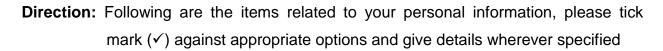
Section-I

A. Background Information



1.	Name	:				
2.	Mailing Address	:				
3.	Contact no	:			(R)	
4.	E-mail I.d	:				
5.	Educational Qual	lific	ation:			
	Doctorate				-	
	Post Graduate				_	
	Graduate				_	
	Diploma Holder				_	
	Upto higher seco	onc	lary school		-	
	Upto Secondary	sc	hool		_	
	Upto primary sch	oc	l		-	
6.	Age (in years)	:				
7.	Sex	:	Male		Female	
8.	Marital status	:	Married		Single	
			Divorced		Widowed	
			Separated		Live in relationship	
			Any other sn	ecify	·	

9.	Reli	gion	: Hind Musl Chris Parsi Sikh Jain Any o	im stian i		- -	
10.	.Cas	te	:				
11.	.Nati	ive Place	:				
12.	.Do y	you have your	own hou	use?			
	Yes		No				
	Kind	dly give the de	tails abo	ut your ho	ouse:		
S	r.	Type of H	ouse	Own	Rented	Companies	Son's / daughters
_	Ο.					Accommodation	house, relatives
_	О.					Accommodation	house, relatives house
a		Flat				Accommodation	
n		Bungalow/Te	nement			Accommodation	
n a b).).	Bungalow/Te	nement			Accommodation	
n a b).).	Bungalow/Te	nement			Accommodation	
a b c d	Do y Yes i. ii.	Bungalow/Te	own veh _ No cify:			Accommodation	
a b c d	Do y Yes If ye i. Do	Bungalow/Te Row house Any other you have your es please spe Two wheeler Four wheeler you drive?	own veh _ No cify:			Accommodation	
a b c d	Do y Yes i. ii. Do	Bungalow/Te Row house Any other you have your es please spe Two wheeler Four wheeler	own veh _ No cify:				

i. Two wheeler	
ii. Four wheeler	
c) When do you drive?	
While going for:	
i. Work/job	
ii. Social purposes	
iii. For household related task (shopping, banking, paying bills,	
booking tickets)	
iv.To visit a doctor	
v.Any other specify	
14. What do you do in your leisure time?	
a) Read	
Newspaper	
Magazine	
• Books	
b) Listen to	
Bhajans	
• Music	
Religious Lectures	
Political Lectures	
Social Lectures	
Educational Lectures	
Health Lectures	
c) Visit	
• Temple	
• Garden	
Relatives	
Neighbours	
Restaurants	

	Theater/Cinema house			
	Club/Mahila Mandal			
	Any other			
d)	Play games			
	• Indoor			
	Outdoor			
e)	Sleep			
f)	Do creative work(embroidery, s	titching, paint	ing)	
g)	Chintan/Yoga/Mediation			
h)	Go for walk			
i)	Learn/use computers			
j)	Help in household work			
k)	Play/take care of grandchildren		-	
I)	Any other		_	



B. About Family

Direction: Following are the questions related to your family, please tick mark (✓) against appropriate options and give details wherever specified.

1.	Type of family:	
	a) Living alone	
	b) Living with spouse	
	c) Living with family	
	d) Any other	

2. Total Number of family members: _____

Given below is the table, please fill in the details about your family members:

Names	Your Relationship	Age	Educational	Marital	Occupational Status		Occupational Status Disa	
	with them		Qualification	Status				
					Working	Not	Physical	Mental
						Working		

3. Sources of your family's income per month

Sr. No.	Sources of Income	Income/ Amount
a.	Pension	
b.	Interest of fixed deposits	
C.	Rental income	
d.	Interest from investment	

C. About your Occupation

Direction: Following are the questions related to your **present occupation** (after retirement), please tick mark (✓) against appropriate options and give details wherever specified



