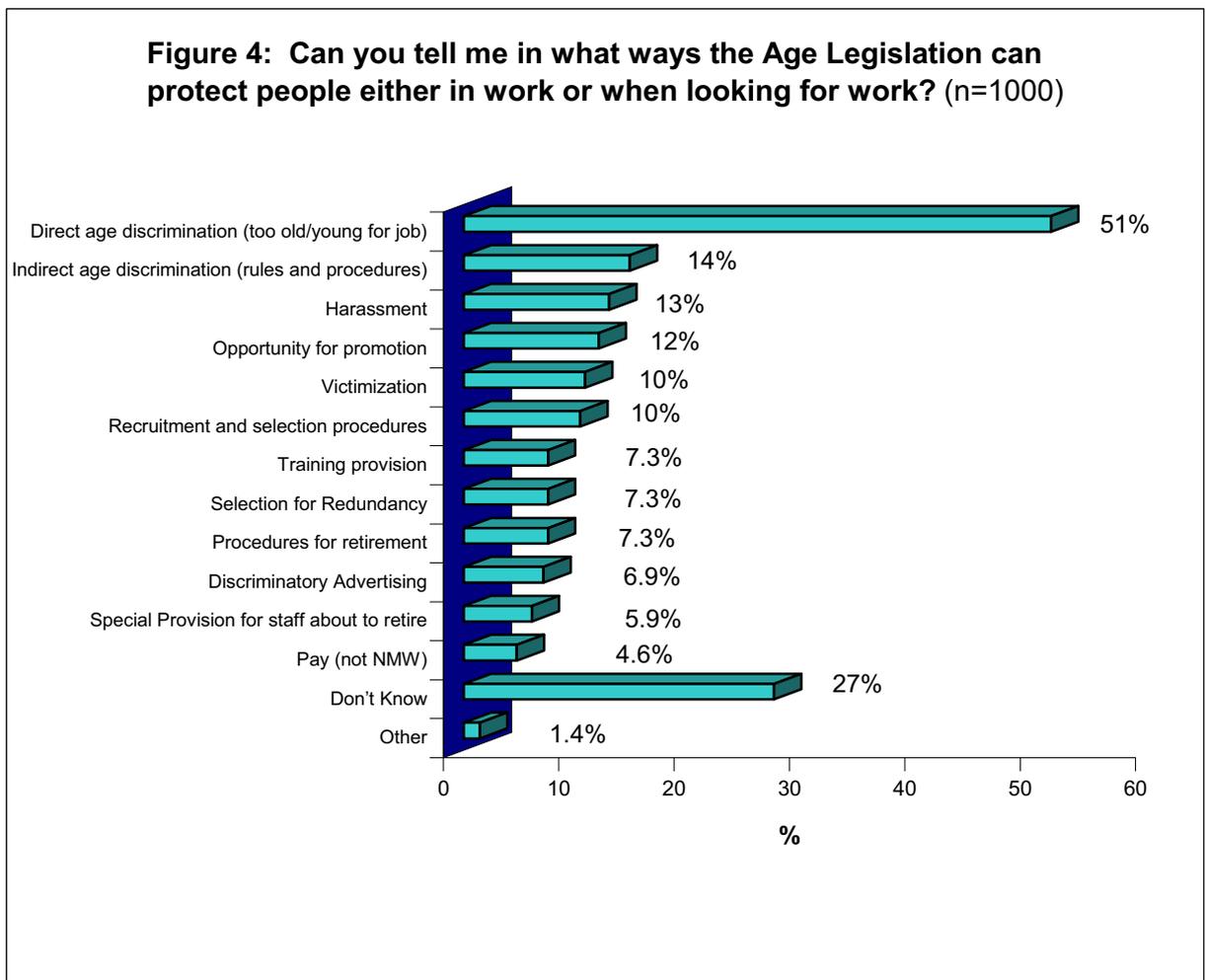
Along with direct age discrimination, the Age Regulations also cover age-related indirect discrimination, victimisation, harassment and unfair treatment arising from a failure to carry out an age-discriminatory instruction.

The survey probed respondents understanding of the types of discriminatory behaviour outlawed by the Regulations.

Just over half (51%) knew that the Regulations protected them against direct discrimination, compared with 14% who stated that indirect discrimination was also included in the legislation. Thirteen percent of respondents were aware that the

Regulations protected workers against harassment on the grounds of age (Figure 4).

Respondents showed a low awareness level of the following types of protection offered by the Regulations: procedures for retirement (7%), discriminatory advertising (7%), pay, excluding the National Minimum Wage (5%) and special provisions for employees about to retire (6%).



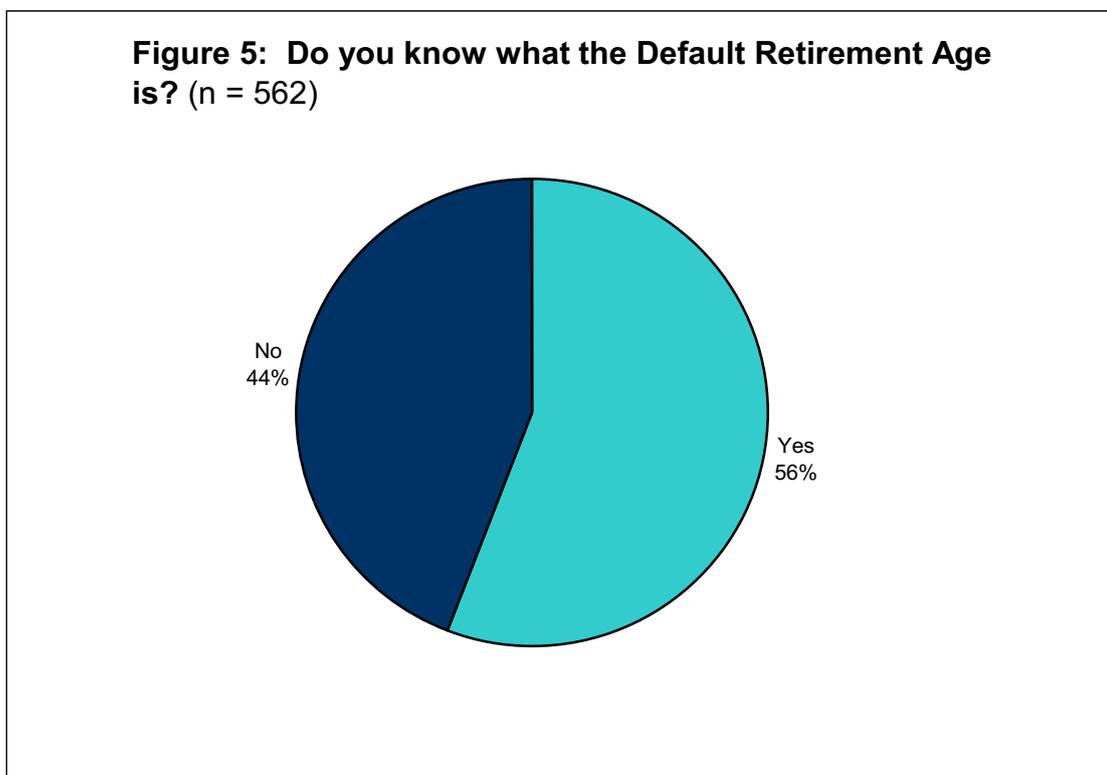
2.7 The Default Retirement Age

Respondents were asked if they knew the default retirement age as defined in the Regulations. The National Default Retirement Age is specified as 65 years, and will be reviewed in 2011.

Just over half of respondents (56%) said they were aware of the default retirement age, while the remainder (44%) did not know what the specified age was (Figure 5).

Again, those who had higher level educational qualifications (66%) were more likely to state they knew the default retirement age than those with lower level qualifications (54%) or those with no qualifications (48%) (Table A7a.1).

Similarly, respondents living in the West of Northern Ireland (65%) were more likely to know the default retirement age than those living in Belfast (61%) or those in the East of Northern Ireland (47%) (Table A7a.1).



As a follow-up, respondents were then asked to state what the correct default retirement age actually was.

Of those who had earlier indicated they knew what the default retirement age was, just over two-thirds (71%) gave the correct answer of 65 years (see Table 4). The most common incorrect response was 60, as reported by just over a fifth (21%) of respondents.

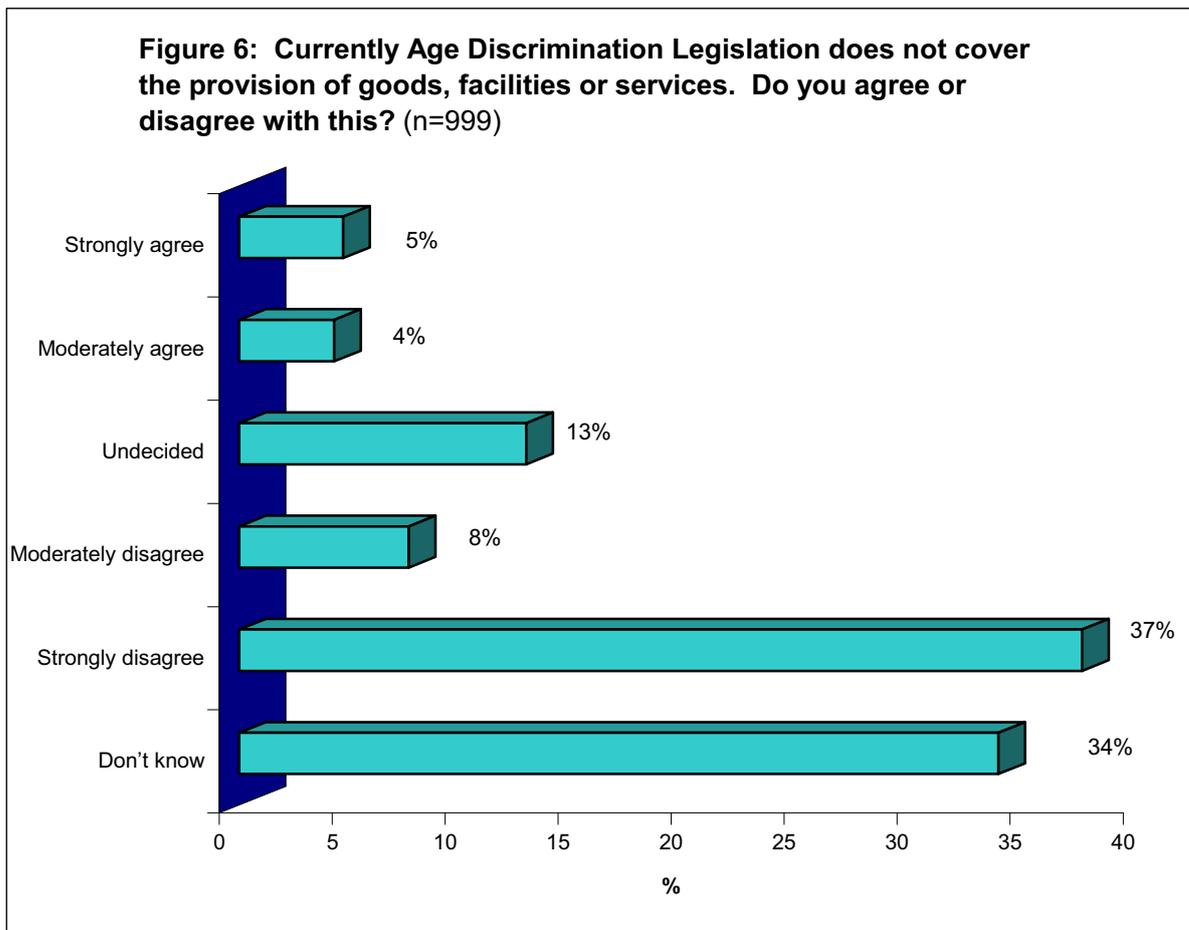
Table 4: What is the Default Retirement Age? (respondents who indicated they knew the default retirement age, n=311)		
Age	N	%
50	2	0.6
55	2	0.6
60	64	20.6
61	1	0.3
65	222	71.4
67	8	2.6
68	4	1.3
70	8	2.6
N	311	100%

2.8. The Provision of Goods, Facilities and Services

The provision of goods, facilities and services, such as service in a shop or restaurant, is specifically excluded from the scope of the legislation. Respondents were asked to state whether they agreed with these exclusions.

Nearly half (45%) of respondents either strongly or moderately disagreed with the exclusion of goods, facilities and services from legislative protection; while 9% either strongly or moderately agreed. The remainder of the sample (46%) were undecided or did not know (Figure 6).

Roman Catholics were slightly more likely to disagree with the exclusion of goods, facilities and services (72%) than Protestants (68%). Similarly, respondents with lower educational qualifications were more likely to disagree with the exclusion (73%) than those with higher qualifications (56%) or no qualifications (73%). Finally, residents in Belfast (79%) were more likely to disagree with the exclusion, compared with those living in the West of Northern Ireland (75%) or those in the East of Northern Ireland (55%) (Table A8.1).



2.9 Organisation responsible for receiving complaints under the Age Regulations

An important function of the Commission is to provide advice and guidance to the general public and employers on areas of discrimination, including age discrimination. Under certain circumstances, this may include advice and financial support to enable complainants to pursue a case to an industrial tribunal.

Respondents were asked to name the organisation they should complain to (unprompted) if they felt they were being discriminated against because of their age.

One in five respondents (20%) correctly named the Equality Commission, followed by the Citizens Advice Bureau (14%) and the Labour Relations Agency (5%). Other responses included Age Concern and the respondent's employer. Significantly, almost half (49%) of respondents did not know the name of the appropriate body for processing their complaint (Figure 7).

Figure 7: Can you tell me what you think is the name of the organisation you should complain to if you think you have been discriminated against because of your age? (n=1000)

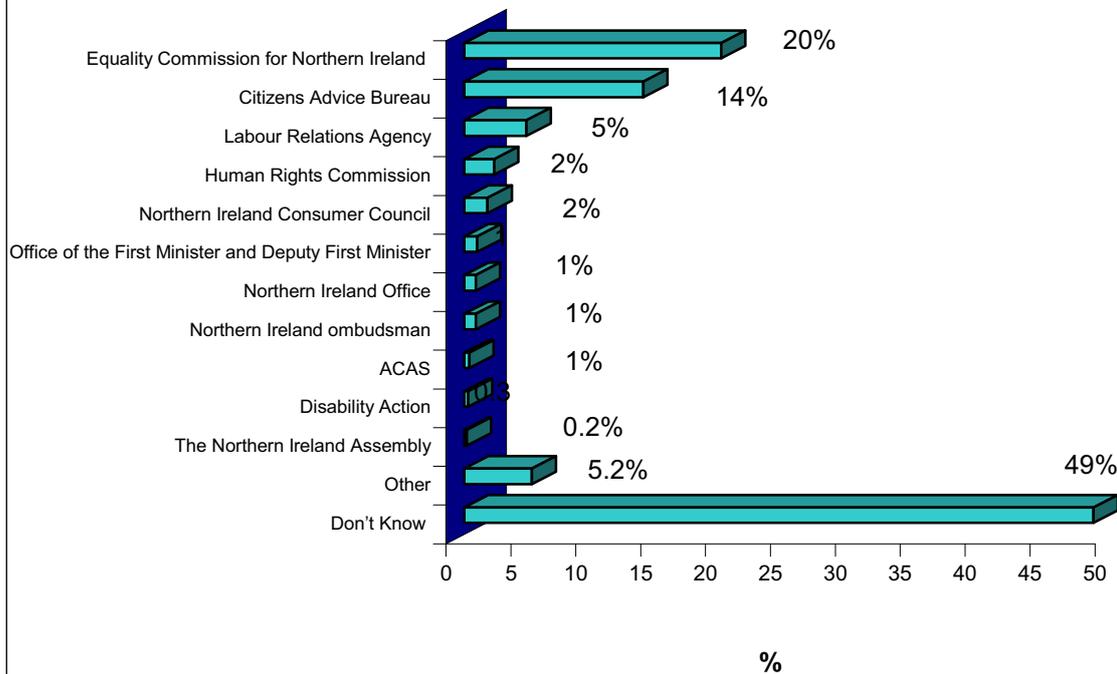


Table B1.1 (in Appendix Two) shows that those aged 30 – 44 (24%) were more likely than other age bands to correctly identify the Equality Commission as the lead organisation for complaints, with those aged 16 – 29 years the least likely (16%) to cite the Commission. Again, respondents with higher level qualifications (34%) were considerably more likely than those with lower level qualifications (20%), or those with no qualifications (9%) to identify the Commission. Similarly, respondents with a Nationalist affiliation (18%) were twice as likely as those with a Unionist affiliation (9%) to cite the Commission as the lead organisation for complaints. Residents living in Belfast (26%) were also more likely to cite the Equality Commission than those living in the West of Northern Ireland (22%) or in the East of Northern Ireland (16%). Finally, those with a higher income were more likely to correctly identify the Commission (24%), compared with other income groups (<£10K, 9%; £10K - £19999, 13%).

Half (50%) of those who chose 'other' believed they should complain to Age Concern or their employer if they had been discriminated against in relation to age (Table 5).

Table 5: The name of the organisation you should complain to if you think you have been discriminated against because of your age (Other Responses, n=52)		
	%	N
Age Concern	25.0	13
Employer	25.0	13
Trade Union	13.5	7
Solicitor	7.7	4
Politician	5.8	3
Fair Employment Agency	5.8	3
Police	5.8	3
Tribunal	3.8	2
Citizen Advice	1.9	1
Ombudsman	1.9	1
Salvation Army	1.9	1
Trading Standards	1.9	1
N		52

2.10 Services provided by the Equality Commission in relation to Age Discrimination

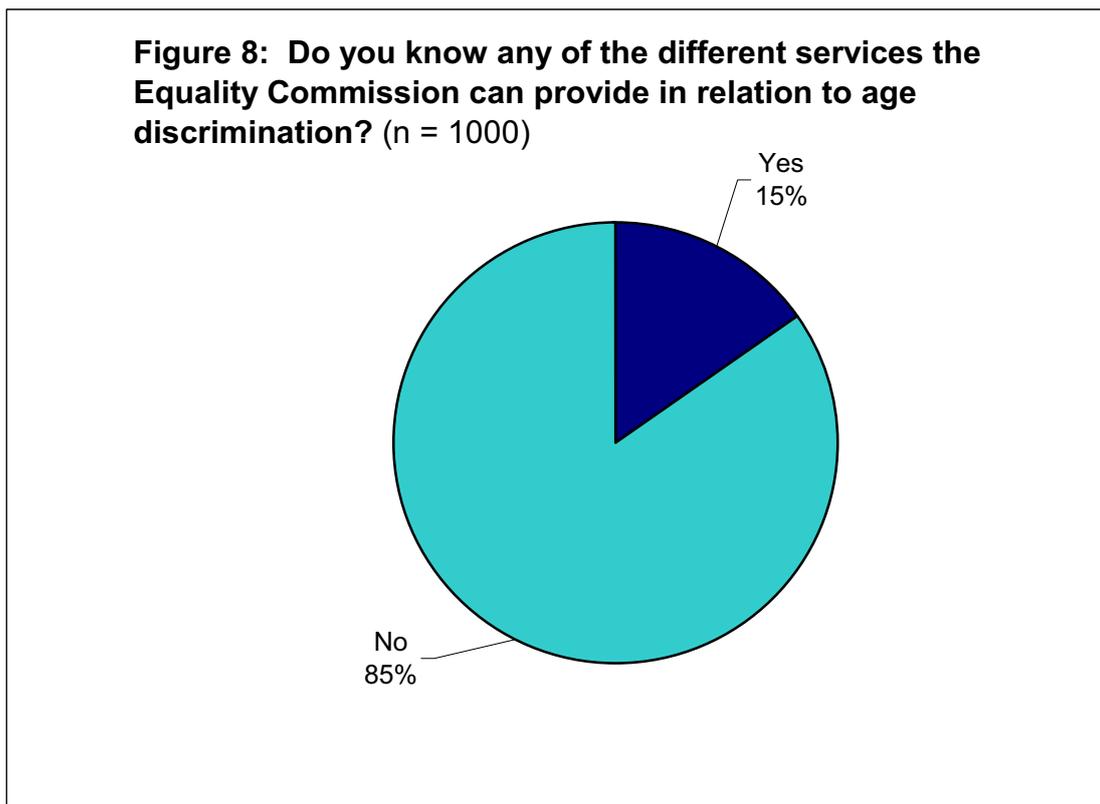
The Commission provides a range of services pertaining to age discrimination. These include information and guidance for employers and the general public on the Age Regulations; advice and financial assistance for discrimination cases; research on age-related issues, and anti-age discrimination information and training seminars for employers.

The survey sought to measure the level of unprompted awareness of any of the services which the Equality Commission can provide in relation to age discrimination. Fifteen percent said they were aware of the services provided by the Commission in relation to age, while the remainder (85%) did not know of any such services (Figure 9). Respondents aged 30 – 44 were most likely to be aware of the age-discrimination services provided by the Commission (21%), compared to the youngest group (16 – 29) who were the least likely to be aware (11%). Single people (12%) and those who were widowed, separated or divorced (8%) were both

less likely to exhibit awareness of the Commission's age-discrimination services than married or cohabiting respondents (19%) (Table B2.1).

