

Brief data report on perceptions of ageism by older jobseekers and employed adults in New Zealand

Version 1.0

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This report presents data from the 2018 and 2020 New Zealand Health, Work and Retirement surveys on perceptions of ageism among: 1) older job seekers in their job search, and 2) older workers in their place of work. Responses were obtained from large random samples of NZ residents aged 55+ responding to postal surveys and weighted by survey design and characteristics of the responding sample. Around 42% of job seekers agreed that they had job applications rejected based on their age and 27% agreed that they had modified a job application out of concern that they would be discriminated against. Relatively small proportions of older workers perceived that others in their workplace held negative views about them due to their age. However, 55% agreed that one or more of the six examples of age-related discrimination against older workers occurred in their workplace, and these experiences were more frequently reported by those older workers aged 65+.

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Methods

Participants

Participant cohorts were recruited to the biennial New Zealand Health, Work and Retirement longitudinal survey from large random samples of older adults drawn from the electoral roll between 2006-2020. New samples are drawn and invited to participate in the study to ensure ongoing representation of ‘younger-old’ age groups (55+), as existing study participant cohorts age, and to mitigate the impacts of attrition on representation and sample size. In 2020 a new cohort of adults aged 55-64 were invited participate. Use of the electoral roll as a sampling frame enables over-sampling of New Zealand’s older Māori population to ensure adequate representation of this group, as well as the calculation of design and survey weights for age, gender, ethnicity, and area-level socioeconomic deprivation. Further details of the study and sampling procedure can be found in study technical reports (<https://www.massey.ac.nz/?tcc5d3501s>), publicly available metadata catalogues (<https://www.maelstrom-research.org/mica/individual-study/nzhwr>) and cohort descriptions (Allen, Alpass, & Stephens, 2019).

Materials

The Health, Work and Retirement study established a biennial longitudinal survey of ageing in New Zealand in 2006. Postal survey forms comprise core longitudinal indices of health and wellbeing, social participation, economic living standards, and Māori cultural engagement and identity. Each survey also includes questions providing an in-depth examination of a focal topic. The 2018 and 2020 surveys were conducted with the support of the Ministry of Business Innovation and Employment Endeavour Fund as part of the ‘*Maximising workforce participation for older workers*’ research programme (MAUX1705). These surveys include an in-depth focus on experiences of older job seekers, workers and workers providing informal care. This data collection aims to support insights supporting working lives of older adults who wish to engage in paid employment.

Study materials and protocols were reviewed by the Health and Ageing Research Team’s Māori Advisory Group and approved by the Massey University Human Ethics Committee (Southern A Application SOA 18/23 and Southern A Application SOA 20/07). Questionnaire forms and associated content inventories for the surveys can be found on the Health and Ageing Team website here: <https://www.massey.ac.nz/?h4d295120s>.

Analyses

Summary statistics and figures are used to describe the respondent sample and experiences of ageism among job seekers and employed adults. Multiple logistic regression was used to examine whether experiences of ageism (negative stereotypes regarding older works and discrimination against older workers) in the workplace varied with age, gender or level of education. Where cases were observed more than once over the 2018-2020 surveys (i.e., among job seekers or among those in paid employment), observations were down-weighted proportionally to the number of observations (i.e., 0.5 where person were observed twice). Survey and design weights (w) were applied to support generalisation from samples to the underlying sample population. Survey weights accounted for likelihood of survey response associated with age, gender, Māori decent, and area-level socioeconomic deprivation in responding cohorts relative to original random samples. Design weights accounted for over-

sampling of older Māori relative to the sampling frame. Results based on raw data weighted for number of observations are presented in Appendix A.

Data

The current report is based on $n = 3965$ responses to the 2018 survey (data release v1.4) and $n = 4344$ responses to the 2020 survey (data release v1.0). Overall, $n = 5042$ adults aged 55+ responded to one or more surveys 2018-2020 and $n = 3267$ of these replied to both surveys. Table 1 describes the respondent sample and provides comparison statistics for data weighted to characteristics of the underlying sample population. Employment statistics for those aged under and over age 65 are presented. While a large majority of adults aged 55-64 were in full- or part-time paid employment (~80%), a majority of those aged 65+ reported that they were retired, while a little over 30% remained in paid employment. Small proportions of adults 55-64 and 65+ reported that they were unemployed and seeking work (2.3% and 0.4%, respectively).

Table 1 Descriptive statistics for respondents to 2018-2020 New Zealand Health, Work & Retirement surveys.

| Sample characteristics | Raw | Survey and design weighted |
|---|------------|----------------------------|
| N | 5042 | 5054 |
| Age (range 55-94) | 66.1 (7.3) | 66.2 (7.6) |
| Proportion aged 65+ | | |
| Female | 57.0% | 52.8% |
| Education | | |
| <i>None</i> | 16.9% | 13.7% |
| <i>Secondary</i> | 22.6% | 22.7% |
| <i>Postsecondary or trade qualification</i> | 35.7% | 37.0% |
| <i>Tertiary qualification</i> | 24.2% | 26.1% |
| <i>Missing data</i> | 0.6% | 0.4% |
| Employment ages 55-64 | | |
| <i>Full or part time paid employment</i> | 77.3% | 79.7% |
| <i>Unemployed and seeking work</i> | 2.4% | 2.3% |
| <i>Retired</i> | 6.7% | 6.7% |
| <i>Other</i> | 12.2% | 10.5% |
| <i>Missing data</i> | 1.4% | 0.9% |
| Employment ages 65+ | | |
| <i>Full or part time paid employment</i> | 34.2% | 31.8% |
| <i>Unemployed and seeking work</i> | 0.4% | 0.4% |
| <i>Retired</i> | 59.0% | 62.2% |
| <i>Other</i> | 5.4% | 4.7% |
| <i>Missing data</i> | 1.0% | 0.8% |

Note: Cases weighted by number of observations 2018-2020.