1. Date of Retirement		:		
2. Date of joining prese	nt job after retirem	ent :		
3. Name of the organize	ation/company/ind	ustry/ Firm/cor	porate you are pro	esently working in
4. Is it the same organize	zation where you u	sed to work be	efore retirement?	
Yes	No			
5. Employment status	;			
a) Temporary				
b) Permanent				
c) Contract basis				
d) Consultancy				
6. Type of organization:				
a) Government				
b) Non-government				
c) Corporate				
d) Business house				
e) Agency				
f) Firm				
7. Type of work				
a) Part time				
b) Full time				
8. Designation				

a)	Is it the same of	designation you were having before retirement?
	Yes	No
lf <u>ı</u>	<u>no</u> please speci	ify the designation you were having before retirement
	_	
•	Fixed	
•	Consolidated	
C)	On the basis of	of work I do
). \\	/hat type of duti	ies do you perform as part of your job?
a)	Are these the	same duties as you used to perform before retirement?
	Yes	No
	If <u>no</u> please sp	pecify the duties in your job you performed before you retired.
1. V	Vorking hours	
	•	
2. D	istance of work	place from your residence (in Kms)
3. A	fter retirement i	is the present job your first?
Υ	'es	No

If no than please provide the details of your work <u>you did after retirement</u>:

Jobs	Designation	of	Date of	Salary		Employ	ment St	atus	Type of organization		e of ork	
		Joining	Leaving					,				
					Temporary	Permanent		Consultancy		Part		
							Basis			Time	Time	
1 st				a. Weekly					Government	,		
									Non-government			
				b. Monthly					Agency	j		
				c. Amount:					Firm]		
									Business]		
									house			
									Corporate			
2 nd				a. Weekly					Government]		
									Non-government]		
				b. Monthly					Agency	<u> </u>		
				c. Amount:					Firm			
									Business	J		
									house Corporate			
ord									Corporate			
3 rd				a. Weekly					Government			
				b. Monthly					Non-government	ı		
									Agency			
				c. Amount:					Firm Business			
									house			
									Corporate			
]
	14. Wh	no helpe	ed you to	get the presen	t job?							
	a)	My Far	nily									
	b)	My frie	nd									
	c)	My rela	atives									
	d)	My col	lleague									
	e)	My owr	n initiativ	e/active search	(Newsp	aper ad	vertise	ment				
		/websit	te like 2 ^r	nd Innings/ intern	et brow	/sing)						

15. What problems did you faced while searching a job after retirement?
Kindly tick mark (✓) on the problems you faced while searching job.



a) **GE**: If you faced problems to "Great Extent"

b) SE: If you faced problems to "Some Extent"

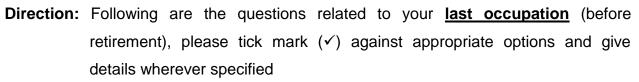
c) LE: If you faced problems to "Less Extent"

Sr.No.	Statements	GE	SE	LE
	Problems faced in searching job			
a.	Lack of job advertisements			
b.	Lack of many organizations /companies who recruit elderlies			
C.	Lack of job according to my qualification			
d.	Lack of job according to my abilities/expertise			
e.	Lack of job in the city I live in			
f.	Lack of job matching to my past experience			
g.	Lack of jobs of same designation (referring designation before retirement)			
h.	Lack of job with the pay/salary I used to get before retirement			

16.	Did you get the present j	ob easily or you had to work ha	ard to get this job?
	a) Easily	b) Worked hard	
17.	Do you receive any soci	al security benefits from your c	eurrent job?
	Yes No		
	If $\underline{\text{yes}}$ please specify the	benefits you receive	
18.	Why are you working on	the present job?	
7	This job gives me		
а) Money		
b) Opportunity to learn ne	w skills	
С) Good health benefits		
d) Self-respect		

е	Respect in my family	A
f)	Respect from co- workers	
g) Freedom to share my views	
h) Flexibility in work timings	
i)	Opportunity to use of my education	
j)	Friendly work environment	
k) Opportunity to do quality work	
I)	Good reputation in society	
n	n) Good pension plan	
	Before you retired, did you expect or think of working after retirement? Yes No Are you currently doing the type of work that you expected to do after retirement? Yes No	
21.	If no please specify the kind of work you would like to do What do you miss in your present job?	_
22.	In comparison to the past how intense (passionate) is your work today?	
23.	What are the current retirement benefits that you are receiving? a) Pension b) Health benefits c) Security benefits	

D. Work History





Kindly give details about your <u>last job</u> before retirement:

1. Name of the organ	ization:
2. Designation	:
3. Date of Joining	:
4. Date of leaving	:
5. Salary/ Incomea) Fixedb) Consolidated	:
c) On the basis of v	vork I do
6. Employment statusa)Temporaryb) Permanentc) On contract basis	
d) Consultant	
7. Type of worka)Part timeb) Full time	
8. Type of organization	on:
a) Governmentb) Non-governmentc) Corporate	
d) Business housee) Agencyf) Firm	

E. Health Proforma

Direction: Following is the list of health related problems, please tick mark (✓) against specific health problem if you are facing it.



