

Section-I

A. Background Information



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

1. Name : _____

2. Mailing Address : _____

3. Contact no : (M) _____ (R) _____

4. E-mail I.d : _____

5. Educational Qualification :

Doctorate _____

Post Graduate _____

Graduate _____

Diploma Holder _____

Upto higher secondary school _____

Upto Secondary school _____

Upto primary school _____

6. Age (in years) : _____

7. Sex : Male _____ Female _____

8. Marital status : Married _____ Single _____

Divorced _____ Widowed _____

Separated _____ Live in relationship _____

Any other specify _____



9. Religion : Hindu _____
Muslim _____
Christian _____
Parsi _____
Sikh _____
Jain _____
Any other _____

10. Caste : _____

11. Native Place : _____

12. Do you have your own house?

Yes _____ No _____

Kindly give the details about your house:

Sr. no.	Type of House	Own	Rented	Companies Accommodation	Son's / daughters house, relatives house
a.	Flat				
b.	Bungalow/Tenement				
c.	Row house				
d.	Any other				

13. Do you have your own vehicle?

Yes _____ No _____

If yes please specify:

i. Two wheeler _____

ii. Four wheeler _____

a) Do you drive?

Yes _____ No _____

b) If yes please specify which vehicle you drive



- 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, stitching, painting) _____

g) Chintan/Yoga/Mediation _____

h) Go for walk _____

i) Learn/use computers _____

j) Help in household work _____

k) Play/take care of grandchildren _____

l) 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 with them	Age	Educational Qualification	Marital Status	Occupational Status			Disabilities	
					Working	Not Working	Physical	Mental	

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 present job after retirement : _____
3. Name of the organization/company/industry/ Firm/corporate you are presently working in

4. Is it the same organization where you used to work before 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 designation you were having before retirement?

Yes _____ No _____

If no please specify the designation you were having before retirement

9. Salary/ Income : _____

a) Fixed _____

b) Consolidated _____

c) On the basis of work I do _____

10. What type of duties do you perform as part of your job?

a) Are these the same duties as you used to perform before retirement?

Yes _____ No _____

If no please specify the duties in your job you performed before you retired.

11. Working hours

a) Per day _____

b) Per week _____

12. Distance of work place from your residence (in Kms) _____

13. After retirement is the present job your first?

Yes _____ No _____

If no than please provide the details of your work you did after retirement:



Jobs	Designation	Date of Joining	Date of Leaving	Salary	Employment Status				Type of organization	Type of Work	
					Temporary	Permanent	Contract Basis	Consultancy		Part Time	Full Time
1 st				a. Weekly <input type="checkbox"/> b. Monthly <input type="checkbox"/> c. Amount: _____					Government <input type="checkbox"/> Non-government <input type="checkbox"/> Agency <input type="checkbox"/> Firm <input type="checkbox"/> Business <input type="checkbox"/> house <input type="checkbox"/> Corporate <input type="checkbox"/>		
2 nd				a. Weekly <input type="checkbox"/> b. Monthly <input type="checkbox"/> c. Amount: _____					Government <input type="checkbox"/> Non-government <input type="checkbox"/> Agency <input type="checkbox"/> Firm <input type="checkbox"/> Business <input type="checkbox"/> house <input type="checkbox"/> Corporate <input type="checkbox"/>		
3 rd				a. Weekly <input type="checkbox"/> b. Monthly <input type="checkbox"/> c. Amount: _____					Government <input type="checkbox"/> Non-government <input type="checkbox"/> Agency <input type="checkbox"/> Firm <input type="checkbox"/> Business <input type="checkbox"/> house <input type="checkbox"/> Corporate <input type="checkbox"/>		

14. Who helped you to get the present job?

- a) My Family _____
- b) My friend _____
- c) My relatives _____
- d) My colleague _____
- e) My own initiative/active search(Newspaper advertisement _____
/website like 2nd Innings/ internet browsing)



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 job easily or you had to work hard to get this job?

