

**AARP Indiana 50+ Worker Survey,**  
**N = 1,002, Response Rate = 8% Cooperation Rate = 90%**  
**Error Rate = +/- 3.1%**

**SCREENING QUESTIONS:**

S1. What is your current age as of your last birthday?

%	
63	50-59
33	60-74
5	75+

S2. Which statement best describes your current employment situation? [READ EACH STATEMENT]		
%		
61	I work full-time	
15	I work part-time	
<b>4</b>	<b>I am not working and I am looking for work</b>	<u>PROBE</u>
4	I am not working and I am NOT looking for work	TERMINATE
13	Previously retired and working again full-time	
2	Previously retired and working again part-time	
<b>0</b>	<b>Previously retired and looking for work</b>	<u>PROBE</u>
0	Retired and not looking for work	TERMINATE
0	I have never worked	TERMINATE
0	Refused	TERMINATE

S2. a. PROBE: HOW RECENTLY WERE YOU EMPLOYED?

0-2 YEARS	CONTINUE
More than 2 YEARS	TERMINATE

S3. About how many hours do you work during an average week? [Open ended question but categorize answers into breaks below.]

%	
17	Less than 20
17	21 to 35
33	36 to 40
23	41 to 50
8	51 to 60
2	61 or more
*	Refuse

## Employee Work and Retirement

1. Thinking about your own current work and financial situation, how likely is it that you will put off full retirement and work as long as possible? Is it extremely likely, very likely, somewhat likely, not too likely, or not at all likely? [If S2 = 3 or 7, read “current financial situation”. [READ EACH ANSWER CATEGORY]

%		
29	Extremely likely	
23	Very likely	
21	Somewhat likely	
12	Not too likely	
13	Not at all likely	
2	Don't know	DO NOT READ
1	Refused	Continue

2. Do you plan to fully retire and stop working completely at some point in your life?

%		
68	Yes	Continue to Q3
27	No	Go to Q4
5	Don't know	DO NOT READ Go to Q4
*	Refused	Go to Q4

3. At what age do you expect to retire completely and not work for pay at all? [Record age and put into appropriate category] **n=680**

%	
0	50 or younger
27	51-64 years old
58	65-74 years
12	75+ years
3	Don't know
*	Refused

4. Now, I'm going to read you several reasons why some people continue to work. For each one, I'd like you to tell me whether it is extremely important, very important, somewhat important, not very important, or not at all important in your decision to continue working? [or looking for work/desire to work if S3 or S7] **[READ LIST. RANDOMIZE AND ROTATE.]**

**Level of Importance**

		Extremely	Very	Somewhat	Not Too	Not at all	Dk/Rf
<b>a.</b>	Stay mentally active	27%	49%	15%	5%	5%	*
<b>b.</b>	Stay physically active	24	47	18	5	6	*
<b>c.</b>	Be productive or useful	24	43	21	7	6	1
<b>d.</b>	Do something fun	17	32	26	15	10	1
<b>e.</b>	Need health benefits	27	29	14	13	17	1
<b>f.</b>	Help other people	19	37	27	11	6	1
<b>g.</b>	Be around people	15	35	28	12	9	0
<b>h.</b>	Increase savings to maintain living standards in retirement	21	38	26	9	6	*
<b>i.</b>	Need money	7	12	28	27	26	*
<b>j.</b>	Learn new things	8	16	31	31	14	*
<b>k.</b>	Pursue a dream	19	27	26	21	7	1
<b>l.</b>	Fulfill pension requirements	27	21	19	21	10	2
<b>m.</b>	Enjoy the job/enjoy working	6	7	24	41	23	*
<b>n.</b>	Qualify for Social Security	20	13	17	30	19	2
<b>o.</b>	Need to support family members	25	19	21	22	14	1

5. Do you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree with the following statements? Would that be strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree? [Don't know and refused also are options but **DO NOT READ**] [**READ LIST. RANDOMIZE AND ROTATE.**]

		Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	DK
<b>a.</b>	I feel my job makes a contribution to society or helps people	56%	27%	4%	6%	6%	1%
<b>b.</b>	My co-workers are like family to me	31	32	9	14	13	1
<b>c.</b>	Working gives me a reason to get out of bed in the morning	35	23	5	15	22	1
<b>d.</b>	I don't feel as good about myself if I don't have a job	29	21	7	16	24	3
<b>e.</b>	I worked a lot harder now than when I was younger	26	17	9	25	23	1
<b>f.</b>	My parents greatly influenced my choice of career [Maybe drop??]	13	16	8	22	40	1
<b>g.</b>	I am looking for ways to better balance work with my personal life	29	28	10	18	15	1

6. How important it is for an organization to plan for holding onto the knowledge and experience of employees who are about to leave or retire? Would you say it is extremely important, very important, somewhat important, not very important, or not at all important? [**READ EACH CATEGORY**]

%		
40	Extremely important	
36	Very important	
16	Somewhat important	
4	Not very important	
3	Not at all important	
1	Don't know	DO NOT READ
*	Refused	Continue

7. How much knowledge-loss occurs when an employee retires or no longer works for your organization [say current place of employment if respondents confused]?