Type of Problems:

a)	Problems related to	
	Digestive system	
	(Gastric troubles, acidity,	
	constipation, dysentery,	
	diarrhea, indigestion,	
	gastritis, vomiting nausea)	
b)	Problem of oral cavity	
	(Ulcers, inflammation of	
	tongue, excessive salivation,	
	lack of salivation, missing/	
	broken teeth, full/partial	
	denture, caries/toothache,	
	swollen gums)	
c)	Problems related to	
	respiratory system	
	(Recurrent cold, running	
	nose, recurrent tonsillitis,	
	pneumonia, aasthma,	
	lung cancer)	
d)	Problems related to	
	cardiovascular system	
	(Blood pressure, pain in chest,	
	enlargement of heart, pneumatic	
	heart disease, hypertension)	
e)	Problems related to	
	genitourinary system	
	(Urinary tract infection	

	kidney stone, oedema,	
	renal failure, dialysis, prostitis)	
f)	Problems pertaining to	_
	locomotors system	
	(Osteomalacia, osteoporosis,	
	osteosderosis, rheumatoid,	
	arthritis, spondlitis, low backache	
	after sleep, fever, frozen shoulders)	
	Muscle (inflammation of muscle	
	hard swellings)	
g)	Problems related to	
	central nervous system	
	(Tension, headaches	
	migraine, sleep disturbances,	
	Sudden/gradual dimness	
	of vision, double vision (squint)	
	convulsive attacks	
h)	Problems related to	_
	Endocrine system	
	(Hypoglycemia, diabetes,	
	hypothyroidism)	
I)	Miscellaneous problem	
	(Aanemia, skin disorders,	
	allergies, hearing aid,	

artificial limbs, calipers)

Section-II

A. Reasons of Working after Retirement

Direction: Listed below are the reasons of working after retirement, please tick mark

- (\checkmark) against the statement in the column which describes the extent of your reason for working after retirement.
- a) GE: If you agree with the statement to "Great Extent"
- **b) SE**: Represents "Some Extent"
- c) LE: Represents "Less Extent"
- d) NA: Represents "Not Applicable"
- 1. What are the major reasons of your working after retirement?

Sr. No	Statements	GE	SE	LE	NA
1.	I am working after retirement because				
a.	I could be financially independent				
b.	I can spend money according to my own wish				
c.	I do not receive pension				
d.	I am not getting sufficient pension				
e.	I ran out of my savings				
f.	I want to build additional retirement savings				
g.	I want to pay off my mortgage				
h.	I incur heavy expenditure on my medicines				
i.	I want to reinvest for capital growth				
j.	I want to support my children financially				
k.	I am alone in my family				
l.	I can maintain my lifestyle				
m.	I can get attention and respect from family				
n.	I have important financial responsibility towards family				
0.	I want to buy another property				
p.	I want to renovate my house				
q.	I am sole bread earner of the family				

			1
r.	I have responsibility of my children's education	- (
S.	I and my spouse need additional income for health care		
t.	I got the opportunity to work which is not too stressful	7.000	
u.	I got the opportunity to work on my dream job		
V.	I got an opportunity to learn new job skills		
w.	I got chance to do work that is not too physically demanding		
х.	I cannot imagine my life without work		
у.	I would be bored sitting idle		
Z.	I find this job interesting		
aa.	I could stay physically active		
bb.	I could stay mentally active		
cc.	I could be productive, useful and helpful		
dd.	I could be around people		
ee.	I want to enjoy social interaction with colleagues		
ff.	The pay offered to me was too good to refuse		
gg.	Income from other sources is not enough		
hh.	There is desire in me to learn new things		
ii.	Long term care of my dependents		
jj.	My family is pressuring me to work		