- a) Easily_____ b) Worked hard_____

17. Do you receive any social security benefits from your current job?

Yes _____ No _____

If yes please specify the benefits you receive _____

18. Why are you working on the present job?

This job gives me

- a) Money _____
b) Opportunity to learn new skills _____
c) Good health benefits _____
d) Self-respect _____



- e) Respect in my family _____
- 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 _____
- l) Good reputation in society _____
- m) Good pension plan _____

19. Before you retired, did you expect or think of working after retirement?

Yes _____ No _____

20. Are you currently doing the type of work that you expected to do after retirement?

Yes _____ No _____

If no please specify the kind of work you would like to do _____

21. 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



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

Kindly give details about your last job before retirement:

1. Name of the organization : _____
2. Designation : _____
3. Date of Joining : _____
4. Date of leaving : _____
5. Salary/ Income : _____
 - a) Fixed _____
 - b) Consolidated _____
 - c) On the basis of work I do _____
6. Employment status
 - a) Temporary _____
 - b) Permanent _____
 - c) On contract basis _____
 - d) Consultant _____
7. Type of work
 - a) Part time _____
 - b) Full time _____
8. Type of organization:
 - a) Government _____
 - b) Non-government _____
 - c) Corporate _____
 - d) Business house _____
 - e) Agency _____
 - f) 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, asthma,
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, prostatitis)

- f)** Problems pertaining to
locomotors system

(Osteomalacia, osteoporosis,
osteosderosis, rheumatoid,
arthritis, spondylitis, 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

(Anemia, 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 (✓) 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				
o.	I want to buy another property				
p.	I want to renovate my house				
q.	I am sole bread earner of the family				

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				
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				
x.	I cannot imagine my life without work				
y.	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 (✓) against appropriate options and give details wherever specified:

1. Since when did you started planning related to finance for your retirement?

(Please mention age) _____

- a) After retirement _____
- b) At the time of retirement _____
- c) Much before retirement _____

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”

Sr. No	Statements	GE	SE	LE
1.	According to me retirement means			
a.	A stage to relax			
b.	A stage to have fun			
c.	A stage to fulfill dreams and aspirations which could not be fulfilled earlier			
d.	A stage to travel			
e.	A stage of more maturity			
f.	A stage to get involved in religious activities			
g.	A stage to serve family			
h.	A stage with more control over personal time			
i.	A stage to enjoy with grandchildren			
j.	A stage with less family responsibilities			
k.	A stage with less financial responsibility			
l.	A stage of freedom from work pressures			
m.	An opportunity to contribute to the society			
n.	An opportunity to share knowledge and experience			
o.	More respect in society			
p.	Getting more attention from the family			
q.	Working after retirement because I enjoy working			
r.	Establishing new routine			
s.	Feeling too young to retire			
t.	Worrying about retiring			
u.	Working in order to get by financially			
v.	unable to face people with confidence			
w.	Feeling unwanted in society			

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			
ll.	Cursed stage of life			
mm.	Physically unable to do household work			
nn.	A period of misery			
oo.	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?

Yes _____ No _____

If **Yes**, then on which aspects

a) Health emergencies

b) House maintenance

c) Domestic services

d) Leisure and entertainment

e) Tour and travels

f) Old age homes



5. For which of the following reasons are you prepared to spend more money in retirement?
- 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. Which 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. How 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. Who do you think should be primarily responsible for helping workers prepare for retirement? (Here worker is referred to the people who are working and not yet retired from their job)
- a) Co- workers _____
 - b) Employers _____
 - c) Government _____
 - d) All of three _____
9. Which one of these do you think probably caused some retirees to have inadequate income 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. No.	Statements	GE	SE	LE
	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			
l.	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			
o.	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 (✓) 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				
l.	Work environment is not suitable				
m.	Work is not interesting				
n.	Co-workers are not giving respect				
o.	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				

s.	Lack of independence in terms of taking decision related to work				
t.	Lack of flexibility related to working hours				
u.	Lack of clearly defined roles and responsibilities				
v.	Remuneration is not sufficient				
w.	Work place is very far from my residence				
x.	Designation given to me is not appreciating my experience				
y.	Not able to concentrate while working				

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.

- 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.	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 work in past?

4. 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 for 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

1. Do you think there should be specific personnel policy for elder employees in organization?

Yes_____ No_____

If yes what should these specific personnel policies contain?

2. Where do you see the greatest need for action by the employers concerning engagement 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. Which services for elder employees do you think are especially important?

- a) Health 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. Which 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. What important message do you want to give to the people who are planning to do productive work in retirement?