59	A major amount	
30	A minor amount	
6	None	
5	Don't know	DO NOT READ
*	Refused	Continue

8. Now, I'm going to read you some statements people have made about work and retirement. How strongly do you agree or disagree that [insert rotated items]? Would that be strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree? [READ EACH OPTION] **[READ LIST. RANDOMIZE AND ROTATE.]**

		Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	DK
<b>a.</b>	Nobody should be forced to retire because of age if they want to continue to work	65%	19%	4%	7%	4%	1%
<b>b.</b>	Most employers discriminate against older workers	26	32	9	16	13	5
<b>c.</b>	Older people should be forced to retire at some age in order to open up jobs and promotions for younger people	5	15	5	20	54	1
<b>d.</b>	Most older workers can perform as well on the job as most younger workers	47	33	7	8	3	2
<b>e.</b>	Employers want to save money, so they replace older workers with younger, less costly workers	54	27	3	8	8	1
<b>f.</b>	Older workers are forced to retire before they may be ready to retire.	32	33	8	13	11	3
<b>g.</b>	I can not wait to retire.	27	20	7	19	25	2
<b>h.</b>	I will not want to stop working.	31	23	7	18	21	1

## Work Environment & Employee Perceptions

9. Thinking about the needs and culture of your organization [or where you work], how important are each of the qualities listed below for employees to have? Is it extremely important, very important, somewhat important, not very important, or not at all important? **[READ LIST. RANDOMIZE AND ROTATE.]**

[If S2 = 3 or 7, ask, “ Thinking about the needs and culture of your organization in your most recent previous position, how important....?”]

		Level of Importance					
		Extremely	Very	Some what	Not Very	Not at all	Dk/Rf
<b>a.</b>	Commitment to doing quality work	56%	38%	4%	1%	1%	1%
<b>b.</b>	Ability to get along with co-workers	47	39	11	1	1	1
<b>c.</b>	Willingness to be flexible about doing different tasks	40	41	16	2	1	1
<b>d.</b>	Someone you can count on in a crisis	46	39	12	2	1	1
<b>e.</b>	Solid experience in the job or industry	29	37	29	3	1	1
<b>f.</b>	Ability to work well on teams	41	39	16	2	1	1
<b>g.</b>	A reliable performance record	48	43	8	*	*	1
<b>h.</b>	Having up-to-date job skills	37	41	18	2	1	1
<b>i.</b>	Willingness to learn new technology	41	41	15	2	1	1
<b>j.</b>	Willingness to try new approaches to problems	39	42	16	1	2	1
<b>k.</b>	Willingness to participate in training or retraining programs	38	39	17	2	1	1
<b>l.</b>	Ability to pass drug testing	57	27	8	3	3	2
<b>m.</b>	Orientation toward customer service	43	37	13	2	3	2

10. In your opinion, how important are the following issues to your organization [or where you work]? Is that extremely important, very important, somewhat important, not very important, or not at all important? **[READ LIST. RANDOMIZE AND ROTATE.]**  
 [If S2 = 3 or 7, ask, “ In your opinion, how important are the following issues to your organization in your most recent previous position?]

**Level of Importance**

		Extremely	Very	Some what	Not Very	Not at all	Dk/Rf
<b>a.</b>	Recruiting skilled employees	25%	39%	25%	7%	3%	2%
<b>b.</b>	Retaining skilled employees	36	42	16	3	2	2
<b>c.</b>	Training/retraining the current workforce	27	41	22	6	2	2
<b>d.</b>	Introducing new technology into the workforce	29	41	23	4	2	1
<b>e.</b>	Developing programs to improve employee performance	26	40	24	6	3	2
<b>f.</b>	Addressing the needs of an aging workforce	25	30	28	9	6	2
<b>g.</b>	Developing programs for telecommuting	14	22	30	16	13	7
<b>h.</b>	Offering adequate benefits to employees	40	39	12	5	3	1
<b>i.</b>	Having a diverse workforce	22	35	28	8	5	3

11. How many employees are there in your organization? [If S2 = 3 or 7, ask, “ How many employees were there in your organization in your most recent previous position?]

%	
38	Less than 50
11	50-99
13	100-249
10	250-499
7	500-999
20	1000 or more
2	Refused

12. Does your organization plan for employees to retire at a particular age? [If S2 = 3 or 7, ask, “ Did your organization .....?”]