B. Perceptions about Retirement

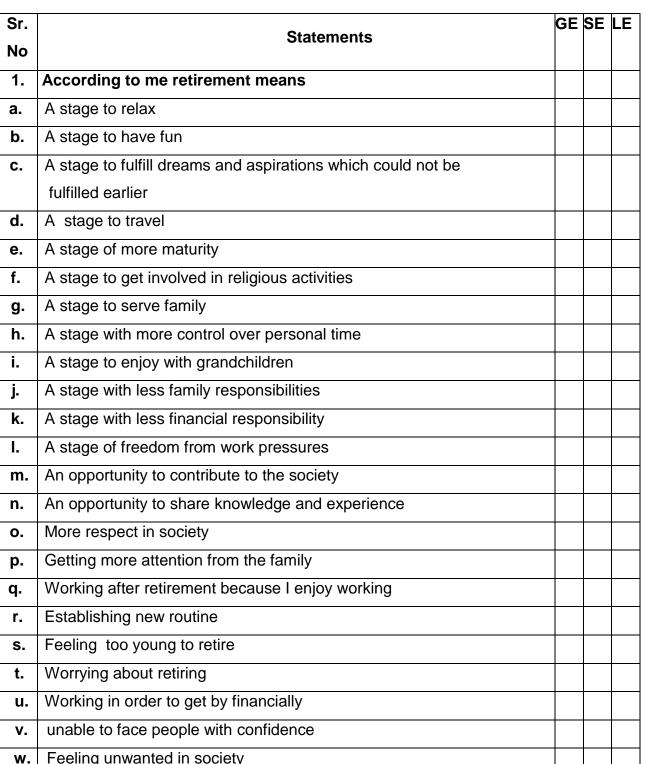
Part of every human being's self-image is based on their age, whether it is their chronological or their "subjective age", or how old they feel. Accordingly, when people reach retirement age, these two perceptions can widely differ. Society may view an individual of 65 as "ready to be put out to pasture", while that same individual still views himself as an active, energetic and productive member of the community. Consequently the negative stereotypes perpetuated by society often cause people to behave differently towards the elderly than they would had such harmful biases not been so deeply ingrained.: It's worth analyzing this concept a little closer, before we arrive there, to make sure it's a place we want to go. What is the purpose and meaning of "retirement" to you? Below listed are the perceptions about retirement, please tick mark (\checkmark) against appropriate options and give details wherever specified:

1.	Sin	се	when	did	you	started	planning	related	to	finance	for	your	retirement?
	<u>(Ple</u>	eas	<u>e ment</u>	tion a	age)								
	a)	Aft	er retire	emer	nt								
	b)	At	the tim	e of ı	etirer	ment							
	c)	Μu	ich bef	ore re	etirem	nent							

- 2. Which stage of your life did you enjoy?
 - a) GE: If you agree with the statement to "Great Extent"
 - **b) SE**: Represents "Some Extent"
 - c) LE: Represents "Less Extent"

Sr. No.	Statements	GE	SE	LE
a.	Brahmacharya (Student stage of life)			
b.	Grahasta (Family stage of life)			
C.	Vanprastha (Indicates departure from material possession)			
d.	Sanyasa or renunciation(The person leaves society to spend			
	the remaining part of his life in meditation and contemplation of			
	God solitude			

- 3. How would you perceive retirement period as?
 - a) **GE**: If you agree with the statement to "Great Extent"
 - **b) SE**: Represents "Some Extent"
 - c) LE: Represents "Less Extent