Respondents with higher level qualifications were considerably more likely to be aware of the Commission's age-discrimination services (34%) than either those who had lower level qualifications (12%) or no qualifications (7%) (Table B2.1).

Respondents with a Nationalist political affiliation (16%) were more aware than persons with a Unionist affiliation (9%) of the Commission's services. Respondents on a higher income, £20K+, were also more likely to be aware of the Commission's age-discrimination services (22%) than those on a medium income, £10K - £19,999 (19%) or a low income, <£10K (8%). Finally, awareness of Commission services was also higher among the higher social classes ABC1 (19%) compared with the lower classes C2DE (10%) (Table B2.1).



As a follow-up to the previous item, respondents' were asked to identify (unprompted) any Commission services on age discrimination they were aware of.

Of those respondents who indicated they knew of services provided by the Commission in relation to age (n = 153), just over half (56%) named “advising people who may have experienced age discrimination”, while 40% were aware of the Commission’s information and publications on age discrimination. A quarter (25%) knew that the Commission provides information for employers on its website, while 16% were aware that the Commission hosts training seminars and workshops for employers (Table B3).

Fourteen percent were aware that the Commission can provide financial support to enable those who may have experienced age discrimination to take a case to tribunal (Table B3). Cell sizes were too small to permit any further analysis by demographic variables.

3 ATTITUDES TOWARDS AGE-RELATED ISSUES

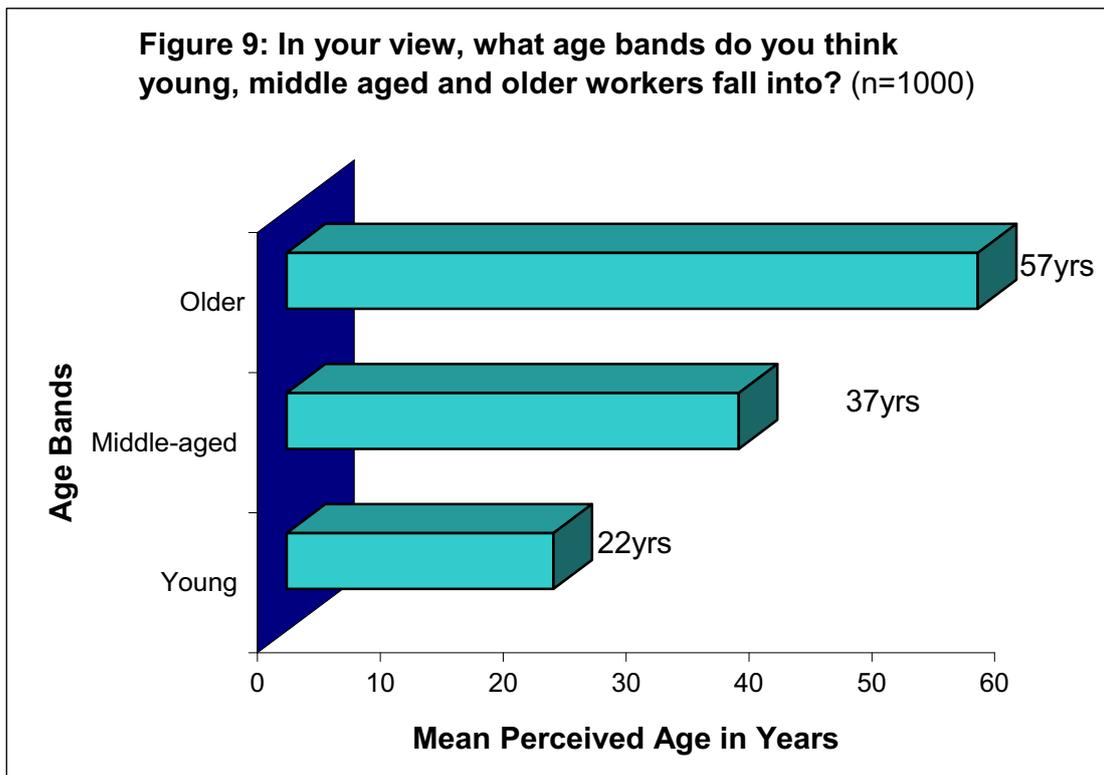
This section of the survey examined public attitudes towards a range of age-related issues.

3.1 Perceptions of Young, Middle aged and Older workers

Respondents were asked their perception of what constitutes a young, middle-aged and older worker (Figure 9).

For perceptions of what constitutes a “young worker” respondents gave a range of 17 – 27 years with a mean value of 22 years. Perceptions of what represents a “middle-aged worker” elicited a range of 30 – 44 years with a mean value of 37 years. For “older workers” there was a range of 46 – 67 years with a mean value of 56 years (Table C1).

Analysis of the main demographic variables (e.g. age, marital status, religion, disability, educational level and area of residence) produced only minor differences in respondent’s perceptions of young, middle-aged and older workers (Tables C1.1, C1.2, C1.3).

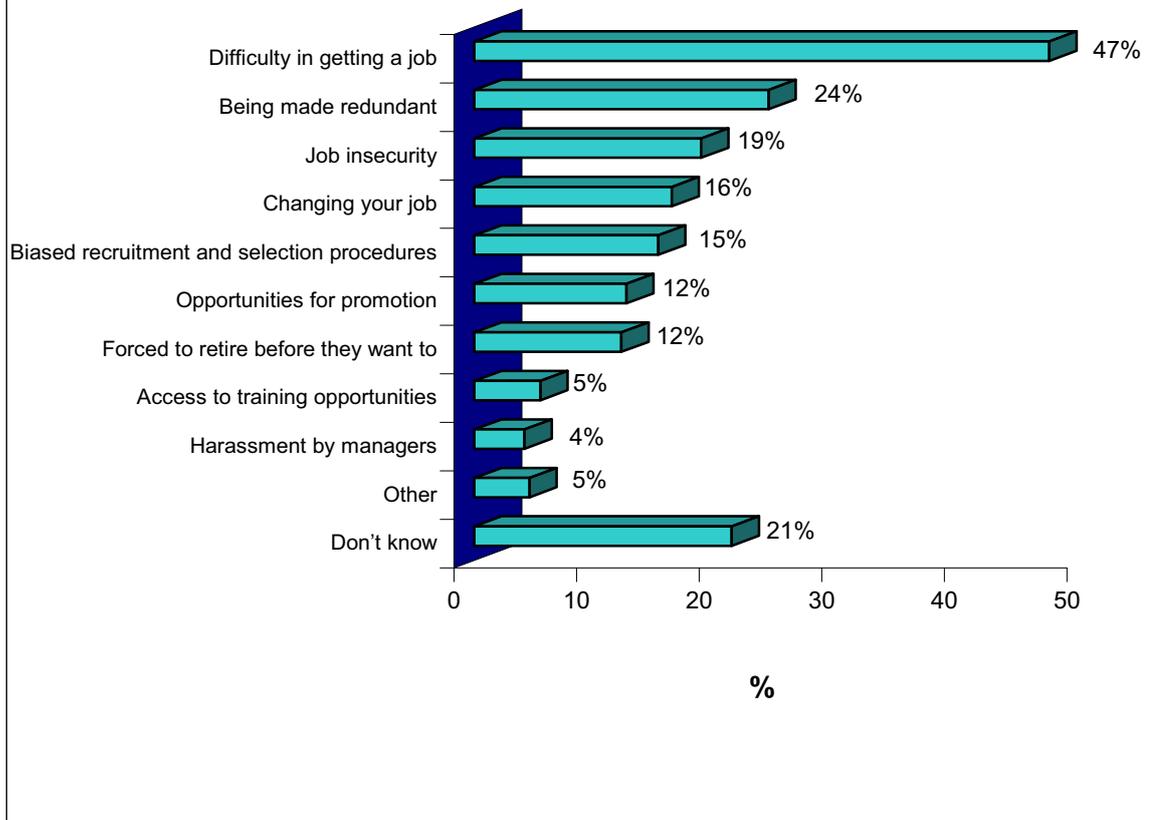


3.2 Main work-related issues facing older people in Northern Ireland

Respondents were asked what they perceived to be the main work-related issues facing older people in Northern Ireland today.

Almost half (47%) mentioned difficulty in obtaining a job, while a quarter (24%) stated being made redundant, along with 19% who cited job insecurity (Figure 10). A perceived bias in recruitment and selection procedures (15%), limited opportunities for promotion (12%) and being forced to retire before they wanted to (12%) were other key issues mentioned by respondents (Figure 11). Of those who chose 'other', 37% thought that the main work-related issue facing older people was a limitation in performing heavy, physical work.

Figure 10: What do you think are the main work-related issues facing older people in NI today? (n=1000)



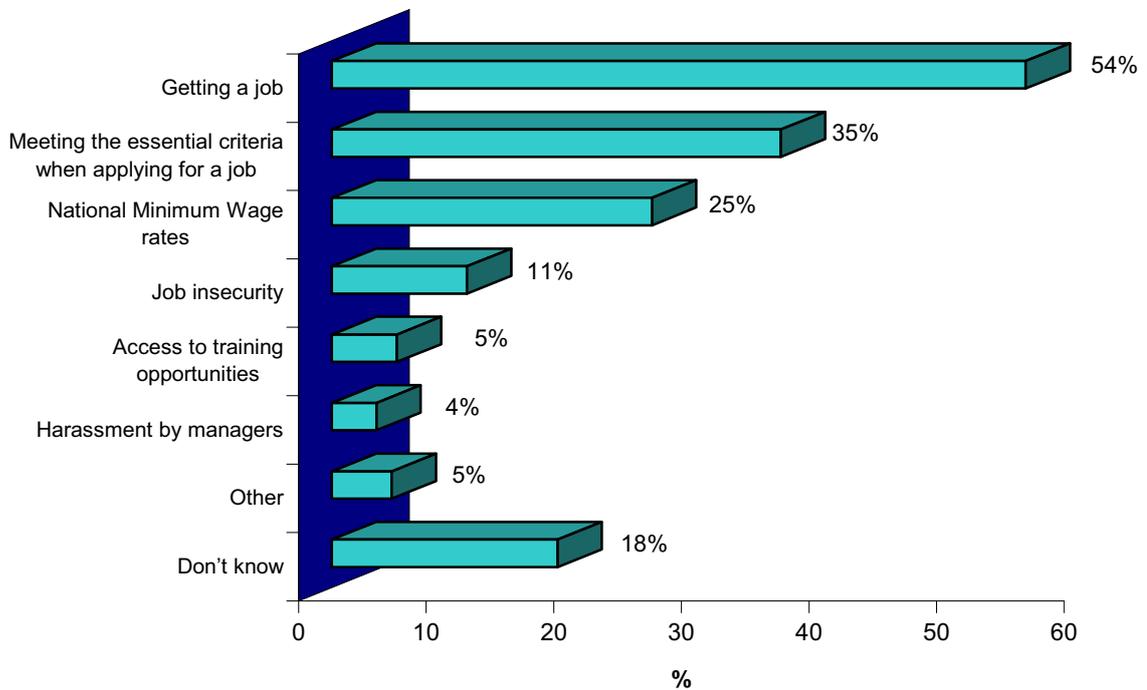
3.3 Main work-related issues facing younger people in Northern Ireland

Respondents were then asked what they perceived to be the main work-related issues facing younger people in Northern Ireland today.

Just over half (54%) of respondents mentioned difficulties in obtaining a job, while 35% stated that meeting essential criteria when applying for a job. A quarter (25%) named the National Minimum Wage as an important issue facing younger people in Northern Ireland today (Figure 11).

Amongst the 'other' responses (n = 46), "lack of experience" was mentioned by 19 respondents, while 12 said "attitude" and 3 mentioned either "poor pay", "poor treatment and exploitation" or "competition with foreign workers".

Figure 11: What do you think are the main work-related issues facing younger people in NI today? (n=1000)



3.4 Attitudes towards National Minimum Wage Differentials

At the time the survey fieldwork was conducted (April 2007), the National Minimum Wage (NMW) was £3.30 per hour for 16 – 17 year olds; £4.45 for 18 – 21 year olds; and £5.35 for those aged 22 or over. Respondents were asked for their views on the differential rates of the NMW.

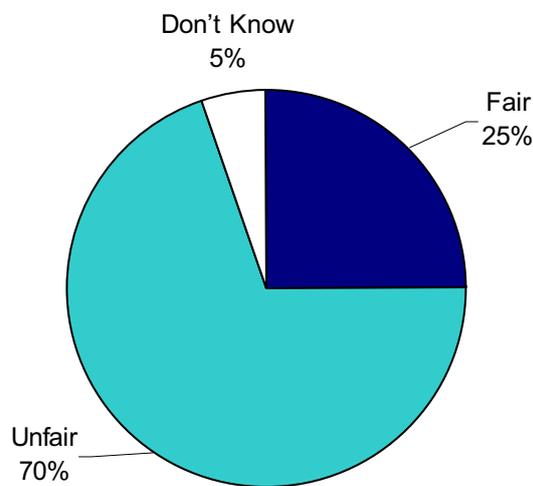
A large majority (70%) stated that the different rates payable to young people between the ages of 16 and 22 years were unfair, while a quarter (25%) said the difference was fair (Figure 12).

Females (77%) were more likely than males (70%) to say that the different rates payable to younger people between the ages of 16 and 22 years were unfair. Similarly, respondents in the youngest age band (16 – 29 years old) were more

likely (80%) than older people to view the different rates as unfair: 30 – 44 years old (74%), 45 – 64 years old (73%), and 65 or over years old (62%) (Table C4.1).

Respondents with dependents (80%) were more likely to view the different rates as unfair compared with respondents with no dependents (71%). Respondents living in the East of Northern Ireland were more likely to state that the different rates were unfair (79%), compared with those living in Belfast (69%) or in the West of Northern Ireland (70%) (Table C4.1).

Figure 12: The National Minimum Wage is different depending on the age of the employee. Do you think this difference is fair or unfair? (n=998)



3.5 Treatment of Older Workers in Employment

The views of respondents were sought on how older people are treated in work. More specifically, whether they received more or less favourable treatment than their younger colleagues.

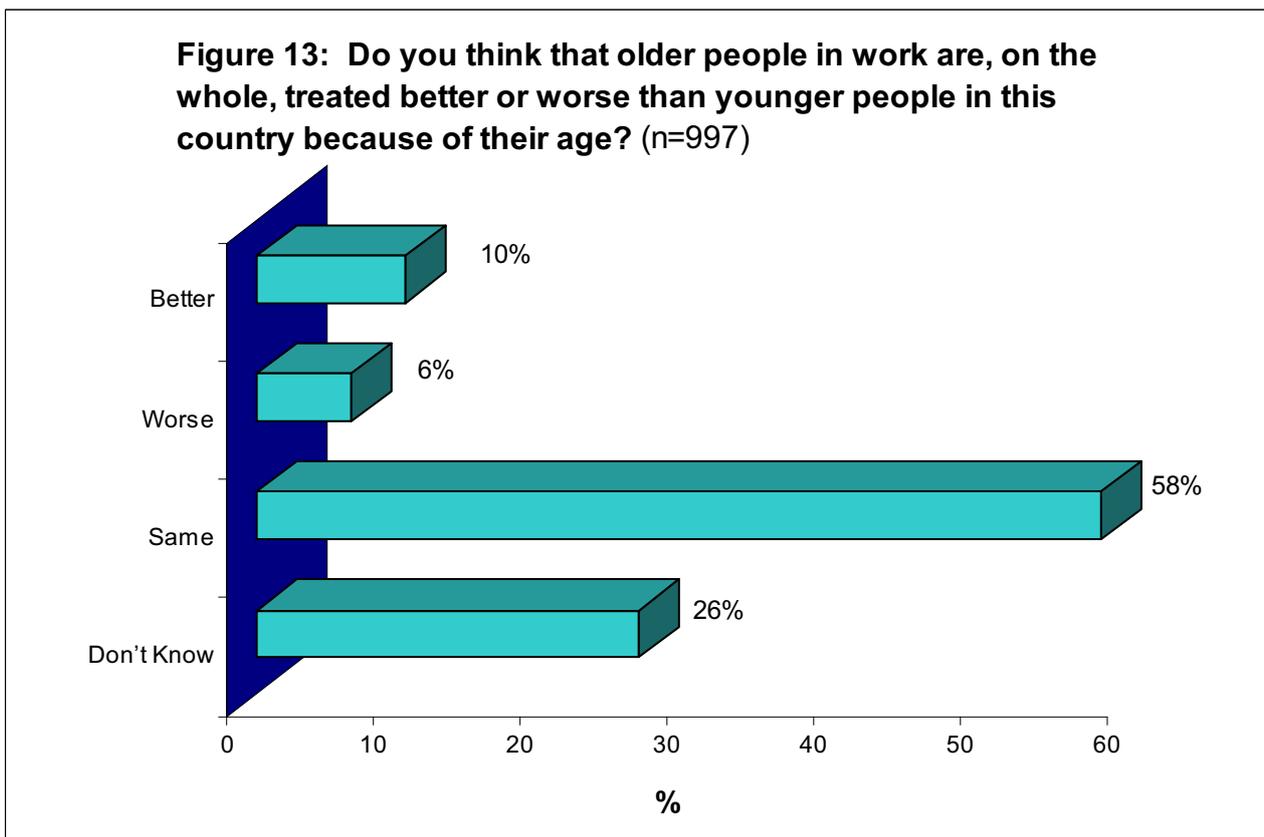
Just over half of those surveyed (58%) were of the view that older people in work are, on the whole, treated “the same” as younger workers, compared with one tenth of respondents (10%) who thought they were treated more favourably, and 6% who thought they were treated “worse” (Figure 13).

There was an inverse relationship between perceptions of more favourable treatment for older workers and the age of respondents: i.e. the younger the

respondent, the more likely they were to perceive favourable treatment toward their older colleagues. It was found that, while 22% of those in the youngest age band (16 – 29 years old) perceived that older people were treated better than younger workers, this fell to 13% for 30 – 44 year olds, 12% for 45 – 64 year olds, and 4% of those aged 65 or over (Table C5.1).

Single people were more likely to perceive that older workers were treated more favourably than younger workers, compared with married / cohabiting (14%), and widowed, separated and divorced respondents (5%) (Table C5.1).

Respondents with higher level qualifications were also more likely to perceive more favourable treatment for older workers (20%) than those with lower level qualifications (13%) or no qualifications (9%) (Table C5.1).



Those respondents who perceived older workers to be more favourably treated were asked to state **why** they held this view. Just over a third of (36%) thought older people are treated more favourably than younger people because they had

“more experience”, compared with almost a quarter (24%) who said that older people were entitled to “more respect” (Table C5a).

Similarly, those respondents who perceived older workers to be less favourably treated were also given the opportunity to state **why** they held this view. A fifth (20%) thought older people are treated less favourably [than younger people] “because of their age”, compared with 17% who said that older people were “downtrodden” or “taken advantage of” (Table C5b).

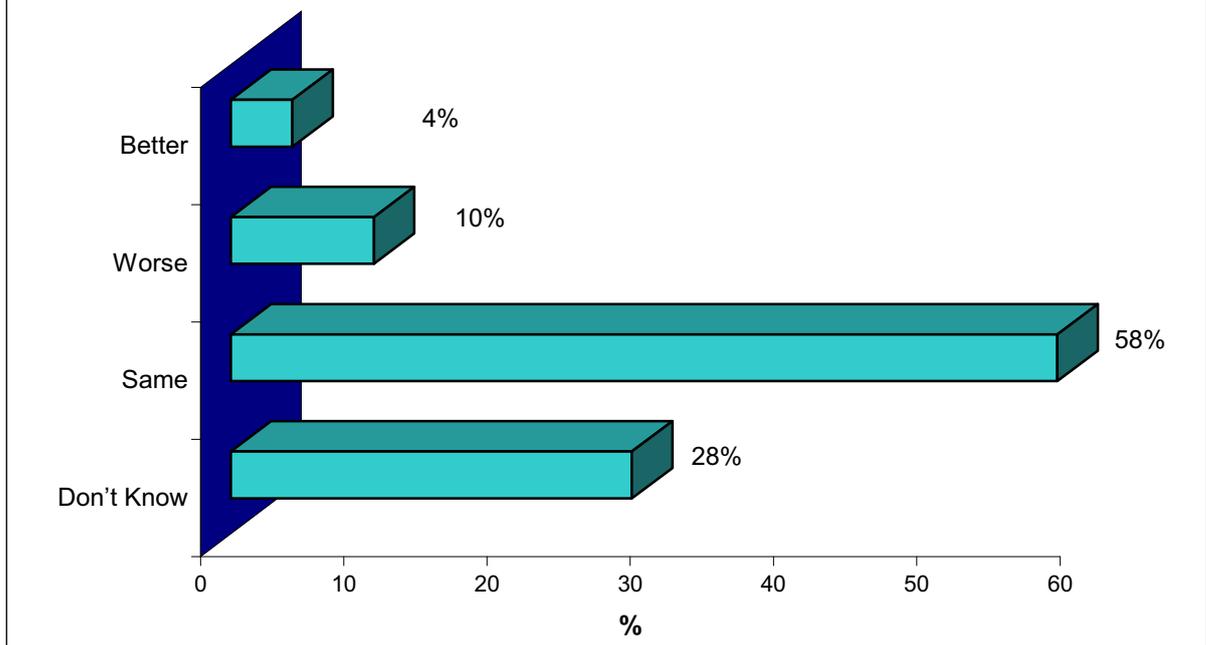
3.6 Treatment of Younger Workers in Employment

Following the questions on older workers, respondents were then asked for their views on young people in employment. Specifically, whether they thought that younger workers were treated more or less favourably than older workers.

