

2007 AARP Indiana 50+ Worker Newsletter

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Represents the Views of 850,000+ AARP Indiana Members

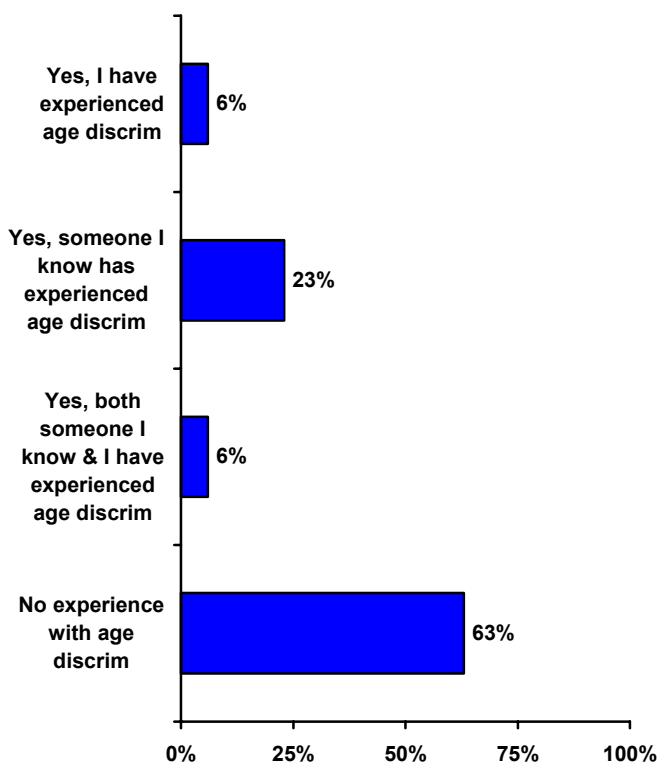


Indiana 50+ Worker
Newsletter by Susan L.
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www.aarp.org/research/
www.aarp.org/states/in/

Age and Workplace Discrimination

Indiana workers age 50+ were asked if they ever experienced or know of somebody who has experienced age discrimination. Three in ten respondents (29%) report experience with age discrimination.

Experience with Age Discrimination (N=1002)

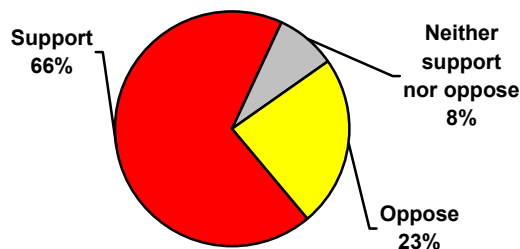


Moreover, between one-fifth and one-sixth of Indiana survey respondents, those who are 50+ workers, have experienced work-related discrimination due to age. Specifically, respondents reported that they, a friend or family member, or both they and someone they know have not been hired for a job due to age (19%), have been passed over for a raise, promotion, or chance to get ahead (16%), and have been laid off, fired, or forced out of a job (16%) because of age since turning 40.

Indiana-Specific Legislative Questions

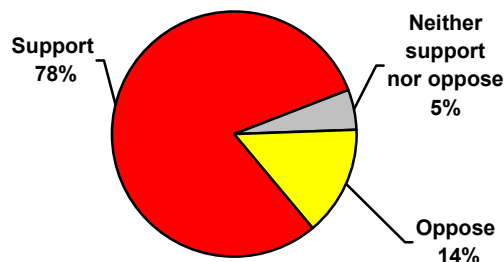
Because of changing economic and demographic trends, people today are living and working longer than they have before. Under current Indiana law, workers who are between age 40 and 75 receive limited protection against age discrimination. Two-thirds of Hoosier (workers 50+) survey respondents (66%) support legislation extending age discrimination protections to Indiana workers who are older than 75.

Support for Extending Age Discrimination Protections to Indiana Workers 75+ (N=1002)



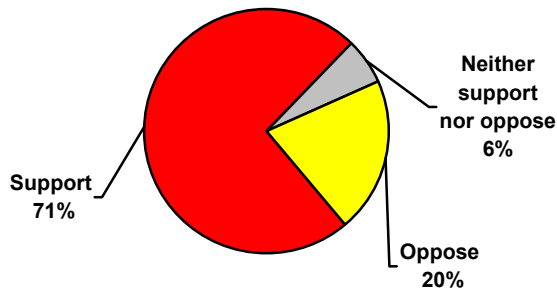
In Indiana, older workers who believe they have been a victim of age discrimination may pursue claims through the State's Department of Labor. There is no right for individuals to pursue claims on their own behalf through the court system. Almost eight in ten Hoosier workers 50+ (78%) support changing Indiana law to allow individuals to bring age discrimination cases to state courts.