%	
17	Yes
75	No
5	[VOL] Don't know

13. At what age do you, personally, consider someone to be an older employee? [Ask age as open-ended/verbatim and then categorize into the breaks below]

%	
7	45-50
7	51-55
19	56-60
24	61-65
20	66-70
6	71-75
4	Older than 75
12	Refused

14. What is your level/position within your organization? [If S2 = 3 or 7, ask, “ What was your level/position in your most recent previous position?”] **[READ LIST. RANDOMIZE AND ROTATE.] Also include don't know and refused categories.**

10	Owner/CEO/ President
1	Executive Vice President/COO/CFO
1	Vice President
3	Director
11	Manager
1	Superintendent
6	Supervisor
4	Administrator
4	Administrative Assistant
0	Clerical
50	Other
3	Don't know/ Refused

## Employer Benefits Offered

15. Now, thinking about your current employer, please tell me if your employer offers [insert rotated item]? [Interviewer Prompt: If work for more than 1 employer, ask to describe the one they spend the most time at]. [Yes, No, Don't know, Refused – READ EACH OPTION] [If S2 = 3 or 7, ask, “ thinking about your most recent employer in your previous position....?”] **[READ LIST. RANDOMIZE AND ROTATE.]**

**n=844**

		Yes	No	Dk/Rf
<b>a.</b>	A flexible work schedule	63		
<b>b.</b>	The ability to work from home	25		
<b>c.</b>	On-the-job training	85		
<b>d.</b>	Good pension benefits	46		
<b>e.</b>	The opportunity for part-time work	67		
<b>f.</b>	A 401(k) retirement plan	60		
<b>g.</b>	Adequate paid time off such as sick time or vacation time	73		
<b>h.</b>	A friendly work environment	90		
<b>i.</b>	Healthcare benefits or insurance	76		
<b>j.</b>	A decent salary	78		
<b>k.</b>	The opportunity to learn new things	84		
<b>l.</b>	The chance to use your skills and talents	88		
<b>m.</b>	A phased retirement program [IF RESPONDENT ASKS WHAT THIS IS READ: A program that allows partial payment of a pension benefits to eligible workers who work a reduced number of hours.]	24		
<b>n.</b>	The chance to pursue something you have always wanted to do	49		

16. How important are the following benefits and employer characteristics? Would you say that it is extremely important, very important, somewhat important, not too important, or not at all important? **[READ LIST. RANDOMIZE AND ROTATE.]**

		<b>Level of Importance</b>					
		Extremely	Very	Some what	Not Very	Not at all	Dk/Rf
<b>a.</b>	working in an environment where employee opinions are valued	33%	52%	12%	2%	1%	1%
<b>b.</b>	being able to take time off to care for grandchildren, parents, or other relatives	29	44	20	4	3	1
<b>c.</b>	being able to set your own hours	13	26	30	17	12	2
<b>d.</b>	working for a company that lets its older employees remain as long as they wish to work	25	46	23	3	2	2
<b>e.</b>	having new experiences	15	37	36	7	4	2
<b>f.</b>	being able to learn new skills	24	48	21	5	2	1
<b>g.</b>	working for a company that offers employment opportunities to retirees	22	39	25	7	5	2
<b>h.</b>	working for a company that offers good health benefits	40	43	8	4	4	1
<b>i.</b>	being able to work a reduced schedule for a period of time before you retire completely	15	34	29	12	8	2
<b>j.</b>	working for a company that offers a good pension plan	33	42	13	6	5	2
<b>k.</b>	being able to work from home	8	19	24	23	24	2
<b>l.</b>	working for yourself or starting your own business	11	19	22	21	25	3

## Age and Workplace Discrimination

17. Next, I'm going to ask you some questions about work-related discrimination due to age. Have you, a friend, or a family member experienced any of the following situations because of age since turning 40. Have you, a friend, or a family member.... [READ INTRO ONLY ONCE AND THEN LIST) (ROTATE)(AFTER EACH OPTION READ AGAIN: BECAUSE OF AGE SINCE TURNING 40)].

		Yes, I've experienced this	Yes, friend or family has experienced this	Yes, both I and someone I know has experienced this	No	Dk/Rf
<b>a.</b>	Not been hired for a job?	10	9	2	77	3
<b>b.</b>	Been passed over for a raise, promotion or chance to get ahead?	7	9	3	80	2
<b>c.</b>	Been denied access to training or the opportunity to acquire new skills?	3	4	1	91	1
<b>d.</b>	Been laid off, fired, or forced out of a job?	6	11	2	81	1
<b>e.</b>	Been encouraged or forced to retire before you or they preferred to retire?	3	12	1	83	1
<b>f.</b>	Received or been exposed to unwelcome comments about age in the workplace?	6	6	3	84	1