Over half of respondents (58%) believed that younger people in work are treated “the same” as older people because of their age, compared with a tenth (10%) who thought they were treated “worse” and 4% who thought they were treated “better” (Figure 14).

Younger respondents, aged 16 – 29 years (19%), were more likely to say that young people in work were treated less favourably than older people, compared with those aged 30 – 44 (15%), 45 – 64 (11%) or those aged 65+ (6%) (Table C6.1).

Figure 14: Do you think that younger people in work are, on the whole, treated better or worse than younger people in this country because of their age? (n = 999)



Those respondents who perceived younger workers to be more favourably treated than older workers were asked to state **why** they held this view. A quarter of respondents (26%) thought younger people in work are treated better than older people because work was “easier for them”, compared with 19% who said young people had “more opportunities” and 17% who gave the reason “because they are young” (Table C6a).

Similarly, those respondents who perceived younger workers to be less favourably treated than older workers were also given the opportunity to state **why** they held this view. Forty three percent of respondents said that younger people are treated less favourably because “employers take advantage of younger workers”, compared with 20% who said that young people “lack experience”. Six percent explained the perceived differential treatment of young people as resulting from young people being “younger and less mature”, or “lazy and lacking commitment” (Table C6b).

3.7 Attitudes towards Age in the Workforce: a Training Course scenario

At this point in the survey, respondents were presented with a theoretical scenario, wherein two colleagues, a 30 year old and a 55 year old, have both applied for management training and meet the eligibility criteria. Respondents were then asked to imagine themselves as the line-manager and to decide which employee should be sent on the course first.

More than half of respondents (56%) gave an equivocal response saying “it depends”, while almost a quarter (24%) indicated they would send the younger man first, and 12% said they would send the older man first (Figure 15). Other responses included sending “the best person for the job”, or that the choice should be “based on qualifications” and “experience”.

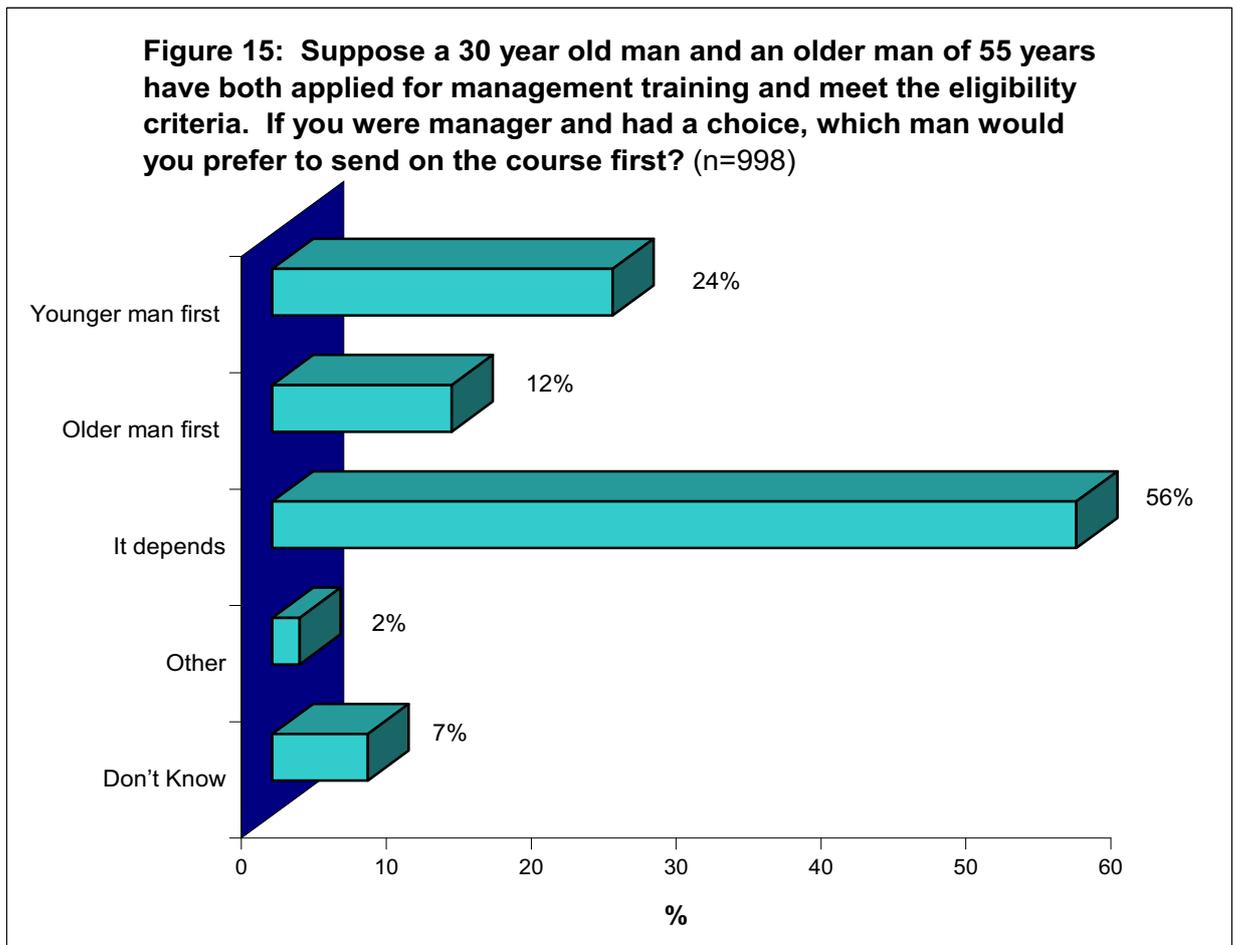
The equivocal response of “it depends” was the predominant choice for all demographic groups (e.g. age, marital status, education, social class, area of residence etc). Those within each group who had a definite preference generally preferred to send the younger man first, with two exceptions, those on the lower income and those aged 65 years and above. That is 25% of those on a low income (<£10K) preferred to send the older man first, compared with 24% who said they would send the younger man first; and respondents aged 65 years and older were divided in their preference of trainee with 20% opting for each (Table C7.1).

When analysing the responses of those who declared they would send the younger man first, it was found that the youngest respondents (16 – 29 years) were more likely to hold this view (35%), compared with those aged 30 – 44 years (25%), 45 – 64 years (18%) or 65+ (20%). Single people (34%) were also more likely to say they would send the younger man first than married or cohabiting persons (21%), or those widowed, divorced or separated (19%). Similarly, those with no qualifications and low level qualifications (both 27%) were more likely to support this viewpoint than those respondents with higher level qualifications (21%) (Table C7.1).

Respondents on a medium incomes, £10K - £19,999 (25%) were more likely to say they would send the younger man first than those on a higher income, £20K+ (21%) or a low income, <£10K (24%). Again, respondents from the lower social

classes C2DE were more likely to support this view (29%) than those from the higher social classes ABC1 (23%) (Table C7.1).

Finally, residents living in the West of Northern Ireland (31%) were more likely to say they would send the younger man first than those living in Belfast (29%) or the East of Northern Ireland (20%) (Table C7.1).



Training Course Preferences: why send the younger man first?

Those respondents, who declared they would prefer to send the younger man on the Training Course first, were then asked to explain their choice.

Over half (55%) explained their choice by suggesting the younger man “would work for longer”, while 9% said the younger man would be “easier to train”. A similar proportion (8%) remarked that the younger man would be “healthier and fitter” (Table C7a).

Training Course Preferences: why send the older man first?

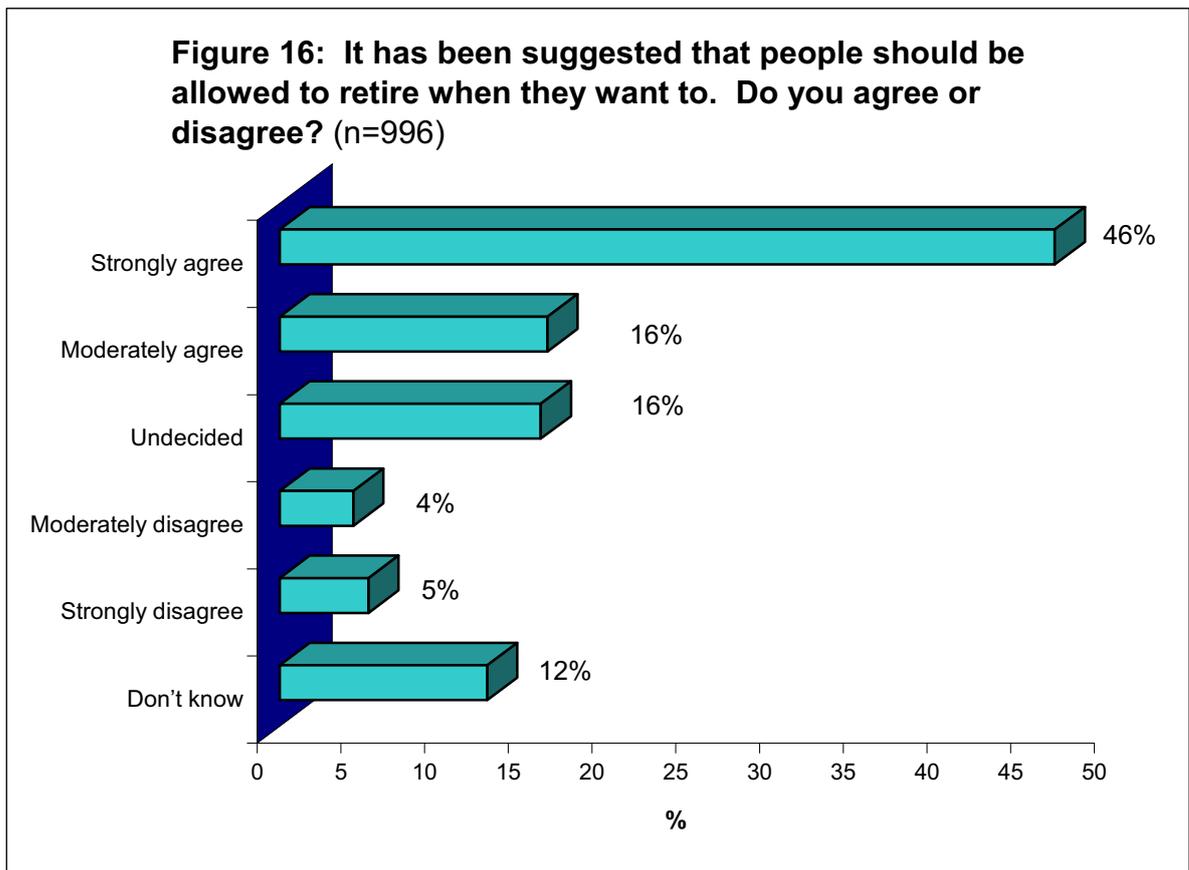
Those respondents, who declared they would prefer to send the older man first, were also asked to explain their choice.

Over two-thirds (69%) said that they would prefer to send the older man first because he would have “more experience” while (22%) said the older man would be more “mature, responsible and loyal” (Table C7b).

3.8 Views on Flexible Retirement Age

There was considerable public support for the statement that “*people should be allowed to retire when they want to*”. Nearly two-thirds (62%) either strongly or moderately agreed, with 10% disagreeing and 16% undecided (Figure 16).

Similar proportions of Protestants and Roman Catholics (72%) agreed that people should be allowed to retire when they want to, while residents living in Belfast (85%) and the West of Northern Ireland (72%) were more likely to agree than those living in the East of Northern Ireland (65%). Nationalists (73%) were more likely than Unionists (67%) to agree with the statement (Table C8.1).



3.9 Reasons why people should be allowed to retire when they want to

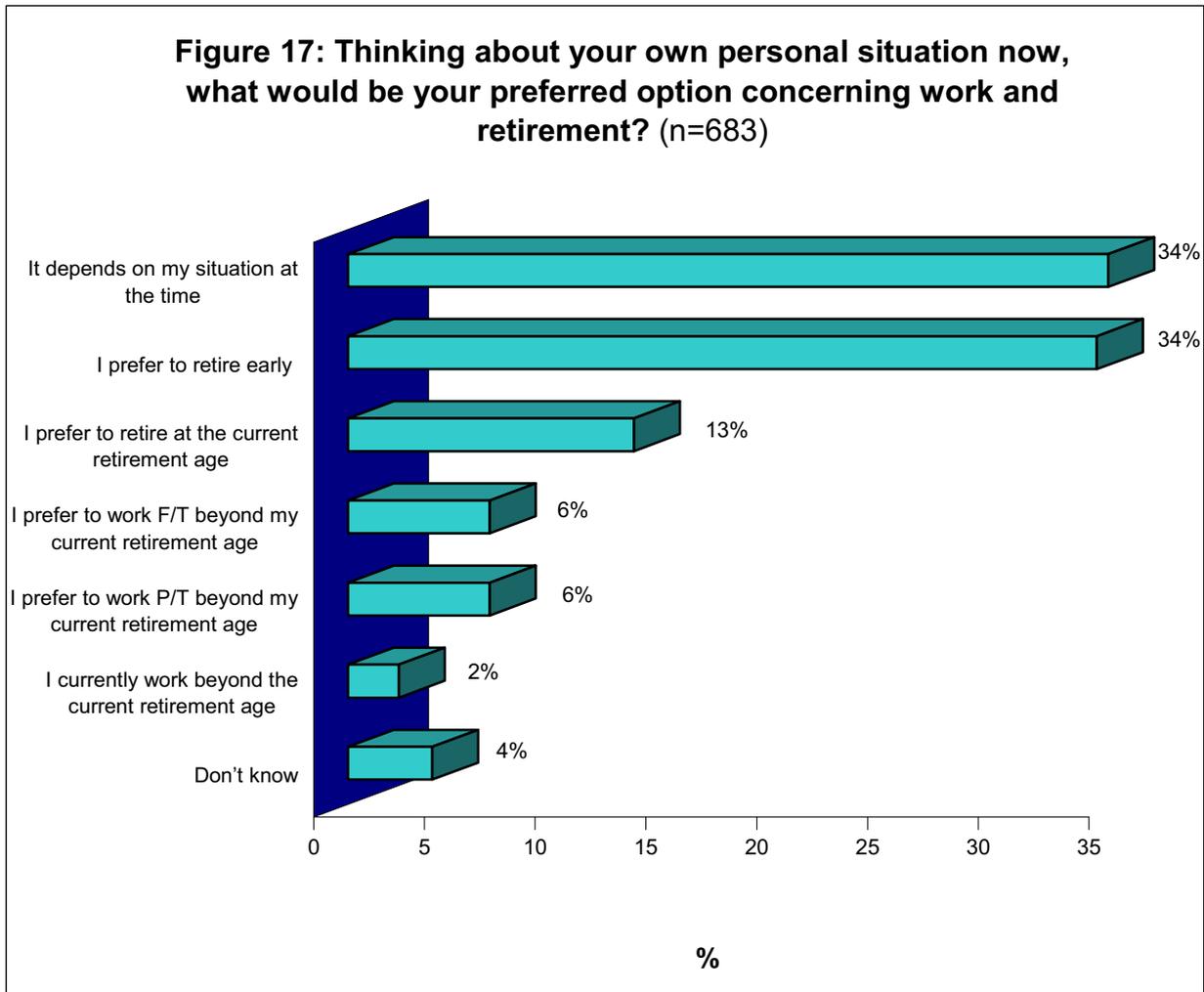
As a follow-up to the previous item, respondents were probed on the reasons why they advocated a more flexible approach to retirement.

Of those respondents who agreed with a more flexible approach to retirement, just over half (53%) said that being allowed to retire when they wanted to was important because it provided “freedom of choice”. A further 16% remarked that flexible retirement allowed people the choice to retire “if they can afford it”, while 11% said people should be allowed to continue working “if they were fit and healthy”. Other respondents noted that “some people wanted to continue working” but are currently prevented from doing so (Table C9).

3.10 Preferred options concerning work and retirement

Respondents were asked to reflect on their own present situation and indicate their preferred choice regarding work and retirement.

One third (34%) agreed that their decision to retire would depend upon “my situation at the time”, while the same proportion (34%) preferred to retire early. Just over a tenth (13%) indicated they would prefer to work beyond the current retirement age, with the same proportion (13%) saying they would like to retire at the current retirement age. Two percent were already working beyond the retirement age (Figure 17).



Analysis of Responses by Demographic Category

Basing the decision to retire on “my situation at the time” was the leading preference for those aged 16 – 29 years, while a wish to retire early was the preference for those aged 30 – 64 years. The preference for working beyond retirement was directly associated with age: that is, the older the respondent, the more likely they were to prefer working past the current retirement age. Thus, 61% of those aged 65+ preferred to work beyond retirement age (or were continuing to

work), compared with 18% of those aged 45 – 64; 13% of those aged 30 – 44; and 9% of those aged 16 – 29 years (Table C11.1).

Again, basing the decision on “my current situation at the time” was the lead preference for single persons (43%), followed by married and cohabiting respondents (33%) and widowed, separated or divorced individuals (21%). Widowed, separated or divorced respondents were more likely to have a preference for working beyond retirement (30%) compared with married or cohabiting (17%) or single (11%) respondents (Table C11.1).

Similarly, “my situation at the time” was the lead preference for those respondents with either higher level qualification (36%) or no qualifications (30%), while those with lower level qualifications preferred to retire early (42%) above all other choices. Respondents with no qualifications (28%) were more likely to indicate a preference for working beyond retirement, compared with those with higher (16%) or lower (10%) qualifications (Table C11.1).

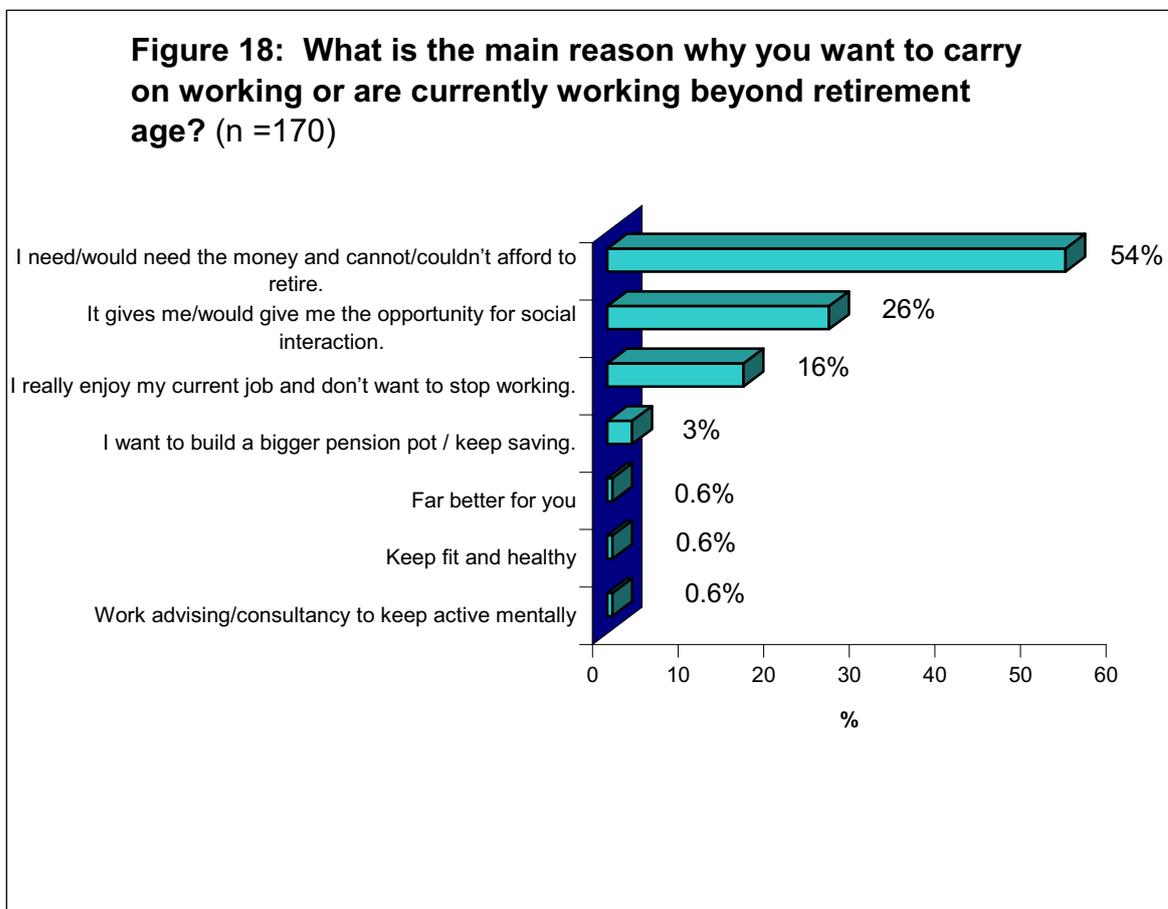
Marked differences emerged in retirement preferences for those on different income levels. Respondents in the lowest income bracket, <£10K were much more likely to base their decision on “my situation at the time” (61%), compared with just over a third (37%) of those on middle range incomes, £10K - £19,999, and 23% of those on the highest income band, £20K+. In contrast, those in the highest income band were considerably more likely to prefer early retirement (49%) than those in other income bands (Table C11.1).