Support for Changing Indiana State Law to Allow Individuals to Bring Age Discrimination Cases to State Courts (N=1002)



Under current Indiana law, some employers require employees to retire at a certain age (such as 65). More than seven in ten Hoosier survey respondents, workers 50+, (71%) support a change to Indiana's law that would prohibit employer-mandated retirement ages.

Support for a Change to Indiana's Law that Would Prohibit Employer-Mandated Retirement Ages (N=1002)



Methodology

AARP conducted the Indiana 50+ Workers Survey November 2 - 18 2006. Woelfel Research, Inc. of Dunn Loring, VA conducted the telephone survey. A total of 1,002 Indiana 50+ workers participated in the survey, yielding a response rate of eight percent and a margin of error of +/- 3.1 percent. Responses to the survey and demographic survey questions are attached. The full survey with responses to all questions is available on the AARP website at www.aarp.org/research/ or by contacting Susan L. Silberman, AARP Knowledge Management, (202) 434-6339.

Annotated Questions

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
	%	%	%	%	%
a. Not been hired for a job?	10	9	2	77	3
b. Been passed over for a raise, promotion or chance to get ahead?	7	9	3	80	2
d. Been laid off, fired, or forced out of a job?	6	11	2	81	1

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

%	Response
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

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?

%	Response
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

D1. 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 th 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

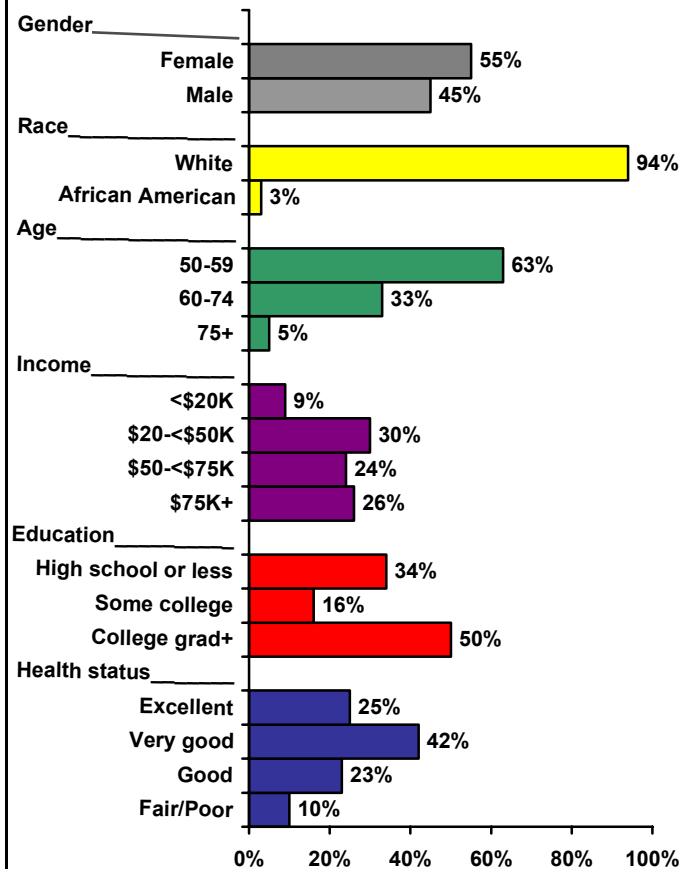
D10. Are you or a person in your household an AARP member?

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

Acknowledgements

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Respondent Demographic Profile
(N=1002)



AARP is a nonprofit, nonpartisan membership organization that helps people 50+ have independence, choice and control in ways that are beneficial and affordable to them and society as a whole. We produce *AARP The Magazine*, published bimonthly; *AARP Bulletin*, our monthly newspaper; *AARP Segunda Juventud*, our bimonthly magazine in Spanish and English; *NRTA Live & Learn*, our quarterly newsletter for 50+ educators; and our website, www.aarp.org. AARP Foundation is an affiliated charity that provides security, protection, and empowerment to older persons in need with support from thousands of volunteers, donors, and sponsors. We have staffed offices in all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands.

For more information about the full report, contact Susan L. Silberman (202) 434-6339. For more information on 50+ workers and AARP Indiana issues contact June Lyle, Associate State Director, (317) 423-7104.

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