X.	Having the fear of being dejected or left out by family members		
y.	Accommodating in post-retirement lifestyle is difficult		
Z.	Learning a new survival skill for postretirement life		
aa.	Managing new and low social status		
bb.	Managing irregular or non-payment of retirement benefit		
cc.	Managing surplus time at my disposal		
dd.	Coping with long hours with my partner without our children		
ee.	Developing of feelings of inferiority complex		
ff.	Starting of old age		
gg.	Sense of worthlessness		
hh.	Decline in social life		
ii.	Loss of interest in life		
jj.	Less fun in life		
kk.	Health deterioration		
II.	Cursed stage of life		
mm.	Physically unable to do household work		
nn.	A period of misery		
00.	A slide to dependency		
pp.	Fear of isolation		
qq.	Feeling of insecurity		
rr.	Loosing charm of looks		
SS.	Prone to disease		
tt.	Problems of ageing and imminent death		
4. Do	you think during retirement age you need more money?		
Ye	es No		
lf	<u>Yes</u> , then on which aspects		
•	Health emergencies _		
b)			
c)			 •
d)		 	
e)		 	
f\	Old age homes		

Э.		tirement?	more money in
	a)	Deterioration in health	
	b)	Death of Partner	
	c)	Not being able to take care of self	
	d)	Being a burden on children	
	e)	Running out of money	
	f)	Being able to leave some money for children/grandchildren	
6.	Wh	nich are important factors in deciding the time to retire?	
	a)	When I achieve certain amount of money for retirement	
	b)	When I am eligible for retire health benefits	
	c)	When I accomplish certain career or job related goals	
	d)	When my children start earning	
7.	Но	w have you prepared yourself for retirement?	
	a)	By reading books of renowned authors	
	b)	By attending lectures of religious guru	
	c)	By discussing with friends who have already retired	
8.	Wh	no do you think should be primarily responsible for helping wo	rkers prepare for
	reti	rement? (Here worker is referred to the people who are wor	king and not yet
	reti	red from their job)	
	a)	Co- workers	
	b)	Employers	
	c)	Government	
	d)	All of three	
9.	W	hich one of these do you think probably caused some retirees	to have inadequate
	ind	come or savings?	
	a)	They did not plan well for retirement	
	b)	They believed other would look out financially for them	
	C)	Medical bills used up their savings	

Section- III

Influence of Work on Elder Workers

Sr.	Statements	GE	SE	LE
No.				
	Due to Working			
a.	I am able to receive health benefits and wellness supports			
b.	I get respect and attention from my family			
c.	I am able to get recognition in society			
d.	I am able to contribute my experience to the society			
e.	I am able to support my children financially			
f.	I am able to face people with confidence			
g.	I am able to work on new technologies such as computer, mobile, i-pad			
h.	I am overburdened with responsibilities			
i.	I am able to be physically active			
j.	I am able to be mentally active			
k.	I am able to have interaction with people			
I.	I am able to accomplish certain career or job related goals			
m.	I am facing more health problems			
n.	I feel more stressed after working for the whole week			
0.	I am able to save money			
p.	I am not able to spend time with my family			
q.	I am not able to take care of my spouse			
r.	I m able to spend more for my health needs			
S.	I am able to spend for my leisure/entertainment activities			
t.	I feel insulted to work under younger generation			
u.	I do not have to depend on my children for financial requirements			
v.	I do not get enough leisure time			
w.	My health is not permitting me to work for long hours			
x.	My economic status has improved			

Section IV

Problems Faced by Elder Workers at Workplace

Since there is prescribed retirement age in organizations/companies/business houses/firms/agencies, when you are working beyond that age, you may be facing some problems. Enlisted below are the problems which you may be facing at your workplace. Kindly tick mark (\checkmark) on the problems you face and give details wherever specified.

a) GE: If you face problems to "Great Extent"

b) SE: If you face problems to "Some Extent"

c) LE: If you face problems to "Less Extent"

d) N.A If it is not applicable

Sr. No	Statements	GE	SE	LE	NA
	Problems Faced at Work Place				
a.	I am discriminated due to age				
b.	Working on new technologies like computers ,laptops, fax, E-mails				
c.	Not feeling comfortable working with young generation				
d.	Over burdened with work				
e.	Not being able to face people with confidence				
f.	Facing difficulty in traveling to work place				
g.	Always having fear and anxiety of losing job/work				
h.	Finding office hours very long				
i.	My nature of comparing my present and previous work/job				
j.	My job is physically demanding				
k.	My opinions and experience are not valued				
I.	Work environment is not suitable				
m.	Work is not interesting				
n.	Co-workers are not giving respect				
0.	Co-workers are not willing to work with me				
p.	Co-workers are neglecting me				
q.	Lack of necessary skills or education				
r.	Lack of appreciation from boss				