Residents living in Belfast (45%) were more likely to agree their decision to retire would “depend on my situation at the time” compared with those living in the West of Northern Ireland (34%) or East of Northern Ireland (33%). Residents of Belfast were also considerably less likely to express a desire to retire at the current retirement age (5%) than those respondents living in the East of Northern Ireland (15%) or West of Northern Ireland (16%) (Table C11.1).

3.11 Main reason for currently working beyond the present retirement age or wishing to carry on working beyond retirement

As a follow-up to the previous item, respondents who were either currently working beyond the present retirement age (65 years), or wished to continue working past retirement, were asked to indicate why they held this view.

Just over half (54%) agreed with the statement that “*they needed/ would need the money and could not afford to retire*”, compared with a quarter (26%) who agreed that work would provide an “*opportunity for social interaction*”. One in six (16%) respondents agreed that they “*enjoyed their current job and did not want to stop working*” (Figure 18).



3.12. Attitudes towards Older Workers

This item examined attitudes towards older workers, using stereotypical statements that may be in common usage.

Sixty one percent of respondents agreed that “*older workers need younger colleagues for their fresh ideas and energy*”, while a similar proportion (62%) agreed that “*older workers are more loyal and dedicated*”. Twenty two percent agreed with the statement that “*older workers struggle with the demands of a modern workplace*”, while 17% agreed that “*you can’t teach an old dog new tricks*”. Two percent of respondents agreed with the statement that “*older workers should only accept jobs such as working in a supermarket or shop*”³ (Table 6).

Analysis of Responses by Demographic Category

Each of the above statements was then analysed by demographic variables, as follows:

Older workers need younger colleagues for their fresh ideas and energy

Residents living in Belfast (79%) were more likely to agree with this statement than residents living in the West of Northern Ireland (62%) or East of Northern Ireland (59%) (Table C13.1).

Older workers are more loyal and dedicated

Younger respondents aged 16 – 29 years were less likely to agree with the statement (46%) that “*older workers are more loyal and dedicated*” than persons aged 30 – 44 years (64%), 45 – 64 (73%) or those aged 65+ (74%). Similarly, single respondents (57%) were less likely to lend support to the statement than those who were married or cohabiting (66%) or those who were widowed, separated or divorced (72%). Those respondents with higher level qualifications (51%) were less likely to agree than those with lower level qualifications (62%) or those with no qualifications (77%). Respondents from higher social classes (59%) were less likely to support the statement, compared with those from lower social classes (71%). Finally, residents living in the West of Northern Ireland were less likely to agree (59%) than those living in the East of Northern Ireland (64%) or those living in Belfast (74%) (Table C13.2).

³ There were no significant differences by demographic variables.

Older workers struggle with the demands of a modern workplace

Young people aged 16 – 29 years (30%) were more likely to agree with this statement than those aged 30 – 44 (21%), 45 – 64 (21%) or those 65 years or older (22%). Single people were more likely to agree (32%) compared with those who were married or cohabiting (20%) or those who were widowed, separated or divorced (19%). Similarly, those respondents from a Roman Catholic background (27%) were more likely to support the statement than those from a Protestant background (21%). Finally residents from Belfast (31%) were more likely to lend support to the statement than those living in the West of Northern Ireland (26%) or those from the East of Northern Ireland (19%) (Table C13.3).

You can't teach an old dog new tricks

Residents in Belfast were more likely to agree with this statement (22%) than those living in the West of Northern Ireland (21%) or East of Northern Ireland (14%). Similarly, single persons (23%) were more likely to express support for the statement than widowed, separated or divorced persons (17%), or those married or cohabiting (15%) (Table C13.4).

Table 6: Do you agree or disagree with the following statements?					
	Agree	Undecided	Disagree	Don't Know	N
	%	%	%	%	
Older workers need younger colleagues for their fresh ideas and energy.	61.1	15.5	19.4	4.0	1000
Older workers are more loyal and dedicated.	62.1	17.7	17.7	2.5	1000
Older workers struggle with the demands of a modern workplace.	22.3	20.8	51.2	5.7	1000
"You can't teach an old dog new tricks" is a sensible saying.	17.2	16.3	62.8	3.7	1000
Older workers should only accept jobs such as working in a supermarket or shop.	2.3	3.8	86.0	7.9	1000

3.13. Attitudes towards Younger Workers

This item examined attitudes towards younger workers, using stereotypical statements that may be in common usage.

A large majority (77%) of respondents agreed with the statement that “*younger people need older colleagues for their advice and experience*”, while opinion was divided over the statement “*Younger people are less committed and responsible in their attitude to work*”: 41% agreed, 32% disagreed and 22% were undecided. Again, when respondents were presented with the statement that “*younger people are more energetic workers than older people*”, opinion was also divided: 32% agreed, 42% disagreed and 21% were undecided. Finally, when respondents were asked to signify their agreement that “*younger people are more involved in their social life than in their work*”, just under half agreed (48%), a quarter (26%) were undecided and a fifth (21%) disagreed (Table 7).

Analysis of Responses by Demographic Category

Each of the above statements was then analysed by demographic variables, as follows:

Younger people need older colleagues for their advice and experience.

Residents living in Belfast (93%) were more likely to agree with this statement, compared with those living East of Northern Ireland (77%) or those living in the West of Northern Ireland (76%) (Table C14.1).

Younger people are less committed and responsible in their attitude to work.

Men (47%) were more likely to agree with the statement than women (39%), while young people aged 16 – 29 were less likely to agree (26%) than those aged 30 – 44 (42%), 45 – 64 (52%) or those aged 65+ (55%). Respondents with no qualifications (57%) were more likely to agree than those with lower level (37%) or higher level qualifications (36%). Similarly, widowed, separated and divorced respondents were more likely to agree (53%) than married/cohabiting persons (45%) or single people (35%). Again, those respondents from a lower social class were more likely to support the statement (49%) than those from a higher social class (39%) (Table C14.2).

Younger people are more energetic workers than older people.

Young people aged 16 – 29 were more likely to lend their support to this statement (43%) than those aged 30 – 44 (27%), 45 – 64 (30%) or those aged 65+ (35%).

Similarly, respondents with no qualifications were more likely (40%) to agree than those with lower level qualifications (31%) or those with higher qualifications (28%) (Table C14.3).

Younger people are more involved in their social life than in their work.

There was a direct, inverse relationship between agreement with the statement and the age of respondents, i.e. the younger the respondent, the less likely they were to agree. Thus, 39% of those aged 16 – 29 were in agreement, compared with 53% of those aged 30 – 44, 56% of those aged 45 – 64 and 60% of those aged 65+ (Table C14.4).

Table 7: Do you agree or disagree with the following statements?					
	Agree	Undecided	Disagree	Don't Know	N
	%	%	%	%	
Younger people need older colleagues for their advice and experience.	77.4	12.1	7.8	2.7	1000
Younger people are less committed and responsible in their attitude to work.	40.9	22.4	32.0	4.7	1000
Younger people are more energetic workers than older people.	32.0	21.2	42.2	4.6	1000
Younger people are more involved in their social life than in their work.	48.2	25.5	20.8	5.5	1000

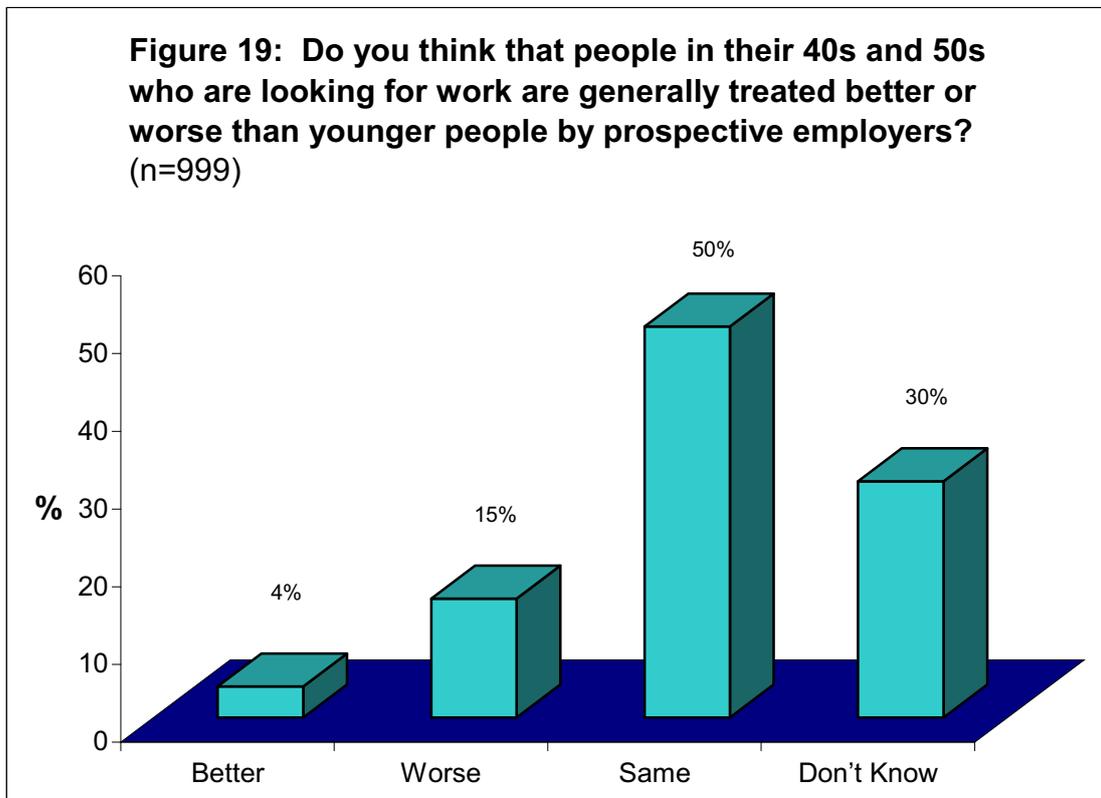
3.14 Treatment of Job Applicants aged 40 – 59 years

Respondents were asked for their perceptions on how middle-aged people, and those approaching retirement (40 – 59 years), were treated by employers when looking for work.

Half of respondents (50%) said that middle-aged people and those approaching retirement, were treated the same as younger people by potential employers, compared with 15% who said they were treated worse, and 4% who said they were treated better. Almost a third (30%) answered “Don't Know” (Figure 19).

Married and co-habiting respondents were more likely to express the view that those aged 40 – 59 were treated worse by prospective employees (25%) than

single people (16%) or widowed, separated or divorced persons (24%) (Table C15.1).



As a follow-up to the previous item, respondents were then asked to explain why they felt that middle-aged job applicants may be treated more or less favourably than younger people when applying for a job.

Of those respondents who indicated that middle-aged applicants were treated more favourably (n = 40), 55% suggested it was because they had “more experience”, while 20% said it was because they got “more respect” from employers (Table C15a).

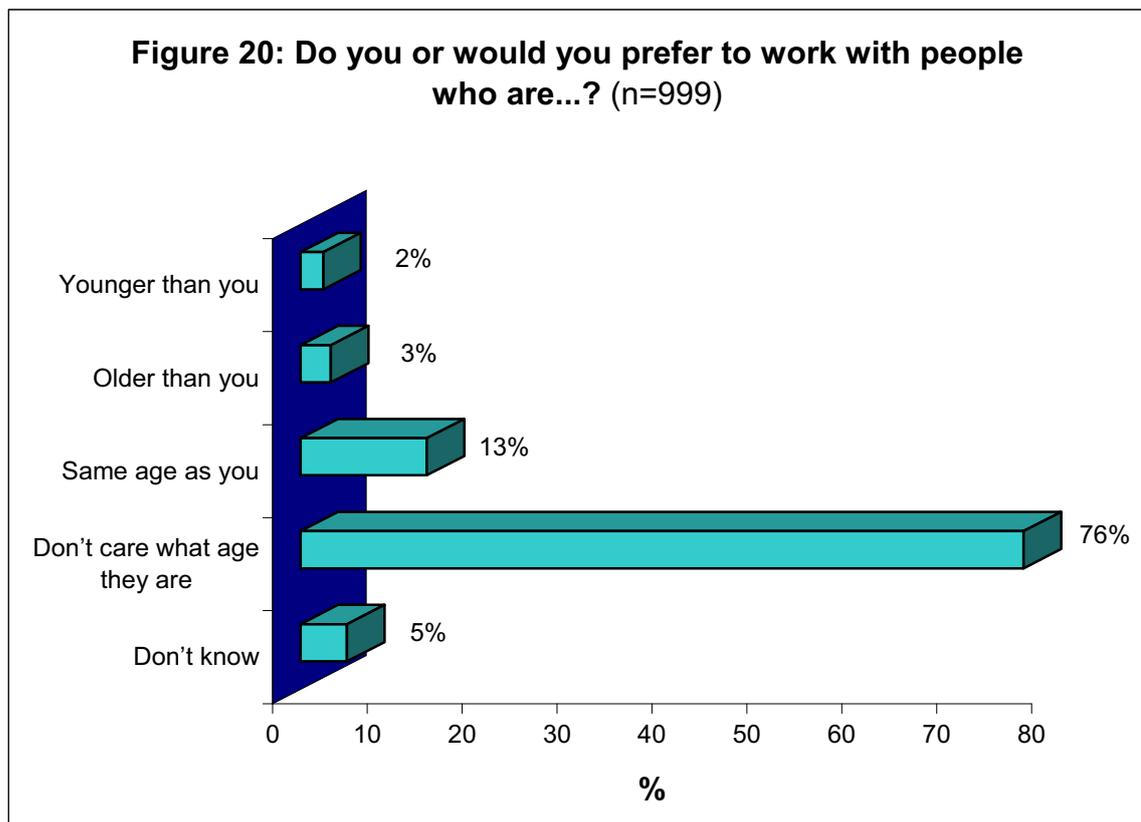
Of those respondents who indicated that middle-aged applicants were treated less favourably (n = 151), over a third (36%) suggested it was “because of their age or discrimination”, compared with a fifth (21%) who said “employers prefer younger workers and lower pay”, and 19% who remarked that “older people find it more difficult to get a job” (Table C15b).

3.15 Preference for Working with Persons of different Age Groups

Respondents were then asked to indicate their preferences for working with colleagues of different ages.

Over three-quarters of those surveyed (76%) said they did not care what age their colleagues were, compared with 13% who preferred to work with people the same age as themselves, 3% who preferred colleagues to be older than them, and 2% who preferred colleagues younger than them (Figure 20).

A similar picture emerged when the analysis was performed by demographic variables, such as age, religion, area of residence etc: a large majority of all groups had no age-related preferences, and “*didn’t care what age their colleagues were*”. There were some minor differences, however. For example, of those who indicated a preference, respondents aged 16 – 29 years were more likely to favour colleagues of their own age (19%) than older age bands (11 – 13%). Similarly, residents from the West of Northern Ireland were more likely to favour colleagues of their own age (18%) than residents of Belfast (7%) or those living in the East of Northern Ireland (14%) (Table C16.1).

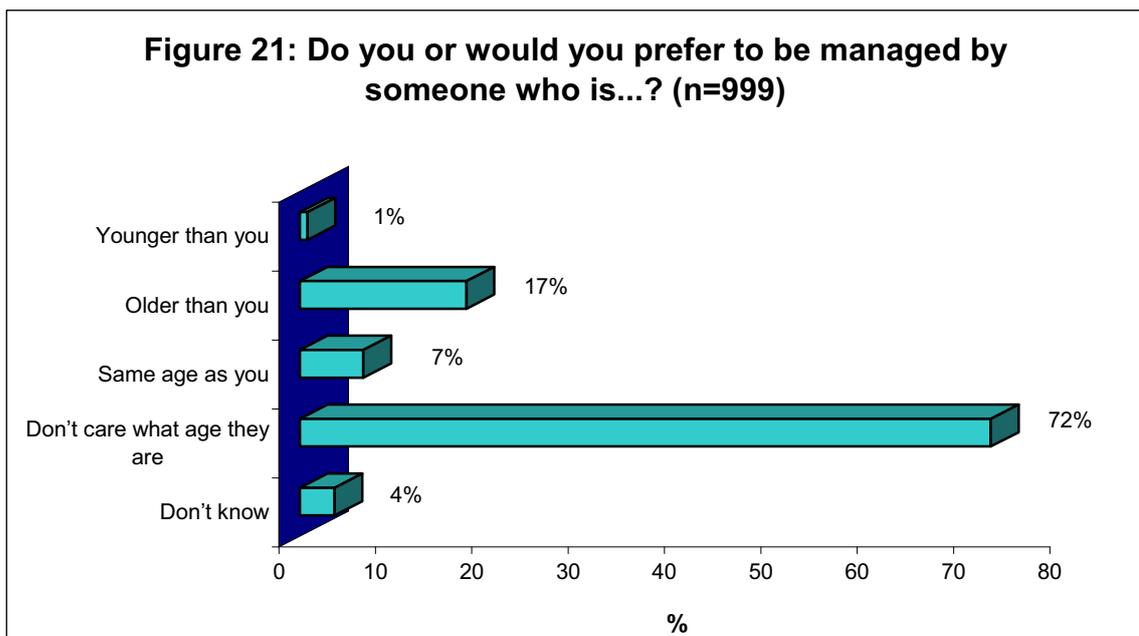


3.16 Preference for being Line-managed by Persons of different Age Groups

Following on from the previous item, respondents were then asked to indicate their preference for the age of their line-manager.

Nearly three-quarters (72%) of those surveyed said they did not care what age their manager was, compared with 17% who stated a preference for an older manager, and 7% who preferred a manager of their own age. One percent of respondents preferred to be managed by someone younger than them (Figure 21).

When an analysis was performed by demographic grouping, it was found that respondents aged 16 – 29 years were more likely to prefer an older manager (30%) than those aged 30 – 44 years (20%), 45 – 64 years (10%) or those aged 65+ (7%). Single people (27%) were more likely to prefer an older manager compared with those who are married or cohabiting (14%) or those who are widowed, divorced or separated (11%). Thirty percent of respondents earning £10K - £19,999 also stated a preference for an older manager, compared with (23%) of those on the lowest earnings band (<£10K) and 20% of those on the highest band (£20K +). Twelve percent of those with a limiting long-term illness preferred an older manager, compared with 19% of those without a disability (Table C17.1).



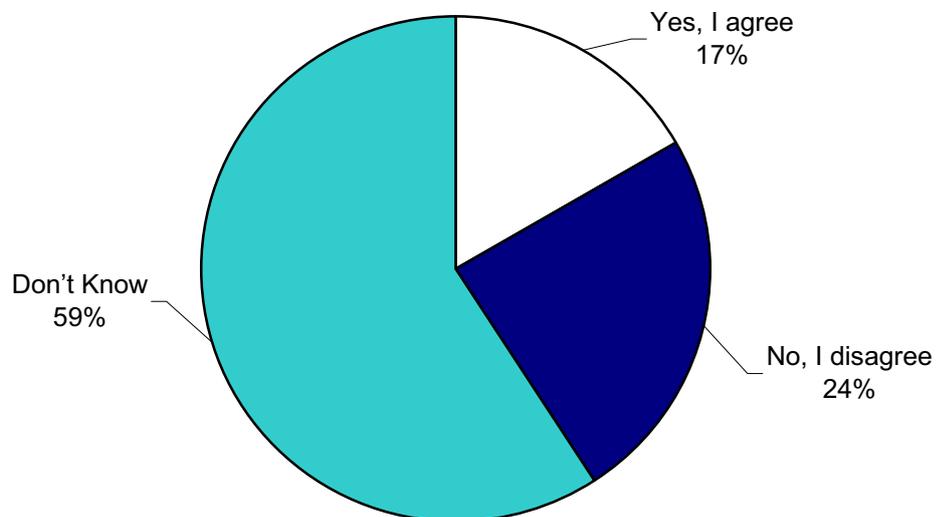
4. PERSONAL EXPERIENCE OF AGE-RELATED DISCRIMINATION

In the final section of the survey, respondents were presented with a series of questions about age discrimination in general, and their own experiences in particular.