18. Have you ever experienced or know of somebody who has experienced age discrimination?

%	
6	Yes, I have experienced age discrimination
23	Yes, someone I know has experienced age discrimination
6	Yes, both someone I know and I have experienced age discrimination
63	No, neither someone I know nor I have experienced age discrimination GO TO Q21
3	Don't know/ Refused

19. Was the discrimination about... ? [READ LIST. RANDOMIZE AND ROTATE.]  
**n=348**

		Yes	No	Dk/Rf
<b>a.</b>	Getting a promotion	39%		
<b>b.</b>	Pay or salary	36		
<b>c.</b>	Getting a job	51		
<b>d.</b>	Harassment/ way treated	35		
<b>e.</b>	Working conditions	22		
<b>f.</b>	Assignment	32		
<b>g.</b>	Discharge	35		
<b>h.</b>	Health condition	25		
<b>i.</b>	Opinions/suggestions	27		
<b>j.</b>	Training opportunities	21		
<b>k.</b>	Something else	25		

### Indiana Specific Questions

20. Because of changing economic and demographic trends, people today are living and working longer than they have before. Under current Indiana law, workers who are between age 40 and 75, receive protection against age discrimination. Would you support or oppose legislation extending age discrimination protections to Indiana workers who are older than 75? Is that strongly support, somewhat support, neither support nor oppose, somewhat oppose, or strongly oppose?

%	
39	Strongly support
26	Somewhat support
8	Neither support nor oppose
15	Somewhat oppose
8	Strongly oppose
3	Don't know/ Refused

21. In Indiana, older workers who believe they have been a victim of age discrimination may pursue claims through the State's Department of Labor. There is no right for individuals to pursue claims on their own behalf through the court system. Would you support or oppose changing Indiana state law to allow individuals to bring age discrimination cases to state courts? Is that strongly support, somewhat support, neither support nor oppose, somewhat oppose, or strongly oppose?

%	
48	Strongly support
29	Somewhat support
5	Neither support nor oppose
8	Somewhat oppose
6	Strongly oppose
3	Don't know/ Refused

22. Under current Indiana law, some employers require employees to retire at a certain age (such as 65). Do you support or oppose a change to Indiana's law that would prohibit employer-mandated retirement ages? [Need examples, specify kinds of jobs] Is that strongly support, somewhat support, neither support nor oppose, somewhat oppose, or strongly oppose?

%	
47	Strongly support
24	Somewhat support
6	Neither support nor oppose
10	Somewhat oppose
10	Strongly oppose
4	Don't know/ Refused

## Demographics

Thinking about your state elections for Indiana Governor and State Legislators in the last ten years, how often would you say you vote? Would you say you vote always, most of the time, about half of the time, seldom, or never?

%	
67	Always
17	Most of the time
5	About half of the time
5	Seldom
6	Never
1	Don't know/ Refused

D2. What is your current marital status? [READ EACH ANSWER CATEGORY]

%	
70	Married
1	Not married, living with partner
1	Separated
14	Divorced
9	Widowed
5	Never married
1	Don't know/ Refused

D3. What is the highest level of education that you completed? [READ EACH ANSWER CATEGORY]

%	
4	0-12 <sup>th</sup> grade (no diploma)
30	High school graduate or equivalent
16	Post-high school education (no degree)
12	2 year college degree
17	4 year college degree
7	Post-graduate study (no degree)
13	Graduate or professional degree(s)
1	Don't know/ Refused

D4. What is your race? [READ EACH ANSWER CATEGORY]

%	
94	White or Caucasian
3	Black or African American
0	Asian
*	American Indian or Alaskan Native
0	Native Hawaiian or Pacific Islander
1	Other
1	Don't know/ Refused

D5. Are you of Spanish, Hispanic, or Latino origin?

%	
1	Yes
98	No
1	Don't know/ Refused

D6. In general, would you say your health is excellent, very good, good, fair, or poor?

%	
25	Excellent
42	Very good
23	Good
8	Fair
2	Poor
*	Don't know/ Refused

D7. What is your zip code? \_\_\_\_\_

D8. We realize income is a private matter and so rather than ask anything specific about your income; I'd like to ask you to please stop me when I get to the category that includes your annual household income before taxes in 2005?

%	
3	Less than \$10,000
6	\$10,000 but less than \$20,000
13	\$20,000 but less than \$35,000
17	\$35,000 but less than \$50,000
12	\$50,000 but less than \$60,000
12	\$60,000 but less than \$75,000
12	\$75,000 but less than \$100,000
14	\$100,000 or more
12	Don't know/ Refused

D9. In the last 12 months, have you accessed the Internet from your home or work, or from some other source such as your local library? [READ EACH and RECORD YES OR NO FOR EACH RESPONSE]

%		
71	From home	
55	From work	
23	From some other source	

D10. Are you or a person in your household an AARP member?

%		
47	Yes	
51	No	
0	Not sure [DO NOT READ]	
2	Don't know/ Refused	