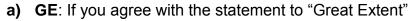
					11
Lack of independence in terms of taking decision related to work					
Lack of flexibility related to working hours					
Lack of clearly defined roles and responsibilities				1	9
Remuneration is not sufficient					1
Work place is very far from my residence					
Designation given to me is not appreciating my experience					
Not able to concentrate while working					
	Lack of flexibility related to working hours Lack of clearly defined roles and responsibilities Remuneration is not sufficient Work place is very far from my residence Designation given to me is not appreciating my experience	Lack of flexibility related to working hours Lack of clearly defined roles and responsibilities Remuneration is not sufficient Work place is very far from my residence Designation given to me is not appreciating my experience	Lack of flexibility related to working hours Lack of clearly defined roles and responsibilities Remuneration is not sufficient Work place is very far from my residence Designation given to me is not appreciating my experience	Lack of flexibility related to working hours Lack of clearly defined roles and responsibilities Remuneration is not sufficient Work place is very far from my residence Designation given to me is not appreciating my experience	Lack of flexibility related to working hours Lack of clearly defined roles and responsibilities Remuneration is not sufficient Work place is very far from my residence Designation given to me is not appreciating my experience

24.	Do you think elder workers are treated unfairly when employers are:	
a)	Making hiring decision	
b)	Assigning desirable work	
c)	Determining salary increase	
d)	Laying off employees	

Section V

Satisfaction at Work Place

Direction: Following are the statements related to the satisfaction at work place. Please tick mark (✓) against appropriate options and give details wherever specified.



b) SE: Represents "Some Extent"

c) LE: Represents "Less Extent

Sr. No	Statements	GE	SE	LE
a.	I have good opportunities for learning new job skills			
b.	People are very friendly			
c.	Welfare facilities are good			
d.	I find my work offer challenges to advance my skills			
e.	I have full freedom to do my own work			
f.	Salary i get for nature of my work is enough			
g.	My boss shoulder some of my worries about work			
h.	I believe in the principles by which my employer operates			
i.	I feel satisfied with work's value system			
j.	I get encouragement from employers to take my own decisions			
	in day to day work			
k.	There is good arrangement for settlement of disputes and			
	readdressal of our grievances			
l.	Employees co operate with each other and there are no			
	quarrels			

1.	To what extent do you feel appreciated today?

2. How far do you feel you meet the demands of work today?

3.	How important or meaningful was your <u>work in past</u> ?
1.	How important or meaningful is your work today?
5.	At what age do you think you will be able financially to retire from full/part time work fo pay?
6.	Regardless of when do you think you will be able to retire from full/part time job/work for pay, at what age, ideally, would you like to retire?

Section VI

Suggestions



Direction: Following are the items related to suggestions, please tick mark (✓) against appropriate options and give details wherever specified

		you think there should be specific personnel policy for elder employees in nization?
,	Yes_	No
	If yes	s what should these specific personnel policies contain?
2.		here do you see the greatest need for action by the employers concerning gagement of elder employees?
	a)	Support transfer of knowledge and experience
	b)	Interchange between young and old
	c)	Make work of older people possible
	d)	Change of attitude/ valuation/ appreciation
	e)	Observance of demands in everyday work life
	f)	Make further development possible
	g)	Change public policies
	h)	Payment regulations
	i)	Concentrate on younger people
	j)	No need for action
3.	Wh	ich services for elder employees do you think are especially important?
	a)	Heath care services
	b)	Reduced/flexible working hours
	c)	Adapted demands and workplace design
	d)	Counseling/support
	e)	Integration into company

	f)	Further education
	g)	Contact
	h)	Company pension scheme
	i)	Domestic supply
4.	WI	nich of the following could an employer provide that would make working in later
	life	more attractive?
	a)	Ability to guide and teach young workers
	b)	Opportunity to work fewer hours
	c)	Opportunity to learn new skills
	d)	Ability to undertake less physically demanding work
	e)	New kinds of work
	f)	Ability to continue earning an income
	g)	Enjoyable and stimulating work place
	h)	Nothing
5.		nat important message do you want to give to the people who are planning to do
	pro	oductive work in retirement?