4.1 Age Discrimination in the Workplace

Respondents were asked to signify their level of agreement with the statement that “*there is a lot of age discrimination in modern workplaces.*” Seventeen percent were of the view that there is substantial age discrimination in the workplace, while 24% disagreed with the statement. Over half of those surveyed (59%) said they didn’t know (Figure 22).

Figure 22: Some people have said that there is a lot of age discrimination in modern workplaces. Do you agree with this or not? (n=995)

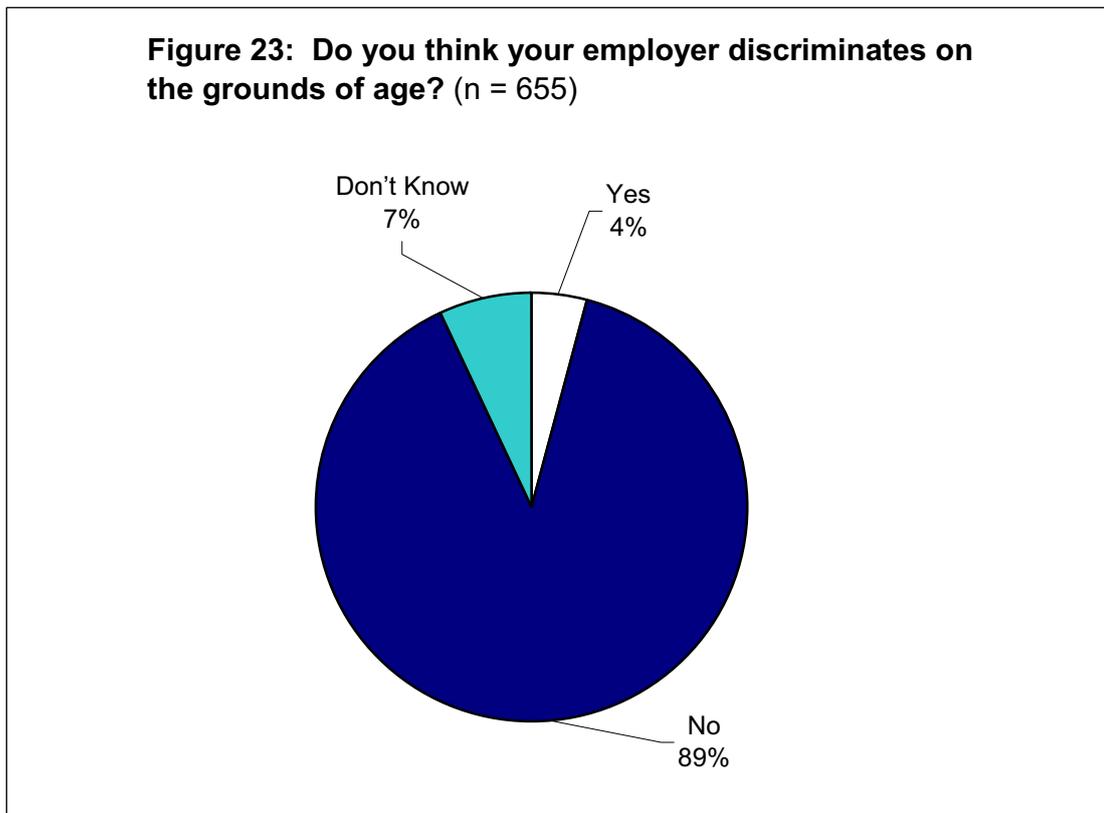


Respondents from the lower social class category (C2DE) were more likely to perceive discrimination in the workplace (47%) than those from the higher ABC1 group (37%) [Table D1.1].

4.2 Age Discrimination by Respondent's own Employer

Those respondents in employment (N = 655) were then asked for their opinion on whether or not their own employer discriminated on the grounds of age.

Four percent of respondents were of the view that their employer did discriminate on the grounds of age, while 89% said no (Figure 23).



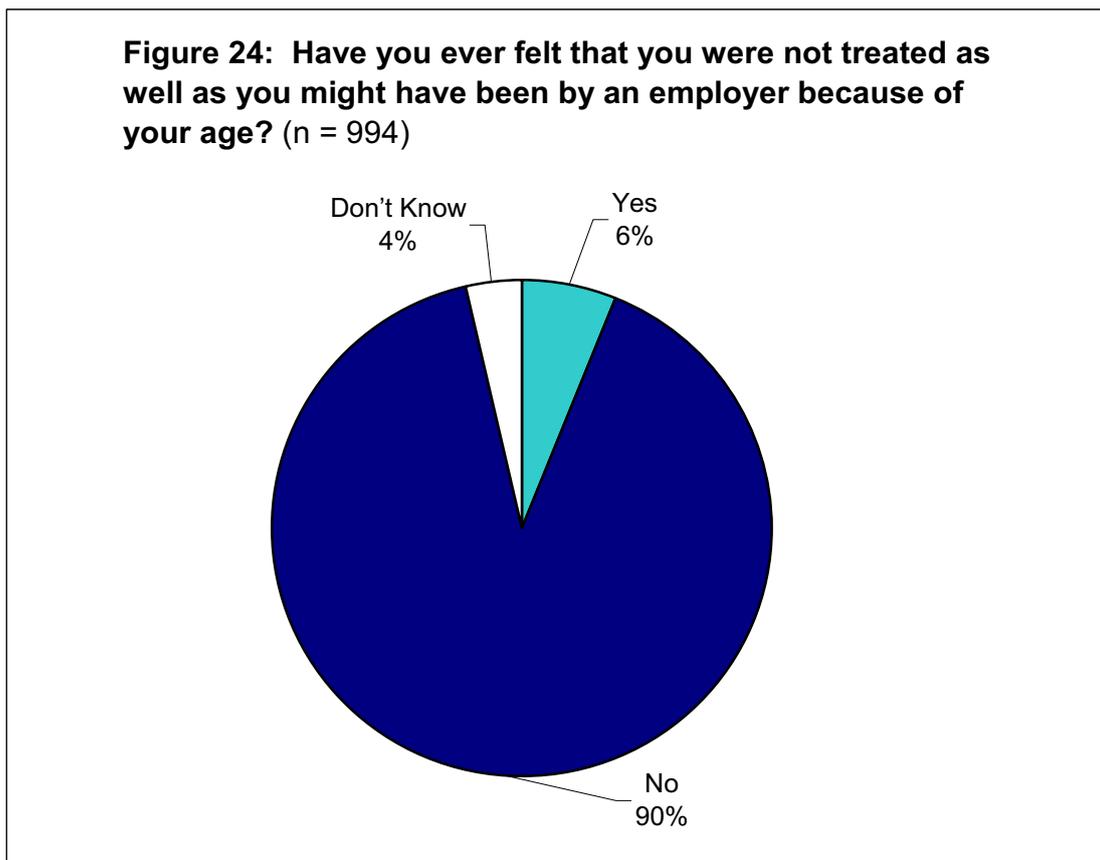
As a follow-up, those respondents who had answered in the affirmative to the previous item were then asked if they thought their employer discriminated against older workers, younger workers or both (n = 23).

Respondents were divided on the issue: while ten said their employer discriminated against younger workers, nine indicated that their employer discriminated against older workers. Four respondents were of the view that their employer discriminated against both older and younger workers (Table D3).

4.3. Personal Experience of Less Favourable Treatment on the Grounds of Age

Respondents were then asked if they felt they had personally experienced less favourable treatment from their employer because of their age. Overall, six percent of those surveyed felt they had been unfairly treated by an employer because of their age, while a large majority (90%) disagreed (Figure 24).

Perceptions of age-related unfair treatment by their employer were slightly more prevalent in the youngest age band, 16 – 29 (10%), compared with those aged 30 – 44 (6%), 45 – 64 (4%) or 65 years and over (5%). Similarly, respondents with a disability were more likely to feel they had been treated unfairly (12%) on the grounds of age, compared with 6% of those without a disability. Finally, those with higher level qualifications were also more likely to perceive less favourable treatment (11%) compared with those who had lower level qualifications (6%) or no qualifications (4%) (Table D4.1).



In a follow-up to the previous question, those respondents who felt they had been unfairly treated by their employer due to age (n = 62), were then asked to provide more information.

Twenty three respondents (37%) reported being refused a job, while ten (16%) felt they had been harassed or bullied by their employer and eight (13%) felt they had been denied a promotion. Other responses included “being forced to retire or being made redundant”, or that their “employer had a bad attitude towards older people”. A number of respondents were also of the view that their “employer preferred younger workers” (Table D5).

4.4 Age-Related Criteria in Job Adverts

Respondents were asked to reflect upon jobs they had applied for in recent years, and whether they had been deterred from applying because (i) an upper or lower age limit was stipulated; (ii) the job advert contained words such as “mature”, “young” or “energetic”; or (iii) the amount of experience required was excessive.

A substantial proportion (59%) of those respondents who had been deterred from applying for a particular job in recent years (n = 128 – 31) said it was because they considered the amount of experience required to be excessive. Over a quarter (28%) had been put off applying where the advert contained words such as ‘mature’, ‘young’ or ‘energetic’, while 23% felt discouraged by an upper or lower age limit specified in the job advert (Table 8).

Younger respondents (16 – 29 years) were most likely to report having been deterred from applying for jobs because they considered the amount of experience required to be excessive (74%), compared with those aged 30 – 44 years (44%), or 45 – 64 years (65%) (Table D7.1).

Table 8: Thinking about any jobs you wanted to apply for in recent years, have you been put off applying for the post because the job advert contained any of the following?				
	Yes	No	Don't Know	N
	%	%	%	
An upper or lower age-limit.	23.4	61.7	14.8	128
The advert contained words such as “mature”, “young” or “energetic”.	27.9	57.4	14.7	129
The amount of experience required was excessive.	58.8	32.8	8.4	131

5. CONCLUSIONS

5.1 Awareness of Age Discrimination Legislation

The survey found that just under half (46%) of the general public in Northern Ireland were aware that age discrimination became unlawful in October 2006. A similar proportion (44%) exhibited awareness of the Equality Employment (Age) Regulations (NI) 2006. These figures broadly support the findings of an earlier survey (Equality Commission, 2006), which found higher levels of public awareness for mature legislation, such as the Sex Discrimination Order (NI) 1976, and lower levels of knowledge of more recent statutes, such as the Sexual Orientation Regulations 2005. In a theme which occurs throughout the Report, those with higher level qualifications and from a higher social class, exhibited greater awareness of age discrimination.

There was a high level of awareness that job applicants and employees were covered by the Regulations (66%), but a much lower understanding that contract workers and persons using employment agencies were also protected (13% and 10% respectively). Similarly, a considerably higher proportion of respondents were aware that direct discrimination was covered (51%), compared with indirect discrimination (14%) and harassment (13%).

The survey found a mismatch between perceived knowledge of the Regulations and actual knowledge. Not only was this evident in awareness of the protected groups and types of discrimination outlawed (see above), but also in relation to the Default Retirement Age: 29% of those who declared they knew what the default retirement age was (65 years) gave an incorrect answer. These findings highlight the importance of further probing respondents in a survey, rather than simply reporting a “yes/no” response.

The provision of goods, facilities and services is specifically excluded from the scope of the Regulations. The survey found strong disapproval of this limitation (45%), with only 9% agreeing with the exclusion. In the Northern Ireland Life and Times survey (ARK, 2004), which was conducted more than two years prior to the introduction of the legislation, 71% were in favour of the provision of goods and services being covered by the Regulations.

5.2 Services for People Discriminated on the Basis of Age

One in five respondents (20%) named the Equality Commission as the organisation they should complain to if they felt they were being discriminated against because of their age. This is marginally higher than the finding obtained by the Equality Awareness Survey (Equality Commission, 2006), where 19% of respondents said that the Commission acts in an advisory capacity to people who may have experienced discrimination. It is also higher than the 11% of respondents in the previous survey who identified the Commission as the body with overall responsibility for anti-discrimination laws in Northern Ireland. However, almost half (49%) of respondents in the present survey stated that they did not know the name of the appropriate body for processing their age discrimination complaint.

In addition to a complaints service, the Commission provides a range of other services relating to age discrimination. This includes information and guidance publications for the general public and employers, web-based information, research and policy initiatives, and training seminars for employers.

The survey found that, when asked unprompted, 15% indicated knowledge of Commission services that could assist them, while 85% did not know of any age-related services provided by the Commission. The evidence indicates that lack of awareness was more prevalent in the youngest and oldest age groups; persons with a Unionist political affiliation; medium or low income earners; and those from a lower social class. The report demonstrates that the financial assistance facility of the Commission in particular is not widely known.

5.3 Attitudes towards Age-Related Issues

The survey revealed that a difficulty in obtaining employment was perceived as the main work-related issue facing both younger (54%) and older people (47%) in Northern Ireland. For younger people there were two other salient issues, namely: meeting the essential criteria when applying for a job (35%) and the National Minimum Wage (25%).

The finding that both younger and older people in the current survey cited a difficulty in obtaining employment as a key issue was echoed in the NILT Survey (ARK, 2004).

Although the overall percentage of the NILT sample citing this difficulty (10%) was smaller than the current survey⁴, the groups most affected by difficulties in getting a job were the 18 – 24, 25 – 44 and the 50 – 59 age bands.

With regard to the issue of older people gaining employment, it may be of some interest to revisit this issue in subsequent years, by which time the Regulations will have been fully embedded in society, and older persons and employers may thus be more aware of their rights and responsibilities.

In relation to the National Minimum Wage (NMW), a substantial majority (70%) were of the view that the different rates payable to young people between the ages of 16 – 22 years are unfair.

The survey elicited respondents' perceptions on the treatment of younger and older people in work. An identical proportion (58%) thought that younger and older people were treated "the same", while one in ten (10%) said that younger people were treated "worse" than older people. Six percent thought that older people in work are treated "worse" than their younger colleagues. The Northern Ireland Life and Times survey (ARK, 2004) revealed that 9% of respondents felt that a friend or family member had been subject to "employment-related ageism", including issues around promotion, redundancy/enforced retirement and recruitment.

The survey also sought to discover respondents' views on whether people aged 40 – 59 who are looking for work are treated better or worse than younger people by prospective employers. Fifteen percent said they were treated worse. In the NILT survey, two-thirds (66%) were of the view that people in their 50s and 60s are generally treated worse by prospective employers when looking for work (ARK, 2004). The difference between the two surveys may be partially accounted for by the way in which the question was asked: while the NILT survey referred to people in their 50s and 60s, the current survey limited the age cohort to 40 – 59 year olds.

⁴ The differing proportions in the current and NILT surveys who cited getting employment as a key issue can perhaps be explained by referring to the relevant item in the surveys. In the current survey, respondents were probed on **work-related** issues only, while the NILT survey asked respondents to identify the main **problems** facing older people in Northern Ireland today. The responses included fear of crime, loneliness, access to healthcare, employment, transport etc.

There was considerable public support for the concept of a flexible retirement age, with nearly two-thirds of respondents (62%) agreeing with the statement that “*people should be allowed to retire when they want to*”. This support for a flexible approach to retirement was echoed in recent research commissioned by the Employers Forum on Age (2007) in GB: it was found that 92% of people surveyed believed they should have the right to work for as long as they like if they are able to do the job, regardless of their age.

In an attempt to uncover possible, latent age-related prejudice, respondents were asked to indicate their preferences for working with, and being line-managed by, colleagues of different ages. Approximately three-quarters of those surveyed said they had no preference concerning the age of either their colleagues (76%), or their managers (72%). It would be unwarranted to draw a robust inference from this single finding, but it does suggest that the concept of age discrimination may be a complex one: less of an issue, perhaps, for colleagues working together, while more of an issue in the employer-employee relationship.

5.4 Experience of Age-Related Discrimination

In the final section of the survey, respondents were presented with a series of questions about age discrimination in general, and their own experiences in particular.

Seventeen percent were of the view that a lot of age discrimination exists in the modern workplace. However, only 4% thought their own employer discriminated on the grounds of age and 6% felt they had personally experienced less favourable treatment from an employer due to their age.

The above data contrasts sharply with findings from a survey conducted by the Employers Forum on Age (2007) in GB wherein 59% of workers claimed to have witnessed ageist behaviour in the workplace during the previous twelve months.

One possible interpretation of the relatively low rates of perceived, or reported, age discrimination in employment is that the general public in Northern Ireland does not perceive work-related age discrimination to be a widespread phenomenon. An alternative explanation is that, as the survey was conducted just six months after the Age Regulations

were implemented in October 2006, awareness of what constitutes age discrimination may still be relatively limited. Indeed, there is some support for this view in the report itself: when unprompted a relatively small proportion of those surveyed were aware that age discrimination may include indirect discrimination (14%), harassment (13%), recruitment and selection procedures (10%) opportunities for promotion (12%), selection for redundancy (7%) and training provision (7%).

In brief, should a person not realise that it is unlawful to be treated differently from others on the basis of age, then they are unlikely to recognise any biased behaviour they may be subjected to as discriminatory.

Results from the Employers Forum survey suggest that knowledge of the Age Regulations is likely to grow over time (EFA, 2007). In October 2006, the EFA found that 51% of those surveyed in GB knew it was illegal to discriminate on the grounds of age at work; a year later this figure had risen to 86% (in the present survey only 46% knew that age discrimination was unlawful after six months).

Internal data from the Equality Commission (2007) suggests that age is in fact becoming an issue of some importance. During the first thirteen months of the Age Regulations (October 2006 – November 2007), the Commission received 277 enquiries relating to age discrimination, or 9% of the total number of enquiries during that period.

The survey concluded by asking respondents to reflect upon jobs they had been deterred from applying for in recent years. A substantial proportion (59%) of those who had been discouraged from applying for a post said it was because they considered the amount of experience required to be excessive. Younger respondents, 16 – 29 years, were most likely to report having been deterred from applying for positions due to the experience criteria (74%). As case law and precedents develop, it is likely that employers will increasingly have to objectively justify the length of experience required for an advertised position.

5.5 Concluding Comments

The present survey was designed to establish baseline data on topics including views on age-related issues in general, awareness of the new Age Regulations, knowledge of the Equality Commission, and personal experience of discrimination.

Among other findings, the survey revealed dissatisfaction with the exclusion of goods, facilities and services from the scope of the Regulations, and the age gradient of National Minimum Wage rates. The survey also found strong support for a flexible retirement age, as opposed to the current Default Retirement Age of 65 years.

It was revealed that, six months after the introduction of the Age Regulations, just under half of those surveyed knew that age discrimination was now unlawful. Although this is encouraging when compared with knowledge of other anti-discrimination statutes such as sexual orientation (33%) [Equality Commission 2006], further progress is still required.

In relation to age discrimination, knowledge of the services the Equality Commission can provide is relatively low and varies considerably across demographic groups. However, given that fieldwork for the survey was conducted only six months after the Regulations were introduced; this lack of awareness is perhaps unsurprising.

Finally, the relatively small incidence of personal experiences of age discrimination reported in the survey should be set against the growing number of age-related enquiries and complaints being received by the Commission.

5.6 References

ARK (2004). Ageing Well? Research Update, No. 31, June 2004, Evason, E. Belfast: ARK (Northern Ireland) Social and Political Archive, <http://www.ark.ac.uk>.

Employers Forum on Age (2007). Increased awareness of age laws spells trouble for employers, Press Release, 28 September 2007 Available at: <http://www.efa.org.uk/press/notes026.asp>.

Equality Commission (2006). Awareness of Equality Issues amongst the General Public. Belfast: Equality Commission for Northern Ireland.

Equality Commission (2007). Age statistics: number of enquiries between 1 October 2006 and 15 November 2007. Internal communication.

