Survey to employers

Section I. Identification

- Country (please indicate the country where you are working at the moment)
  Clique ou toque aqui para introduzir texto.

- Age
  - Less than 35
  - 35 to 44
  - 45 to 54
  - 55 to 64
  - More than 65

- Gender
  - Male
  - Female
  - Non-binay
  - Prefer not to say

- Role in your organization
  - Employee
  - Employer

  - (If employer) Do you have or had any employee that is more than 55 years old?
    - Yes
    - No

- Industry
  - IndustryA
  - IndustryB

- Years of work experience
  - Less than 5 years
  - 6 to 10 years
  - 11 to 20 years
  - 21 to 30 years
  - More than 31 years

ver esta secção no outro questionario

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Section II. Cognitive level (Stereotypes)

1. Do you think that there are stereotypes associated with age?
   - Yes
   - No

   If Yes: Can you please specify? Clique ou toque aqui para introduzir texto.

2. To what extent do you agree with the following statements?
   (1 = Strongly disagree, 5 = Strongly agree)
   - Older workers are often underestimated in terms of their abilities
     - 1
     - 2
     - 3
     - 4
     - 5
   - Older workers are less adaptable to new technologies
     - 1
     - 2
     - 3
     - 4
     - 5
   - Older workers are less productive than younger workers
     - 1
     - 2
     - 3
     - 4
     - 5
   - Older workers are more reliable than younger workers
     - 1
     - 2
     - 3
     - 4
     - 5
   - Older workers have better problem-solving skills due to experience
     - 1
     - 2
     - 3
     - 4
     - 5
   - Society values older workers
     - 1
     - 2
     - 3
     - 4
     - 5

3. Do you think that stereotypes about older workers affect their chances of being hired or promoted?
   - Yes
   - No
   - Not sure

   If Yes: Can you please specify? Clique ou toque aqui para introduzir texto.

4. Do you think the media plays a role in perpetuating stereotypes associated with older people?
   - Yes
   - No

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Section III. Emotional level (Prejudice)

5. How comfortable do you feel working with colleagues who are from a different generation than you?
   (1 = Very uncomfortable, 5 = Very comfortable)

   - 1
   - 2
   - 3
   - 4
   - 5

6. To what extent do you agree with the following statements about yourself??
   (1 = Strongly disagree, 5 = Strongly agree)
   - I sometimes feel too old to learn new skills
     - 1
     - 2
     - 3
     - 4
     - 5
   - I worry that my age will negatively impact my career
     - 1
     - 2
     - 3
     - 4
     - 5
   - I believe my age brings valuable experience to my role.
     - 1
     - 2
     - 3
     - 4
     - 5

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Section IV. Behavioural level (Discrimination)

7. Do you feel that age discrimination is an issue in your company?
    - Yes
    - No

8. Have you ever witnessed or experienced age-based discrimination at your company?
(multiple choice)
    - Witnessed age-based discrimination against older workers.
    - Experienced age-based discrimination as an older worker.
    - None of the above

a) (If selected any of the options, besides none, on the previous question) In what forms did it occur?
(multiple choice)
    - Biased comments or tasteless jokes about age
    - Exclusion from projects or teams
    - Exclusion from training programs
    - Denial of promotions or opportunities
    - Unequal workload distribution
    - Other (please specify) Clique ou toque aqui para introduzir texto.

1. Does your workplace have any initiatives to help older workers?
    - Yes
    - No
    - Not sure

- Can you please detail?
Clique ou toque aqui para introduzir texto.

a) How effective are the initiatives?
(1 = Not effective, 5 = Very effective)

- 1
- 2
- 3
- 4
- 5

2. Does your workplace have any policies to help older workers?
    - Yes
    - No
    - Not sure

- Can you please detail?
Clique ou toque aqui para introduzir texto.

b) How effective are the policies?
(1 = Not effective, 5 = Very effective)

- 1
- 2
- 3
- 4
- 5

9. How are these policies communicated to employees?

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- Employee handbook
- Training sessions
- Company intranet
- Other (please specify) Clique ou toque aqui para introduzir texto.

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Section V. Institutional ageism

10. To what extent do you agree with the following statements?
    (1 = Strongly disagree, 5 = Strongly agree)
    - My company has clear policies against ageism
      - 1
      - 2
      - 3
      - 4
      - 5
    - Training on age diversity and inclusion is provided regularly
      - 1
      - 2
      - 3
      - 4
      - 5
    - Age diversity is actively promoted in hiring and promotion processes
      - 1
      - 2
      - 3
      - 4
      - 5
    - Age diversity is a value of the organisational culture.
      - 1
      - 2
      - 3
      - 4
      - 5
    - My company strives to maintain a diverse workforce
      - 1
      - 2
      - 3
      - 4
      - 5
    - Internal language that perpetuates ageist stereotypes or generational finger-pointing is actively reprehended
      - 1
      - 2
      - 3
      - 4
      - 5

11. Have you ever hired an employee because of his/her age?
    - Yes
    - No

    a) If Yes: Can you please describe what happened ?Clique ou toque aqui para introduzir texto.

    b)

    c) Have you not hired an employee because of his/her age?
    - Yes
    - No

    d) If Yes: Can you please describe what happened?Clique ou toque aqui para introduzir texto.

12. What initiatives do you take to ensure that your hiring practices are free from age bias?
    - Blind recruitment processes
    - Diverse interview panels
    - Standardized interview questions
    - Other (please specify) Clique ou toque aqui para introduzir texto.

Workplace Environment

What steps do you take to foster an inclusive work environment for employees of all ages?

Diverse team-building activities

Inclusive workplace policies

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Recognition of achievements regardless of age
Other (please specify)

How do you handle complaints or reports of age discrimination?
Formal investigation process
Mediation or conflict resolution
Directly addressing the issue with involved parties
Other (please specify)

Can you share a specific example of a challenge related to age diversity that your company has faced and how it was addressed?

Do you believe that addressing ageism can positively impact your company's overall performance and employee satisfaction? Please explain.

13. What do you think your company could to address ageism more effectively?

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Section VI. Interpersonal ageism

14. What is your perception about interpersonal relationships between different age groups in your company?
(1 = Very negative, 5 = Very positive)

- 1
- 2
- 3
- 4
- 5

a) Can you please explain your rating?

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Section VII. Impact on well-being and productivity

15. How has ageism (if experienced) affected your job satisfaction?
(1 = Not at all, 5 = Significantly)

- 1
- 2
- 3
- 4
- 5

a) Can you please explain your rating?

Clique ou toque aqui para introduzir texto.

16. How has ageism (if experienced) affected your productivity?
(1 = Not at all, 5 = Significantly)

- 1
- 2
- 3
- 4
- 5

a) Can you please explain your rating?

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Section VIII. Additional comments

1. Do you know or are you aware of any practices that could help combat ageism?
   - Yes
   - No

   a) If Yes: Can you please describe?Clique ou toque aqui para introduzir texto.

The SNAW project will be consulting with older adults to design a digital training programme addressing ageism in the workplace. If you would like to be invited for further activities in relation to SNAW, such as giving feedback on educational material, please leave your e-mail in the box below and we will be happy to contact you in the near future.

Our warmest thanks!

The SNAW Consortium

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