6. APPENDICES

6.1 Appendix I: Questionnaire

SECTION A: AWARENESS OF AGE DISCRIMINATION LEGISLATION

A1. Age discrimination became unlawful (like race and sex discrimination) in October 2006. Are you aware of this? (CODE ONE ONLY)

Yes	1
No	2
Refused	9

A2. Have you ever heard of the Equality Employment (Age) Regulations (NI) 2006? (CODE ONE ONLY)

Yes	1
No	2
Refused	9

IF A1 EQ 1 GO TO A2;
 IF A1 EQ 2 AND A2 EQ 1 GO TO A3;
 IF A1 EQ 2 AND A2 NE 1 GO TO A8;
 IF A1 GT 2 AND A2 GT 1 GO TO A8

A3. Where did you find out that age discrimination became unlawful?
 (Unprompted, code all mentioned)

Work-related training course	1	Newspapers / magazine articles	1
HR department (personnel)	1	Newspapers / magazine advertisements	1
Trade union	1	Television (generally)	1
Solicitor	1	Television (News)	1
Labour Relations Agency	1	Television Interviews	1
Human Rights Commission	1	Radio (generally)	1
Equality Commission	1	Radio News	1
Tribunal offices	1	Radio Interviews	1
Law Centre	1	Website – ECNI	1
Citizens Advice Bureau	1	Word of Mouth	1
Community Groups	1	Poster or Billboard Advertisements	1
Special interest groups (e.g. LGB / racial-ethnic / disability / women)	1	Equality Commission leaflet or guide book	1
Advertising on public transport and billboards	1	Equality Commission newsletter (Equality focus)	1
Other (specify)	1	REFUSED	1

A4. Do you know who is protected from discrimination on the basis of age? (CODE ONE ONLY)

Yes	1	-> go to A5
No	2	-> go to A6
Refused	9	-> go to A6

A5. Who is protected from discrimination on the basis of age? (**Unprompted, Code All Mentioned**)

Job applicants	1
Employees	1
Contract Workers	1
Persons using employment agencies	1
Persons in vocational education	1
Students and potential students in further and higher education	1
Other (specify)	1

A6. Age discrimination legislation offers protection to people seeking work and those now in employment up to and beyond retirement age. Can you tell me in what ways the legislation can protect people either in work or when looking for work? (**Unprompted, Code All Mentioned**)

Direct age discrimination (not giving someone a job because they are too old/young)	1
Indirect age discrimination (rules and procedures which discriminate against certain age-groups)	1
Harassment	1
Victimization	1
Special Provision for employees about to retire	1
Recruitment and selection procedures	1
Discriminatory Advertising	1
Training provision	1
Opportunity for promotion	1
Selection for Redundancy	1
Pay (not NMW)	1
Procedures for retirement	1
Other (specify)	1
Don't Know	1
Refused	1

A7a. Age legislation refers to a default retirement age. Do you know what this age is? (CODE ONE ONLY)

Yes	1	-> go to A7b
No	2	-> go to A8
Don't Know	3	-> go to A8
Refused	4	-> go to A8

A7b. What is the default retirement age?

A8. Currently age discrimination legislation does not cover the provision of goods, facilities or services, such as service provided by a shop or restaurant. Do you agree or disagree with this? (CODE ONE ONLY)

Strongly agree	1
Moderately agree	2
Undecided	3
Moderately disagree	4
Strongly disagree	5
Don't know	6
Refused	7

SECTION B: SERVICES PROVIDED BY THE EQUALITY COMMISSION IN RELATION TO AGE DISCRIMINATION

B1. Can you tell me what you think is the name of the organisation you should complain to if you think you have been discriminated against because of your age? (**unprompted, code one only**)

Equality Commission for Northern Ireland	1
Northern Ireland Consumer Council	2
Northern Ireland Office	3
Office of the First Minister and Deputy First Minister	4
Human Rights Commission	5
ACAS	6
The Northern Ireland Assembly	7
Northern Ireland ombudsman	8
Labour Relations Agency	9
Disability Action	10
Citizens Advice Bureau	11
Other	12
Don't Know	13
Refused	14

B2. Thinking about the Equality Commission. Do you know any of the different services the Commission can provide in relation to age discrimination? (CODE ONE ONLY)

Yes	1	-> go to B3
No	2	-> go to C1
Refused	9	-> go to C1

B3. What Commission services are you aware of?
(Do not prompt, code all mentioned)

Providing information and publications on the Age Regulations	1
Advising people who may have experienced age discrimination.	1
Financially supporting people who may have experienced age discrimination to take their case to tribunal.	1
Investigating and researching age-related issues.	1
Information for employers on Equality Commission website	1
Training for employers (seminars and workshops)	1
Employer-led networks (supported by Equality Commission)	1
Other (specify)	1
Don't Know	1
Refused	1

SECTION C: ATTITUDES TOWARDS AGE-RELATED ISSUES

C1. In your view, what age bands do you think **young, middle aged** and **older workers** fall into? (INTERVIEWER RECORD RANGE)

	Range	
	Low Value (Numeric)	High Value (Numeric)
Young		
Middle-aged		
Older		

C2. What do you think are the main work-related issues facing **older** people in Northern Ireland today? (**unprompted, code all mentioned**)

Biased Recruitment And Selection Procedures.	1
Difficulty In Getting A Job.	1
Changing Your Job	1
Job Insecurity	1
Opportunities For Promotion	1
Access To Training Opportunities.	1
Harassment By Managers.	1
Being Made Redundant.	1
Forced To Retire Before They Want To.	1
Other (Specify)	1
Don't Know	1
Refused	1

C3. What do you think are the main work-related issues facing **younger** people in Northern Ireland today? (**unprompted, code all mentioned**)

Meeting The Essential Criteria When Applying For A Job.	1
Getting A Job	1
Job Insecurity	1
National Minimum Wage Rates	1
Access To Training Opportunities	1
Harassment By Managers.	1
Other (Specify)	1
Don't Know	1
Refused	1

C4. The National Minimum Wage is different depending on the age of the employee. For 16 to 17 year olds it is £3.30 per hour, for 18-21 year olds its £4.45, and for those aged 22 or older its £5.35 per hour. Do you think this difference is fair or unfair? (CODE ONE ONLY)

Fair	1
Unfair	2
Don't Know	3
REFUSED	4

C5. Do you think that **older** people in work are, on the whole, treated better or worse than younger people in this country because of their age? (CODE ONE ONLY)

Better	1	-> go to C5a
Worse	2	-> go to C5b
Same	3	-> go to C6
Don't Know	4	-> go to C6
REFUSED	5	-> go to C6

C5a. Why do you think that **older** people in work are treated **better** than younger people?

C5b. Why do you think that **older** people in work are treated **worse** than younger people?

C6. Do you think that **younger** people in work are, on the whole, treated better or worse than older people in this country because of their age? (CODE ONE ONLY)

Better	1	-> go to C6a
Worse	2	-> go to C6b
Same	3	-> go to C7
Don't Know	4	-> go to C7
REFUSED	5	-> go to C7

C6a. Why do you think that **younger** people in work are treated **better** than older people? (CODE ONE ONLY)

C6b. Why do you think that **younger** people in work are treated **worse** than older people? (CODE ONE ONLY)

C7. Suppose a 30-year-old man and an older man of 55 have both applied for management training, and meet the eligibility criteria. If you were the manager and had a choice, which man would you prefer to send on the course first? (CODE ONE ONLY)

Younger man first	1	-> go to C7a
Older man first	2	-> go to C7b
It depends	3	
Other (specify)	4	
Don't know	5	-> go to C8
REFUSED	6	

C7a. Why would you prefer to send the **younger** man first?

C7b. Why would you prefer to send the **older** man first?

C8. It has been suggested that people should be allowed to retire when they want to. Do you agree or disagree? (CODE ONE ONLY)

Strongly agree	1	-> go to c9
Moderately agree	2	
Undecided	3	
Moderately disagree	4	
Strongly disagree	5	-> go to c10
Don't know	6	
Refused	7	

C9. Why do you think that people should be allowed to retire when they want to?

C10. Are you currently working? (CODE ONE ONLY)

Yes	1	-> go to C11
No	2	-> go to C12

C11. Thinking about your own personal situation now, what would be your preferred option concerning work and retirement? (CODE ONE ONLY)

I prefer to work full-time <u>beyond</u> my current retirement age.	1	
I prefer to work part-time <u>beyond</u> my current retirement age.	2	-> go to C12
I currently work beyond the current retirement age.	3	
I prefer to retire <u>at</u> the current retirement age	4	
I prefer to retire <u>early</u>	5	
It depends on my situation at the time.	6	-> go to C13
Don't know	7	
REFUSED.	8	

C12. What is the main reason why you want to carry on working / or are currently working beyond the current retirement age? (CODE ONE ONLY)

I need/ would need the money and cannot/ couldn't afford to retire.	1
I want to build a bigger pension pot or keep saving.	2
It gives me/ would give me the opportunity for social interaction.	3
I really enjoy my current job and don't want to stop working.	4
Other (specify)	5
Don't know.	6
REFUSED	7

C13. I am going to read out some statements regarding **older** workers, and I would like you to tell me which if any, you generally agree or disagree. (CODE FOR EACH)

	Agree	Undecided	Disagree	Don't Know
Older workers need younger colleagues for their fresh ideas and energy	1	2	3	4
Older workers are more loyal and dedicated.	1	2	3	4
Older workers struggle with the demands of a modern workplace.	1	2	3	4
“You can’t teach an old dog new tricks” is a sensible saying.	1	2	3	4
Older workers should only accept jobs such as working in a supermarket or shop.	1	2	3	4

C14. And with regard to **younger** workers, do you agree or disagree with each of the following statements? (NOTE THE SCALE CHANGE) (CODE FOR EACH)

	Agree	Undecided	Disagree	Don't Know
Younger people need older colleagues for their advice and experience.	1	2	3	4
Younger people are less committed and responsible in their attitude to work.	1	2	3	4
Younger people are more energetic workers than older people.	1	2	3	4
Younger people are more involved in their social life than in their work.	1	2	3	4

C15. Do you think that people in their 40’s and 50’s who are looking for work are generally treated better or worse than younger people by prospective employers? (CODE ONE ONLY)

Better	1
Worse	2
The same	3
Don't know	4
REFUSED	5

C15A. What do you think is the main way people in their 40's and 50's who are looking for work are treated **better** than younger people by prospective employers?

C15B. What do you think is the main way people in their 40's and 50's who are looking for work are treated **worse** than younger people by prospective employers?

C16. Do you or would you prefer to work with people who are: (CODE ONE ONLY)

- | | |
|------------------------------|---|
| younger than you | 1 |
| older than you | 2 |
| same age as you | 3 |
| don't care what age they are | 4 |
| Don't Know | 5 |
| REFUSED | 6 |

C17. Do you or would you prefer to be managed at work by someone who is: (CODE ONE ONLY)

- | | |
|------------------------------|---|
| younger than you | 1 |
| older than you | 2 |
| same age as you | 3 |
| don't care what age they are | 4 |
| Don't Know | 5 |
| REFUSED | 6 |

SECTION D: PERSONAL EXPERIENCE OF AGE-RELATED DISCRIMINATION

D1. Some people have said that there is a lot of age discrimination in modern workplaces. Do you agree with this, or not? (CODE ONE ONLY)

- | | |
|----------------|---|
| Yes, I agree | 1 |
| No, I disagree | 2 |
| Don't Know | 3 |
| Refused | 4 |

D2. Do you think your employer discriminates on the grounds of age? (CODE ONE ONLY)

- | | | |
|--------------|---|-------------|
| Yes | 1 | -> go to D3 |
| No | 2 | |
| Not employed | 3 | |
| Don't Know | 4 | -> go to D4 |
| Refused | 5 | |

D3. Does your employer? (CODE ONE ONLY)

Discriminate against older workers	1
Discriminate against younger workers	2
Discriminate against both younger and older workers	3
REFUSED	4

D4. Have you ever felt that you were not treated as well as you might have been by an employer because of your age? (CODE ONE ONLY)

Yes	1	-> go to D5
No	2	
Don't Know	3	Go to D6
Refused	9	

D5. In what way were you not treated well by an employer? (CODE ONE ONLY) (IF MORE THAN ONE IS MENTIONED INTERVIEWER TO PROBE FOR MOST IMPORTANT ISSUE)

Refused a job	1
Forced to retire / made redundant	2
Didn't get promotion	3
Employers preferred younger workers	4
Didn't get training	5
Employer had a bad attitude to older people	6
I was harassed or bullied on the grounds of age	7
Other (specify)	8
REFUSED	9

D6. Have you wanted to apply for any jobs in recent years? (CODE ONE ONLY)

Yes	1	-> go to D7
No	2	-> go to Section E
Refused	9	-> go to Section E

D7. Thinking about any jobs you wanted to apply for in recent years, have you been put off applying for the post because the job advert contained any of the following? (CODE FOR EACH)

	Yes	No	Don't Know	Refused
An upper or lower age-limit.	1	2	3	4
The advert contained words such as "mature", "young" or "energetic".	1	2	3	4
The amount of experience required was excessive.	1	2	3	4

SECTION E: DEMOGRAPHIC PROFILE QUESTIONS

E1. INTERVIEWER RECORD GENDER...(CODE ONE ONLY)

Male	1
Female	2

E2. Can you please tell me your age?

E3. And what is your marital status? (CODE ONE ONLY)

Single (never married)	1
Married	2
Living as married	3
Separated	4
Divorced	5
Widowed	6
REFUSED	7

E4. Do you have any a long-term illness, health problem or disability which limits your daily activities or the work you can do? Include problems which are due to old age (CIRCLE ONE ONLY)

Yes	1
No	2
REFUSED	9

E5a. Do you regard yourself as belonging to any particular religion? (CODE ONE ONLY)

Yes	1	-> go to E5b
No	2	-> go to E5c

E5b. Which religion, religious denomination or body do you belong to?

No religion	1
Roman Catholic	2
Church of Ireland/Anglican/Episcopal	3
Baptist	4
Methodist	5
Presbyterian	6
Free Presbyterian	7
Brethren	8
United Reform Church (URC)/Congregational	9
Pentecostal	10
Church of Scotland	11
Elim Pentecostal	12
Reformed Presbyterian	13
Non-subscribing Presbyterian	14
Salvation Army	15
Church of Nazarene	16
Jehovah's Witness	17
Mormon	18
Protestant - no-denomination	19
Christian - no denomination	20
Hindu	21
Jewish	22
Islam/Muslim	23
Sikh	24
Buddhist	25
Other (WRITE IN)	26
(Don't know)	98
REFUSED	99

E5c. What religion, religious domination or body were you brought up in?

No religion	1
Roman Catholic	2
Church of Ireland/Anglican/Episcopal	3
Baptist	4
Methodist	5
Presbyterian	6
Free Presbyterian	7
Brethren	8
United Reform Church (URC)/Congregational	9
Pentecostal	10
Church of Scotland	11
Elim Pentecostal	12
Reformed Presbyterian	13
Non-subscribing Presbyterian	14
Salvation Army	15
Church of Nazarene	16
Jehovah's Witness	17
Mormon	18
Protestant - no-denomination	19
Christian - no denomination	20
Hindu	21
Jewish	22
Islam/Muslim	23
Sikh	24
Buddhist	25
Other (WRITE IN)	26
(Don't know)	98
REFUSED	99

E6. Which ethnic group do you consider you belong to? (CODE ONE ONLY)

White	1	-> go to E7
Chinese	2	-> go to E8
Irish Traveller	3	
Indian	4	
Pakistani	5	
Bangladeshi	6	
Black Caribbean	7	
Black African	8	
Black Other	9	
Mixed Ethnic (please specify)	10	
Other (please specify)	11	
REFUSED	99	

E7. What is your country of origin? (CODE ONE ONLY)

Northern Ireland	1
Great Britain (England, Scotland or Wales)	2
Republic of Ireland	3
Poland	4
Portugal	5
Czech Republic	6
Lithuania	7
Latvia	8
Estonia	9
Other (specify)	10

E8. Could you please tell me what your highest educational qualification is? (CODE ONE ONLY)

Degree Level or higher	1	Go to E9
BTEC (Higher), BEC (Higher), TEC (Higher), HNC,HND	2	
GCE A'Level (including NVQ Level 3)	3	
BTEC (National), BEC (National), TEC (National), ONC, OND	4	
GCSE (including NVQ Level 2), GCE O'Level (including CSE Grade 1), Senior Certificate, BTEC (General), BEC (General)	5	
CSE (Other than Grade 1)	6	
Other (Please specify)	7	
No formal qualification	8	
Refused	9	

E9. What is your other highest educational qualification?

E10. What is your employment status? (CODE ONE ONLY)

Self-employed	1	Go to E10d
Working Full-time	2	
Working Part-time	3	
Seeking work for the first time	4	Go to E10f
Unemployed, i.e. not working but actively seeking work	5	Go to E10c
Looking after home and family	6	
Unable to work due to permanent illness or disability	7	
Not actively seeking work but would like to work	8	
Not working and not seeking work	9	
On a government scheme	10	
Retired	11	
Student	12	
Other (Please specify)	13	Go to E10b
Refused	99	Go to E10f

E10b. What is your 'other' employment status (then go to E10d)?

E10c. Have you ever had a paid job? (CODE ONE ONLY)

Yes	1	Go to E10d
No	2	Go to E10f
Refused	9	

E10d What is / was your main occupation?

E10e Please describe briefly what this job involves?

Go to E11

E10f. What is the occupation of the Chief Wage Earner within your household?

E10g. Please describe briefly what this job involves?

E11. And what is the total income of your household from all sources before tax and national insurance contributions? (CODE ONE ONLY)

INCLUDE ALL INCOME FROM EMPLOYMENT AND BENEFITS

Under £3,000 per annum (less than £60 per week)	1
£3,000 - £3,999 per annum (£60 - £80 per week)	2
£4,000 - £6,999 per annum (£80 - £135 per week)	3
£7,000 - £9,999 per annum (£135 - £195 per week)	4
£10,000 - £14,999 per annum (£195 - £290 per week)	5
£15,000 - £19,999 per annum (£290 - £385 per week)	6
£20,000 - £25,999 per annum (£385 - £500 per week)	7
£26,000 - £29,999 per annum (£500 - £580 per week)	8
£30,000 - £39,999 per annum (£580 - £770 per week)	9
£40,000 + per annum (£770+ per week)	10
I DO NOT WISH TO ANSWER THIS QUESTION	11
(Don't know)	98
REFUSED	99

E12. How many dependent children do you have aged 18 or under?
(CODE ONE ONLY)

Refused 99

E13. What is the age of your youngest dependant child? (CODE ONE ONLY)

Refused 99

E14. Do you have any caring responsibilities other than childcare, by caring I mean do you provide voluntary or unpaid help and support to anyone who has difficulties looking after themselves because of age, disability or long-standing illness?
(CODE ONE ONLY)

Yes 1 Refused 99
No 2

E15. For our records can I have your Postcode?

Postcode (EXAMPLE	B	T	0	3	4	G	Z
POSTCODE							

E16. In terms of political affiliation would you describe yourself as broadly....
(CODE ONE ONLY)

Nationalist	1
Unionist	2
Other (specify)	3
REFUSED	9

E17. If there were a general election tomorrow, in which only Northern Ireland parties were standing, which political party do you think you would be most likely to support? (CODE ONE ONLY)

Alliance Party	1
Democratic Unionist Party (DUP)	2
Progressive Unionist Party (PUP)	3
Sinn Fein	4
Social Democratic and Labour Party (SDLP)	5
Ulster Unionist Party (UUP)	6
Other Party (write in)	7
None	8
Other answer (specify)	9
Don't know	10
REFUSED	99

E18. And finally, can you tell me which of these best describes you?

Gay or lesbian (homosexual)	1
Heterosexual or straight	2
Bi-sexual	3
Other – write-in	4
I do not wish to answer this question (REFUSED)	9

**THANK YOU FOR TAKING PART IN THIS RESEARCH WHICH IS BEING CONDUCTED ON
BEHALF OF THE EQUALITY COMMISSION FOR NORTHERN IRELAND.**

6.2 Appendix II: Tables

SECTION A: AWARENESS OF AGE DISCRIMINATION LEGISLATION

Table A1 Age discrimination became unlawful (like race and sex discrimination) in October 2006. Are you aware of this? (n=1000)		
	%	N
Yes	46.4	464
No	53.6	536
N	100.0	1000

Table A1.1 Age discrimination became unlawful (like race and sex discrimination) in October 2006. Are you aware of this? (n=1000)				
		Yes	No	N
		%	%	
All Respondents		46.4	53.6	1000
Age***	16 - 29 years old	35.1	64.9	265
	30 - 44 years old	48.4	51.6	283
	45 - 64 years old	56.6	43.4	288
	65 years or over	43.8	56.3	160
Marital**	Single	39.6	60.4	316
	Married / Cohabiting	50.3	49.7	521
	Widowed / Div / Sep	46.1	53.9	154
Education***	Higher Level	61.7	38.3	196
	Lower Level	49.0	51.0	443
	No Qualifications	34.3	65.7	312
Income***	<£10K	31.3	68.8	80
	£10K-£19,999	46.8	53.2	94
	£20K +	69.5	30.5	82
Social Class***	ABC1	55.0	45.0	515
	C2DE	38.2	61.8	419
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$)				

Table A2 Have you ever heard of the Equality Employment (Age) Regulations (NI) 2006? (n=1000)		
	%	N
Yes	43.7	437
No	56.3	563
N	100	1000

Table A2.1 Have you ever heard of the Equality Employment (Age) Regulations (NI) 2006? (n=1000)				
		Yes	No	N
		%	%	
All Respondents		43.7	56.3	1000
Age**	16 - 29 years old	38.5	61.5	265
	30 - 44 years old	44.2	55.8	283
	45 - 64 years old	52.1	47.9	288
	65 years or over	36.3	63.8	160
Education***	Higher Level	58.7	41.3	196
	Lower Level	46.7	53.3	443
	No Qualifications	30.1	69.9	312
Income***	<£10K	21.3	78.8	80
	£10K-£19,999	33.0	67.0	94
	£20K +	56.1	43.9	82
Social Class***	ABC1	53.8	46.2	515
	C2DE	32.2	67.8	419
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$);				

Table A3 Where did you find out that age discrimination became unlawful? (n=563) Unprompted		
	%	N
Television (news)	26.3	148
Television (generally)	21.5	121
Newspapers / magazine articles	16.3	92
Word of mouth	13.9	78
Work-related training course	11.7	66
Newspapers / magazine advertisements	11.0	62
Radio (generally)	9.4	53
HR department (personnel)	8.0	45
Radio news	7.6	43
Advertising on public transport and billboards	6.2	35
Citizens Advice Bureau	5.5	31
Community groups	3.9	22
Radio interviews	3.6	20
Trade union	3.0	17
Equality Commission	2.8	16
Equality Commission leaflet or guide book	2.1	12
Labour Relations Agency	1.8	10
Law Centre	1.8	10
Television interviews	1.8	10
Poster or billboard advertisements	1.6	9
Equality commission newsletter (equality focus)	1.4	8
Special interest groups (e.g. LGB / racial-ethnic / disability / women)	1.4	8
Human rights commission	1.1	6
Tribunal offices	0.7	4
Website – ECNI	0.5	3
Solicitor	0.0	0.0
Other	4.4	25
Refused	1.2	7

Table A4 Do you know who is protected from discrimination on the basis of age? (n=562)		
	%	N
Yes	69.8	392
No	30.2	170
N	100.0	562

Table A4.1 Do you know who is protected from discrimination on the basis of age? (n=562)				
		Yes	No	N
		%	%	
All		69.8	30.2	562
Area**				
	Belfast	82.1	17.9	106
	East of N.I.	64.9	35.1	259
	West of N.I.	69.5	30.5	197
Education***				
	Higher Level	81.4	18.6	140
	Lower Level	72.5	27.5	262
	No Qualifications	52.9	47.1	136
Income*				
	<£10K	51.9	48.1	27
	£10K-£19,999	69.4	30.6	49
	£20K +	80.0	20.0	65
Social Class*				
	ABC1	74.5	25.5	337
	C2DE	64.1	35.9%	195

* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$);

Table A5 Who is protected from discrimination on the basis of age? (n =393) Unprompted		
	%	N
Job applicants	65.9	259
Employees	66.4	261
Contract workers	12.5	49
Persons using employment agencies	10.4	41
Persons in vocational education	8.7	34
Students and potential students in further and higher education	8.9	35
Other	14.8	58

Table A6 Can you tell me in what ways the age discrimination legislation can protect people either in work or when looking for work? (n=562) Unprompted		
	%	N
Direct age discrimination (not giving someone a job because they are too old/young)	50.9	286
Indirect age discrimination (rules and procedures which discriminate against certain age-groups)	14.4	81
Harassment	12.6	71
Opportunity for promotion	11.7	66
Victimization	10.5	59
Recruitment and selection procedures	10.1	57
Training provision	7.3	41
Selection for redundancy	7.3	41
Procedures for retirement	7.3	41
Discriminatory advertising	6.9	39
Special provision for employees about to retire	5.9	33
Pay (not NMW)	4.6	26
Don't know	26.9	151
Other	1.4	8

Table A7a Age legislation refers to a <u>default retirement age</u>. Do you know what this age is? (n=562)		
	%	N
Yes	55.9	314
No	44.1	248
N	100	562

Table A7a.1 Age legislation refers to a <u>default retirement age</u>. Do you know what this age is? (n=562)				
		Yes	No	N
		%	%	
All Respondents		55.9	44.1	562
Education**	Higher Level	65.7	34.3	140
	Lower Level	53.8	46.2	262
	No Qualifications	47.8	52.2	136
Area***	Belfast	61.3	38.7	106
	East of N.I.	46.7	53.3	259
	West of N.I.	65.0	35.0	197

* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$);

Table A7.a2: What is the Default Retirement Age? (respondents who indicated they knew the default retirement age, n=311)		
Age	N	%
50	2	0.6
55	2	0.6
60	64	20.6
61	1	0.3
65	222	71.4
67	8	2.6
68	4	1.3
70	8	2.6
N	311	100%

Table A8 Currently age discrimination legislation does not cover the provision of goods, facilities or services, such as service provided by a shop or restaurant. Do you agree or disagree with this? (n=999)		
	%	N
Strongly agree	4.6	46
Moderately agree	4.2	42
Undecided	12.7	127
Moderately disagree	7.5	75
Strongly disagree	37.3	373
Don't know	33.6	336
N	100.0	999

Table A8.1 Currently age discrimination legislation does not cover the provision of goods, facilities or services, such as service provided by a shop or restaurant. Do you agree or disagree with this? (n=663)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		13.3	19.2	67.6	663
Religion*	Protestant	16.5	15.8	67.6	272
	R Catholic	9.2	18.7	72.1	294
Education**	Higher Level	17.5	26.6	55.8	154
	Lower Level	11.6	15.3	73.1	301
	No Qualifications	10.5	17.0	72.5	171
Area***	Belfast	9.3	12.1	78.5	107
	East of N.I.	17.6	27.2	55.2	261
	West of N.I.	10.8	14.6	74.6	295

* (X², p<0.05); ** (X², p<0.01); *** (X², p<0.001); NB: 'Don't Knows' excluded from this analysis.

SECTION B: SERVICES PROVIDED BY THE EQUALITY COMMISSION IN RELATION TO AGE DISCRIMINATION

Table B1 Can you tell me what you think is the name of the organisation you should complain to if you think you have been discriminated against because of your age? (n=1000) Unprompted		
	%	N
Equality Commission for Northern Ireland		19
Citizens Advice Bureau		13
Labour Relations Agency		
Human Rights Commission		
Northern Ireland Consumer Council		
Office of the First Minister and Deputy First Minister		
Northern Ireland Office		
Northern Ireland Ombudsman		
ACAS		
Disability Action		
The Northern Ireland Assembly		
Other		
Don't know		48
Refused		
N	100	1000

Table B1.1 Can you tell me what you think is the name of the organisation you should complain to if you think you have been discriminated against because of your age? (n=1000)				
		Yes	No	
		%	%	N
All		9.8	90.2	1000
Age	16 - 29 years old	15.8	84.2	265
	30 - 44 years old	24.0	76.0	283
	45 - 64 years old	20.6	79.4	287
	65 years or over	16.9	83.1	160
Area***	Belfast	25.8	74.2	178
	East of N.I.	16.2	83.8	469
	West of N.I.	21.6	78.4	352
Education***	Higher Level	34.2	65.8	196
	Lower Level	19.6	80.4	443
	No Qualifications	9.0	91.0	311
Political Affil	Nationalist	17.8	82.2	202
	Unionist	9.4	90.6	212
Income	<£10K	8.8	91.2	80
	£10K-£19,999	12.9	87.1	93
	£20K +	24.4	75.6	82
Social Class**	ABC1	26.8	73.2	515
	C2DE	13.2	86.8	418
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$);				

Table B2 Thinking about the Equality Commission. Do you know any of the different services the Commission can provide in relation to age discrimination? (n=1000)		
	%	N
Yes	15.3	153
No	84.7	847
N	100.0	1000

Table B2.1 Thinking about the Equality Commission. Do you know any of the different services the Commission can provide in relation to age discrimination?				
		Yes	No	N
		%	%	
All		15.3	84.7	1000
Age***				
	16 - 29 years old	10.9	89.1	265
	30 - 44 years old	21.2	78.8	283
	45 - 64 years old	18.1	81.9	288
	65 years or over	7.5	92.5	160
Marital**				
	Single	12.3	87.7	316
	Married/Cohabiting	19.2	80.8	521
	Wid/Sep/Div	7.8	92.2	154
Education***				
	Higher Level	34.2	65.8	196
	Lower Level	12.4	87.6	443
	No Qualifications	6.7	93.3	312
Political Affil*				
	Nationalist	16.3	83.7	202
	Unionist	8.9	91.1	213
Income*				
	<£10K	7.5	92.5	80
	£10K-£19,999	19.1	80.9	94
	£20K +	22.0	78.0	82
Social Class***				
	ABC1	18.6	81.4	515
	C2DE	10.0	90.0	419
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$);				

Table B3 What Commission services are you aware of? (n=153): Those who indicated that they knew of Commission services provided in relation to age discrimination. Unprompted		
	%	N
Advising people who may have experienced age discrimination.	56.2	86
Providing information and publications on the age regulations	39.9	61
Information for employers on equality commission website	24.8	38
Investigating and researching age-related issues.	17.6	27
Training for employers (seminars and workshops)	16.3	25
Financially supporting people who may have experienced age discrimination to take their case to tribunal.	14.4	22
Employer-led networks (supported by Equality Commission)	10.5	16
Fair employment	0.5	1
Victimisation	0.5	1
Don't know	1.3	2

SECTION C: ATTITUDES TOWARDS AGE-RELATED ISSUES

Table C1 In your view, what age bands do you think young, middle aged and older workers fall into?					
	AGE				
	Low Value (Range)	High Value (Range)	Low Mean	High Mean	Average of High / Low Mean
Young	0-40	16-80	16.64	26.80	21.72
Middle-aged	16-60	18-80	30.19	43.58	36.81
Older	18-89	21-100	45.89	66.80	56.28

Table C1.1 Mean age of YOUNGER workers			
		Young Worker	
		Mean Age	N
Age**	16 - 29 years old	21.05	264
	30 - 44 years old	21.56	283
	45 - 64 years old	22.03	288
	65 years or over	22.55	160
Marital***	Single	20.85	315
	Married / Cohabiting	22.06	521
	Wid/Sep/Div	22.34	154
Limiting Long-Term Illness*	Yes	22.79	104
	No	21.58	892
Education***	Higher Level	21.85	196
	Lower Level	20.97	443
	No Qualifications	22.35	311
Area***	Belfast	20.32	178
	East of N.I.	22.08	468
	West of N.I.	21.96	353
* (X ² , p<0.05); ** (X ² , p<0.01); *** (X ² , p<0.001);			

Table C1.2 Mean age of MIDDLE AGED workers			
		Middle Aged Worker	
		Mean Age	N
Age**	16 - 29 years old	35.21	264
	30 - 44 years old	36.23	283
	45 - 64 years old	37.87	288
	65 or over years old	38.83	159
Marital***	Single	34.64	315
	Married / Cohabiting	37.39	520
	Wid/Sep/Div	39.32	154
Limiting Long-Term Illness***	Yes	41.48	104
	No	36.32	891
Religion*	Protestant	37.20	453
	R Catholic	35.51	389
Education***	Higher Level	37.27	196
	Lower Level	34.61	443
	No Qualifications	39.17	310
Area***	Belfast	34.01	178
	East of N.I.	39.57	467
	West of N.I.	34.76	353
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$);			

Table C1.3 Mean age of OLDER workers			
		Older Aged Worker	
		Mean Age	N
Age*	16 - 29 years old	54.97	262
	30 - 44 years old	55.69	278
	45 - 64 years old	57.27	285
	65 years or over	57.48	156
Marital***	Single	54.15	313
	Married / Cohabiting	56.89	511
	Wid/Sep/Div	58.24	153
Limiting Long-Term Illness***	Yes	61.24	102
	No	55.69	880
Religion*	Protestant	56.44	444
	R Catholic	54.76	387
Education***	Higher Level	57.96	190
	Lower Level	54.19	443
	No Qualifications	57.60	304
Area***	Belfast	53.30	178
	East of N.I.	59.11	457
	West of N.I.	54.09	350
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$);			

Table C2 What do you think are the main work-related issues facing older people in Northern Ireland today? Unprompted		
	%	N
Difficulty in getting a job	46.9	469
Being made redundant	24.0	240
Job insecurity	18.5	185
Changing your job	16.1	161
Biased recruitment and selection procedures	15.0	150
Opportunities for promotion	12.4	124
Forced to retire before they want to	12.0	120
Access to training opportunities	5.4	54
Harassment by managers	4.1	41
Other	4.5	45
Don't know	21.0	210

TableC3 What do you think are the main work-related issues facing younger people in Northern Ireland today? Unprompted		
	%	N
Getting a job	54.4	544
Meeting the essential criteria when applying for a job	35.2	352
National minimum wage rates	25.1	251
Job insecurity	10.6	106
Access to training opportunities	5.1	51
Harassment by managers	3.5	35
Other	4.7	47
Don't know	17.7	177

Table C4 The <u>National Minimum Wage</u> is different depending on the age of the employee. For 16 to 17 year olds it is £3.30 per hour, for 18-21 year olds its £4.45, and for those aged 22 or older its £5.35 per hour. Do you think this difference is fair or unfair? (n=998)		
	%	N
Fair	24.9	249
Unfair	69.6	695
Don't Know	5.4	54
N	100.0	998

Table C4.1 The <u>National Minimum Wage</u> is different depending on the age of the employee. For 16 to 17 year olds it is £3.30 per hour, for 18-21 year olds its £4.45, and for those aged 22 or older its £5.35 per hour. Do you think this difference is fair or unfair? (n=944)				
		Fair	Unfair	N
		%	%	
All		26.4	73.6	944
Sex*	Male	29.4	70.2	447
	Female	23.5	76.5	497
Age**	16 - 29 years old	20.0	80.0	255
	30 - 44 years old	26.3	73.7	270
	45 - 64 years old	26.7	73.3	270
	65 years or over	37.9	62.1	145
Dependants**	Yes	20.4	79.6	94
	No	29.2	70.8	638
Area**	Belfast	31.0	69.0	174
	East of N.I.	21.2	78.8	425
	West of N.I.	30.4	69.6	345
* (X ² , p<0.05); ** (X ² , p<0.01); *** (X ² , p<0.001); NB: 'Don't Knows' excluded from this analysis.				

Table C5 Do you think that OLDER people in work are, on the whole, treated better or worse than younger people in this country because of their age? (n=997)		
	%	N
Better	10.1	101
Worse	6.4	64
Same	57.5	573
Don't Know	26.0	259
N	100.0	997

Table C5.1 Do you think that OLDER people in work are, on the whole, treated better or worse than younger people in this country because of their age? (n=738)					
		Better	Worse	Same	N
		%	%	%	
All		13.7	8.7	77.6	738
Age**	16 - 29 years old	21.5	6.2	72.3	195
	30 - 44 years old	13.3	6.6	80.1	226
	45 - 64 years old	11.6	11.6	76.9	216
	65 years or over	4.0	11.0	85.0	100
Marital**	Single	17.8	5.7	76.5	230
	Married / Cohabiting	13.7	9.9	76.4	394
	Wid/Sep/Div	4.7	11.3	84.0	106
Education*	Higher Level	20.0	6.5	73.5	155
	Lower Level	13.0	7.7	79.3	338
	No Qualifications	9.2	12.6	78.2	206

* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.

Table C5a Why do you think that OLDER people in work are treated BETTER than younger people? (n=100) Unprompted		
	%	N
More experience	36	36
More respect	24	24
Been there longer	9	9
More mature	7	7
Better wages and allowances	4	4
Know how to stick up for themselves	4	4
Age	3	3
Younger people treated poorly	3	3
No fear	1	1
Employers don't take young people	1	1
Older people are expected to do more	1	1
Opinions sought	1	1
Worse paid	1	1
Young people think they're smart	1	1
Don't know	4	4
N	100	100

Table C5b Why do you think that OLDER people in work are treated WORSE than younger people? (n=64) Unprompted		
	%	N
Because of age	20.3	13
Downtrodden / taken advantage of	17.2	11
Companies prefer younger workers	9.4	6
Harder to get a job	9.4	6
Lack knowledge	9.4	6
Too timid	1.6	1
Experience not recognised	7.8	5
Younger people less committed	7.8	5
Experience taken for granted	3.1	2
Expected to do everything	3.1	2
Get more out of them	1.6	1
Their boss doesn't understand when they're ill	1.6	1
They are not given the same opportunities as young	1.6	1
They don't want to upset younger ones	1.6	1
Threat of redundancy	1.6	1
Too demanding	1.6	1
Don't know	1.6	1
N	100.0	64

Table C6 Do you think that YOUNGER people in work are, on the whole, treated better or worse than older people in this country because of their age? (n=999)		
	%	N
Better	4.3	43
Worse	10.0	100
Same	57.7	576
Don't Know	28.0	280
N	100.0	999

Table C6.1 Do you think that YOUNGER people in work are, on the whole, treated better or worse than older people in this country because of their age? (n=719)					
		Better	Worse	Same	N
		%	%	%	
All		6.0	13.9	80.1	719
Age*	16 - 29 years old	5.2	19.2	75.6	193
	30 - 44 years old	4.4	15.1	80.4	225
	45 - 64 years old	7.9	11.3	80.8	203
	65 years or over	6.2	6.2	87.6	97
* (X ² , p<0.05); ** (X ² , p<0.01); *** (X ² , p<0.001); NB: 'Don't Knows' excluded from this analysis.					

Table C6a Why do you think that YOUNGER people in work are treated BETTER than older people? (n=42)		
	%	N
Easier for them	26.2	11
More opportunities	19.0	8
Because they are young	16.7	7
Better training	7.1	3
More enthusiastic	7.1	3
More rights	4.8	2
Feared	2.4	1
Given more freedom	2.4	1
Longer service	2.4	1
Not sure just are	2.4	1
Same reason	2.4	1
They accept lower wages	2.4	1
They have them longer	2.4	1
Young people haven't much time for older people	2.4	1
N	100.0	42

Table C6b Why do you think that YOUNGER people in work are treated WORSE than older people? (n=99)		
	%	N
Employers take advantage of younger workers	43.4	43
Lack of experience	20.2	20
Lazy and lack commitment	6.1	6
Younger and less mature	6.1	6
Poor jobs and poor pay	3.0	3
Just starting out	2.0	2
Afraid to speak up	1.0	1
Better chances	1.0	1
Don't know their rights	1.0	1
Harassment and bullying	1.0	1
Again when a member of the public sees a young person	1.0	1
Demanding	1.0	1
Higher expectations	1.0	1
I think more respect comes from older employees	1.0	1
Lack of government help	1.0	1
Older people don't like change	1.0	1
They just do what's given to them	1.0	1
They need the money	1.0	1
They prefer older workers	1.0	1
Unknown	1.0	1
Why train someone that's going to retire	1.0	1
Don't know	4.0	4
N	100.0	99

Table C7 Suppose a 30 year old man and an older man of 55 years have both applied for management training and meet the eligibility criteria. If you were the manager and had a choice, which man would you prefer to send on the course first? (n=998)		
	%	N
Younger man first	23.5	235
Older man first	12.4	124
It depends	55.5	554
Other	1.9	19
Don't know	6.6	66
N	100.0	998

Table C7.1 Suppose a 30 year old man and an older man of 55 years have both applied for management training, and meet the eligibility criteria. If you were the manager and had a choice, which man would you prefer to send on the course first? (n=932)					
		Younger Man First	Older Man First	It Depends	N
		%	%	%	
All		25.2	13.3	59.4	932
Age***					
	16 - 29 years old	35.3	7.2	56.6	249
	30 - 44 years old	25.2	11.9	60.0	270
	45 - 64 years old	17.8	17.1	62.1	269
	65 years or over	20.0	20.0	59.3	140
Marital***					
	Single	34.4	10.2	55.1	305
	Married/Cohabiting	21.4	14.2	61.2	485
	Wid/Sep/Div	19.1	17.7	61.0	136
Education***					
	Higher Level	20.8	7.1	70.5	183
	Lower Level	27.2	10.6	59.4	416
	No Qualifications	27.0	20.6	51.4	286
Income**					
	<£10K	23.6	25.0	51.4	72
	£10K-£19,999	24.7	13.5	58.4	89
	£20K +	20.6	3.9	70.1	77
Social Class**					
	ABC1	22.7	11.3	62.7	490
	C2DE	28.8	16.0	54.1	386
Area***					
	Belfast	28.8	15.9	54.1	170
	East of N.I.	19.9	10.1	68.0	437
	West of N.I.	30.5	16.3	50.8	325
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.					

Table C7a Why would you prefer to send the younger man first? (n=234)		
	%	N
Would work for longer	54.7	128
Easier to train	9.0	21
Healthier and fitter	8.1	19
Younger	8.1	19
More enthusiastic	4.3	10
Needs the opportunity	4.3	10
More loyal	2.1	5
Better value for money	1.7	4
Family commitments	0.9	2
Less sick leave	0.4	1
Because he would have to work on a building site	0.4	1
A better prospect	0.4	1
Can be employed cheaper so business can use young people	0.4	1
Doesn't have as much life experience	0.4	1
In dentistry people retire in 50s	0.4	1
Maybe has as much experience as the older man	0.4	1
Not sure	0.4	1
Older man nearer retirement	0.4	1
The younger man would know what people want	0.4	1
Unimaginable that someone start training at 55	0.4	1
Don't know	2.1	5
N	100.0	234

Table C7b Why would you prefer to send the older man first? (n=123)		
	%	N
More experience	69.1	85
More mature, responsible and loyal	22.0	27
Will work / stay in job	3.3	4
Because I'm soft hearted	0.8	1
He's closer to my age bracket	0.8	1
He can provide just as much work as the younger man	0.8	1
He's more going for him	0.8	1
I would prefer the company of somebody closer to my age	0.8	1
I'd give him a chance. Younger people are preferred nowadays	0.8	1
The younger can wait a while without too much effect	0.8	1
N	100.0	123

Table C8 It has been suggested that people should be allowed to retire when they want to. Do you agree or disagree? (n=996)		
	%	N
Strongly agree	46.3	461
Moderately agree	16.0	159
Undecided	15.6	155
Moderately disagree	4.4	44
Strongly disagree	5.3	53
Don't know	12.4	124
N	100.0	996

Table C8.1 It has been suggested that people should be allowed to retire when they want to. Do you agree or disagree? (n=872)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		71.1	17.8	11.1	872
Religion*	Protestant	72.5	13.4	14.1	382
	R Catholic	72.1	19.0	8.9	348
Political Affil.**	Nationalist	73.3	18.3	8.3	180
	Unionist	67.4	12.8	19.8	172
Area***	Belfast	85.2	4.7	10.1	149
	East of N.I.	65.2	21.3	13.5	399
	West of N.I.	71.9	19.4	8.6	324
* (X^2 , p<0.05); ** (X^2 , p<0.01); *** (X^2 , p<0.001); NB: 'Don't Knows' excluded from this analysis.					

Table C9 Why do you think that people should be allowed to retire when they want to? (n=618)		
	%	N
Freedom of choice	53.4	330
If they can afford it	16.2	100
If fit and healthy	11.2	69
Enjoy life - worked long enough	10.7	66
Some people want to continue working	1.9	12
Depends	1.1	7
I would like to retire early	1.1	7
Give younger people a chance	0.6	4
Too old	0.5	3
Everyone should retire when they can	0.2	1
From 60 only	0.2	1
If stuck in dead end job	0.2	1
In some jobs the employers do not want them beyond	0.2	1
Insurance policy	0.2	1
Lazy	0.2	1
More opportunities	0.2	1
Not everyone wants to work till they are 65	0.2	1
Pension service	0.2	1
Should be able to retire early	0.2	1
We can work too long	0.2	1
We pay our taxes	0.2	1
Work until you can't enjoy retirement	0.2	1
Don't know	1.1	7
N	100.0	618

Table C10 Are you currently working? (n=1000)		
	%	N
Yes	68.4	684
No	31.6	316
N	100.0	1000

Table C11 Thinking about your own personal situation now, what would be your preferred option concerning work and retirement? (n=683)		
	%	N
It depends on my situation at the time	34.3	234
I prefer to retire early	33.8	231
I prefer to retire at the current retirement age	12.9	88
I prefer to work full-time beyond my current retirement age	6.4	44
I prefer to work part-time beyond my current retirement age	6.4	44
I currently work beyond the current retirement age	2.3	16
Don't know	3.8	26
N	100.0	683

Table C11.1 Thinking about your own personal situation now, what would be your preferred option concerning work and retirement? (n=657): Those who prefer to work beyond retirement, retire early, retire at current retirement age or depends on situation.						
		Prefer work / currently work beyond retirement	Prefer retire at current retirement age	Prefer retire early	Depend at the time	N
		%	%	%	%	
All		15.8	13.4	35.2	35.6	657
Age***	16 - 29 years old	9.2	13.8	36.4	40.5	195
	30 - 44 years old	12.7	12.7	38.2	36.4	228
	45 - 64 years old	18.4	13.9	34.3	33.3	201
	65 years or over	60.6	12.1	12.1	15.2	33
Marital**	Single	10.9	12.7	33.6	42.8	229
	Married/Cohabit	16.8	13.0	37.2	32.9	368
	Wid/Sep/Div	30.4	17.9	30.4	21.4	56
Education***	Higher Level	16.1	16.8	31.1	36.0	161
	Lower Level	10.0	10.6	42.1	37.4	340
	No Qualifications	27.7	16.9	25.4	30.0	130
Income**	<£10K	13.9	11.1	13.9	61.1	36
	£10K-£19,999	14.3	17.1	31.4	37.1	70
	£20K +	16.4	11.0	49.3	23.3	73
Area*	Belfast	14.2	4.7	36.2	44.9	127
	East of N.I.	14.8	15.2	36.7	33.2	283
	West of N.I.	17.8	15.8	32.8	33.6	247
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.						

Table C12 What is the main reason why you want to carry on working / or are currently working beyond the current retirement age? (n=170)		
	%	N
I need/ would need the money and cannot/ couldn't afford to retire.	53.5	91
It gives me/ would give me the opportunity for social interaction.	25.9	44
I really enjoy my current job and don't want to stop working.	15.9	27
I want to build a bigger pension pot or keep saving.	2.9	5
Far better for you	0.6	1
Keep fit and healthy	0.6	1
Work advising / consultancy to keep active mentally	0.6	1
N	100.0	170

Table C13 Do you agree or disagree with the following statements? (n=1000)					
	Agree	Undecided	Disagree	Don't Know	N
	%	%	%	%	
Older workers need younger colleagues for their fresh ideas and energy	61.1	15.5	19.4	4.0	1000
Older workers are more loyal and dedicated.	62.1	17.7	17.7	2.5	1000
Older workers struggle with the demands of a modern workplace.	22.3	20.8	51.2	5.7	1000
"You can't teach an old dog new tricks" is a sensible saying.	17.2	16.3	62.8	3.7	1000
Older workers should only accept jobs such as working in a supermarket or shop.	2.3	3.8	86.0	7.9	1000

Table C13.1 Older workers need younger colleagues for their fresh ideas and energy. (n=960)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		63.6	16.1	20.2	960
Area***	Belfast	79.2	8.1	12.7	173
	East of N.I.	58.6	14.8	26.6	440
	West of N.I.	62.2	21.9	15.9	347

* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.

Table C13.2 Older workers are more loyal and dedicated. (n=975)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		63.7	18.2	18.2	975
Age***					
	16 - 29 years old	46.0	22.0	32.0	250
	30 - 44 years old	63.7	21.6	14.7	278
	45 - 64 years old	73.4	14.0	12.6	286
	65 years or over	73.9	13.4	12.7	157
Marital**					
	Single	56.6	18.1	25.3	304
	Married / Cohabiting	65.9	18.4	15.7	511
	Wid/Sep/Div	72.2	17.2	10.6	151
Education***					
	Higher Level	51.3	21.7	27.0	189
	Lower Level	61.9	17.1	21.0	433
	No Qualifications	76.6	15.5	7.9	304
Social Class**					
	ABC1	59.3	20.6	20.0	504
	C2DE	70.6	15.4	14.0	408
Area*					
	Belfast	73.8	11.0	15.1	172
	East of N.I.	63.5	17.7	18.8	458
	West of N.I.	58.8	22.3	18.8	345
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.					

Table C13.3 Older workers struggle with the demands of a modern workplace. (n=943)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		23.6	22.1	54.3	943
Age*					
	16 - 29 years old	30.0	25.8	44.2	240
	30 - 44 years old	21.0	20.7	57.4	270
	45 - 64 years old	20.8	20.4	58.8	279
	65 years or over	22.0	20.7	57.3	150
Marital**					
	Single	32.2	22.1	45.7	289
	Married / Cohabiting	20.0	22.8	57.2	500
	Wid/Sep/Div	19.3	19.3	61.4	145
Religion*					
	Protestant	21.4	24.8	53.8	435
	R Catholic	26.6	17.3	56.0	364
Area**					
	Belfast	31.3	13.1	55.6	160
	East of N.I.	19.3	26.1	54.5	440
	West of N.I.	25.7	21.0	53.4	343
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.					

Table C13.4 "You can't teach an old dog new tricks" is a sensible saying, do you agree? (n=963)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		17.9	16.9	65.2	963
Marital*	Single	22.8	19.0	58.2	294
	Married / Cohabiting	15.4	15.6	69.0	507
	Wid/Sep/Div	17.0	17.0	66.0	153
Area***	Belfast	22.4	7.1	70.6	170
	East of N.I.	14.0	20.0	65.9	449
	West of N.I.	20.6	17.7	61.6	344

* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.

Table C13.5 Older workers should only accept jobs such as working in a supermarket, do you agree? (n=921)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		2.5	4.1	93.4	921

Table C14 Do you agree or disagree with the following statements? (n=1000)					
	Agree	Undecided	Disagree	Don't Know	N
	%	%	%	%	
Younger people need older colleagues for their advice and experience.	77.4	12.1	7.8	2.7	1000
Younger people are less committed and responsible in their attitude to work.	40.9	22.4	32.0	4.7	1000
Younger people are more energetic workers than older people.	32.0	21.2	42.2	4.6	1000
Younger people are more involved in their social life than in their work.	48.2	25.5	20.8	5.5	1000

Table C14.1 Younger people need older colleagues for their advice and experience. (n=973)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		79.5	12.4	8.0	973
Political Affil*	Nationalist	79.1	13.8	7.1	196
	Unionist	88.0	6.3	5.8	208
Area**	Belfast	93.1	4.6	2.3	174
	East of N.I.	77.2	13.5	9.3	452
	West of N.I.	75.8	15.0	9.2	347
* (X^2 , p<0.05); ** (X^2 , p<0.01); *** (X^2 , p<0.001); NB: 'Don't Knows' excluded from this analysis.					

Table C14.2 Younger people are less committed and responsible in their attitude to work. (n=953)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		42.9	23.5	33.6	953
Sex*					
	Male	47.2	22.3	30.5	453
	Female	39.0	24.6	36.4	500
Age***					
	16 - 29 years old	26.0	23.6	50.4	250
	30 - 44 years old	42.1	24.9	33.0	273
	45 - 64 years old	52.0	22.2	25.8	275
	65 years or over	55.3	23.0	21.7	152
Marital***					
	Single	35.0	20.0	45.0	300
	Married / Cohabiting	44.8	26.3	28.9	498
	Wid/Sep/Div	53.4	19.2	27.4	146
Long-term Illness**					
	Yes	57.7	22.7	19.6	97
	No	41.1	23.6	35.3	853
Education***					
	Higher Level	35.8	23.0	41.2	187
	Lower Level	37.2	23.0	39.8	427
	No Qualifications	56.5	21.8	21.8	294
Social Class***					
	ABC1	38.5	22.6	38.9	493
	C2DE	49.0	24.5	26.5	403
Area***					
	Belfast	53.9	14.5	31.5	165
	East of N.I.	35.0	29.6	35.4	443
	West of N.I.	47.8	20.0	32.2	345
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.					

Table C14.3 Younger people are more energetic workers than older people. (n=954)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		33.5	22.2	44.2	954
Age**	16 - 29 years old	42.8	20.8	36.4	250
	30 - 44 years old	27.0	23.7	49.3	274
	45 - 64 years old	30.5	23.5	46.0	272
	65 years or over	34.8	19.4	45.8	155
Education*	Higher Level	28.1	22.7	49.2	185
	Lower Level	31.2	21.2	47.7	430
	No Qualifications	39.5	23.1	37.4	294
Area***	Belfast	30.4	9.5	60.1	168
	East of N.I.	30.4	27.2	42.5	438
	West of N.I.	39.1	22.1	38.8	348

* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.

Table C14.4 Younger people are more involved in their social life than in their work. (n=945)					
		Agree	Undecided	Disagree	N
		%	%	%	
All		51.0	27.0	22.0	945
Social Class**	ABC1	46.8	27.9	25.3	491
	C2DE	58.0	25.2	16.8	393
Age***	16 - 29 years old	38.6	27.2	34.1	246
	30 - 44 years old	52.6	25.2	22.2	270
	45 - 64 years old	56.0	26.7	17.3	277
	65 years or over	59.5	29.7	10.8	148
Education***	Higher Level	41.5	30.9	27.7	188
	Lower Level	48.7	23.9	27.4	419
	No Qualifications	62.5	27.1	10.3	291
Area**	Belfast	70.1	16.8	13.2	167
	East of N.I.	42.9	30.7	26.4	436
	West of N.I.	52.0	27.2	20.8	342

* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.

Table C15 Do you think that people in their 40's and 50's who are looking for work are generally treated better or worse than younger people by prospective employers? (n=999)		
	%	N
Better	4.0	40
Worse	15.3	153
Same	50.3	502
Don't Know	30.4	304
N	100.0	999

Table C15.1 Do you think that people in their 40's and 50's who are looking for work are generally treated better or worse than younger people by prospective employers. (n=695)					
		Better	Worse	Same	N
		%	%	%	
All		5.8	22.0	72.2	695
Marital*	Single	8.5	15.5	76.0	200
	Married / Cohabiting	4.7	25.1	70.2	383
	Wid/Sep/Div	4.8	23.8	71.4	105

* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.

Table C15a What do you think is the main way people in their 40's and 50's who are looking for work are treated BETTER than younger people by prospective employers? (n=40)		
	%	N
More experience	55.0	22
More respect	20.0	8
Get more money / opportunities	7.5	3
Business people prefer older ones	2.5	1
Depends on Job	2.5	1
They bully younger ones	2.5	1
Don't know	10.0	4
N	100.0	40

Table C15b What do you think is the main way people in their 40's and 50's who are looking for work are treated WORSE than younger people by prospective employers? (n=151)		
	%	N
Because of age / discrimination	36.4	55
Employers prefer younger workers / lower pay	21.2	32
Find it more difficult to get a job	19.2	29
Little working life left	9.9	15
Will cost more	3.3	5
Lack of experience	1.3	2
Attitude	0.7	1
Forced to do things they don't want to do	0.7	1
It works both ways... Some employers reject older workers	0.7	1
Only when looking for new jobs	0.7	1
Referring to some of the points raised in previous	0.7	1
They are not as up to date with technology as younger workers	0.7	1
They couldn't get a manual job	0.7	1
They expect more of you	0.7	1
Don't know	3.3	5
N	100.0	151

Table C16 Do you or would you prefer to work with people who are.....? (n=999)		
	%	N
Younger than you	2.4	24
Older than you	3.2	32
Same age as you	13.3	133
Don't care what age they are	76.2	761
Don't know	4.9	49
N	100.0	999

Table C16.1 Do you or would you prefer to work with people.....? (n=950)						
		Younger Than You	Older Than You	Same Age	Don't Care	N
		%	%	%	%	
All		2.5	3.4	14.0	80.1	950
Age*	16 - 29 years old	1.2	4.4	19.2	75.2	250
	30 - 44 years old	1.8	4.0	12.8	81.4	274
	45 - 64 years old	3.3	3.3	12.4	81.1	275
	65 years or over	4.8	0.7	10.9	83.7	147
Long-term Illness*	Yes	7.5	3.2	12.9	76.3	93
	No	2.0	3.4	14.1	80.6	854
Area**	Belfast	1.2	3.5	7.0	88.3	171
	East of N.I.	2.5	4.5	14.0	79.0	442
	West of N.I.	3.3	1.8	17.5	77.4	337

* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.

Table C17 Do you or would you prefer to be managed by someone who is....? (n=999)		
	%	N
Younger than you	0.8	8
Older than you	17.3	173
Same age as you	6.6	66
Don't care what age they are	71.7	716
Don't know	3.6	36
N	100.0	999

Table C17.1 Do you or would you prefer to be managed by someone who is.....? (n=963)						
		Younger Than You	Older Than You	Same Age	Don't Care	N
		%	%	%	%	
All		0.8	18.0	6.9	74.4	963
Age***						
	16 - 29 years old	0.8	29.7	6.6	62.9	256
	30 - 44 years old	-	20.2	6.9	72.9	277
	45 - 64 years old	0.4	10.1	7.9	81.6	277
	65 years or over	3.4	7.4	5.4	83.9	149
Marital***						
	Single	0.3	27.1	6.9	65.7	306
	Married / Cohabiting	0.8	14.4	6.7	78.1	508
	Wid/Sep/Div	2.1	11.4	7.1	79.3	140
Long-term Illness**						
	Yes	4.3	12.0	7.6	76.1	92
	No	0.5	18.7	6.6	74.3	868
Dependants*						
	Yes	0.3	23.0	6.3	70.3	300
	No	1.1	16.0	6.8	76.2	651
Income*						
	<£10K	1.4	23.0	14.9	60.8	74
	£10K-£19,999	4.3	30.4	8.7	56.5	92
	£20K +	-	20.3	3.8	75.9	79
* (X^2 , $p < 0.05$); ** (X^2 , $p < 0.01$); *** (X^2 , $p < 0.001$); NB: 'Don't Knows' excluded from this analysis.						

SECTION D: PERSONAL EXPERIENCE OF AGE-RELATED DISCRIMINATION

Table D1 Some people have said that there is a lot of age discrimination in modern workplaces. Do you agree with this, or not? (n=995)		
	%	N
Yes, I agree	16.7	166
No, I disagree	24.1	240
Don't know	59.2	589
N	100.0	995

Table D1.1 Some people have said that there is a lot of age discrimination in modern workplaces. Do you agree with this, or not? (n=406)				
		Yes	No	N
		%	%	
All		40.9	59.1	406
Long-term** Illness	Yes	59.2	40.8	49
	No	38.2	61.8	356
Social Class*	ABC1	37.0	63.0	211
	C2DE	47.3	52.7	165
* (X ² , p<0.05); ** (X ² , p<0.01); *** (X ² , p<0.001); 'Don't Knows' excluded from this analysis.				

Table D2 Do you think your employer discriminates on the grounds of age? (n=655)		
	%	N
Yes	4.3	28
No	88.7	581
Don't know	7.0	46
N	100.0	655
NB: Those 'not employed' excluded from analysis.		

Table D3 Does your employer...? (n=23)		
	%	N
Discriminate against older workers	39.1	9
Discriminate against younger workers	43.5	10
Discriminate against both younger and older workers	17.4	4
N	100.0	23
NB: Sample size too small to permit analysis by background variables		

Table D4 Have YOU ever felt that you were not treated as well as you might have been by an employer because of your age? (n=994)		
	%	N
Yes	6.1	61
No	90.1	896
Don't know	3.7	37
N	100.0	994

Table D4.1 Have YOU ever felt that you were not treated as well as you might have been by an employer because of your age? (n=957)				
		Yes	No	N
		%	%	
All		6.4	93.6	957
Age*	16 - 29 years old	10.4	89.6	249
	30 - 44 years old	5.5	94.5	275
	45 - 64 years old	4.4	95.6	275
	65 years or over	5.2	94.8	154
Long-term Illness*	Yes	12.2	87.8	98
	No	5.7	94.3	857
Education**	Higher Level	11.1	88.9	189
	Lower Level	5.6	94.4	431
	No Qualifications	4.4	95.6	293
* (X ² , p<0.05); ** (X ² , p<0.01); *** (X ² , p<0.001); NB: 'Don't Knows' excluded from this analysis.				

Table D5 In what way were you not treated well by an employer? (n=62)		
	%	N
Refused a job	37.1	23
I was harassed or bullied on the grounds of age	16.1	10
Didn't get promotion	12.9	8
Didn't get training	9.7	6
Employer had a bad attitude to older people	9.7	6
Forced to retire / made redundant	8.1	5
Employers preferred younger workers	6.5	4
N	100.0	62
NB: Sample size too small to permit analysis by background variables		

Table D6 Have you wanted to apply for any jobs in recent years? (n=985)		
	%	N
Yes	13.6	134
No	86.4	851
N	100.0	985

Table D6.1 Have you wanted to apply for any jobs in recent years? (n=985)				
		Yes	No	N
		%	%	
All		13.6	86.4	985
Age***	16 - 29 years old	29.3	70.7	256
	30 - 44 years old	13.6	86.4	280
	45 - 64 years old	7.0	93.0	286
	65 years or over	0.6	99.4	159
Marital***	Single	23.5	76.5	307
	Married / Cohabiting	10.6	89.4	517
	Wid/Sep/Div	4.6	95.4	153
Education**	Higher Level	18.7	81.3	193
	Lower Level	13.8	86.2	434
	No Qualifications	8.0	92.0	311

* (X², p<0.05); ** (X², p<0.01); *** (X², p<0.001); NB: 'Don't Knows' excluded from this analysis.

Table D7 Thinking about any jobs you wanted to apply for in recent years, have you been put off applying for the post because the job advert contained any of the following?				
	Yes	No	Don't Know	N
	%	%	%	
An upper or lower age-limit.	23.4	61.7	14.8	128
The advert contained words such as "mature", "young" or "energetic".	27.9	57.4	14.7	129
The amount of experience required was excessive.	58.8	32.8	8.4	131

Table D7.1 Thinking about any jobs you wanted to apply for in recent years, have you been put off applying for the post because the job advert contained any of the following: 'The amount of experience required was excessive'? (n=120)				
		Yes	No	
		%	%	N
All		64.2	35.8	120
Age*	16 - 29 years old	74.2	25.8	66
	30 - 44 years old	44.4	55.6	36
	45 - 64 years old	64.7	35.3	17
	65 years or over	100.0	-	1
* (X ² , p<0.05); ** (X ² , p<0.01); *** (X ² , p<0.001); NB: 'Don't Knows' excluded from this analysis.				