Results based on design and survey weighted data

Job seekers

In the current sample, $n = 97$ respondents indicated that they were unemployed and seeking work ($n = 101$ observations over 2018-2020 surveys). Due to the relatively small number of observations of job seekers, proportions of missing data are reported and plotted. Demographic characteristics of this group are presented in **Table 2** and indicate that job seekers were a younger subgroup of survey respondents.

Table 2 Descriptive statistics for subsample of respondents who were unemployed and seeking work at the time of survey.

| Job seeker sample characteristics | Raw | Survey and design weighted |
|---|------------|----------------------------|
| N | 97 | 98 |
| Age (range 55-73) | 63.1 (5.4) | 61.5 (4.3) |
| Proportion aged 65+ | 15.5% | 17.1% |
| Female | 57.7% | 46.5% |
| Education | | |
| <i>None</i> | 14.4% | 6.7% |
| <i>Secondary</i> | 27.8% | 27.1% |
| <i>Postsecondary or trade qualification</i> | 37.1% | 41.3% |
| <i>Tertiary qualification</i> | 20.6 % | 24.9% |

Note: all data weighted for number of case observations; no demographic data were missing in the job seeker subgroup.

Job seekers were asked to indicate how much they agreed with statements about their job-search process on a scale of Strongly disagree (1) to Strongly agree (5). Bar charts plotting proportions of participants endorsing each response are presented in **Fig 1.1** and **Fig 1.2**. In their own job search, 34% *strongly agreed* that they had had one or more job applications rejected based on their age. Around half of the sample *strongly disagreed* that that they had omitted or modified their age or job history in a job application out of concern that they would be discriminated against based on their age.

Fig. 1.1 Weighted ($n_w = 98$) proportions of respondents who disagreed/agreed with statements indicating perceptions of ageism in their job search ‘I have had one or more job applications rejected based on my age.’

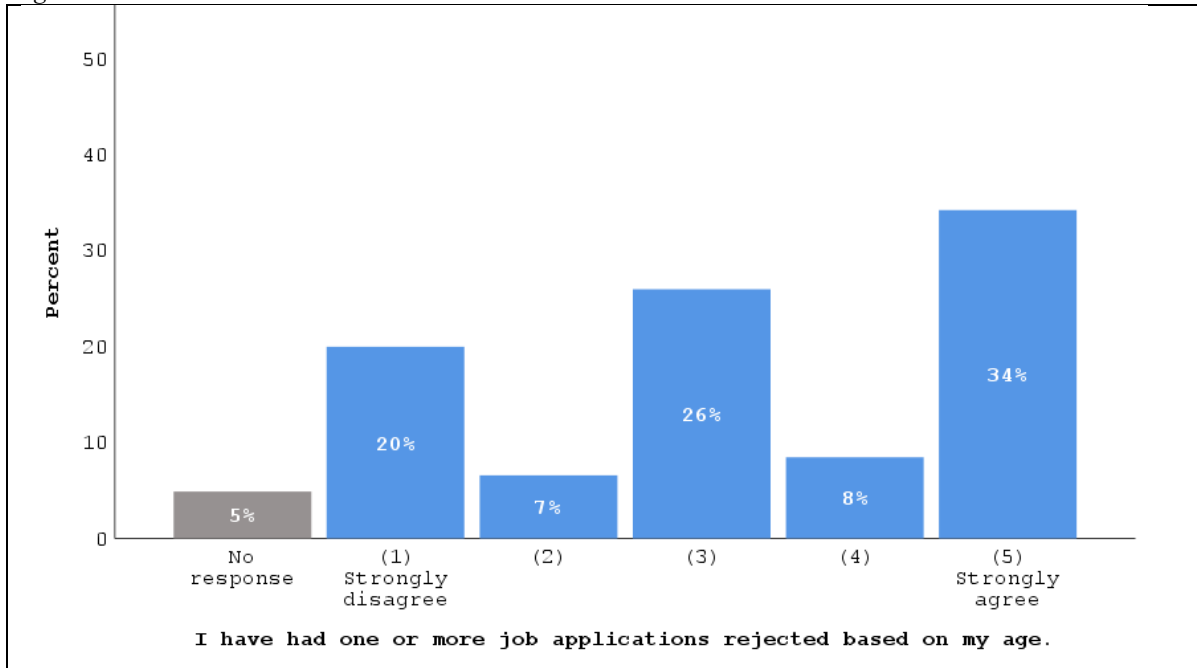
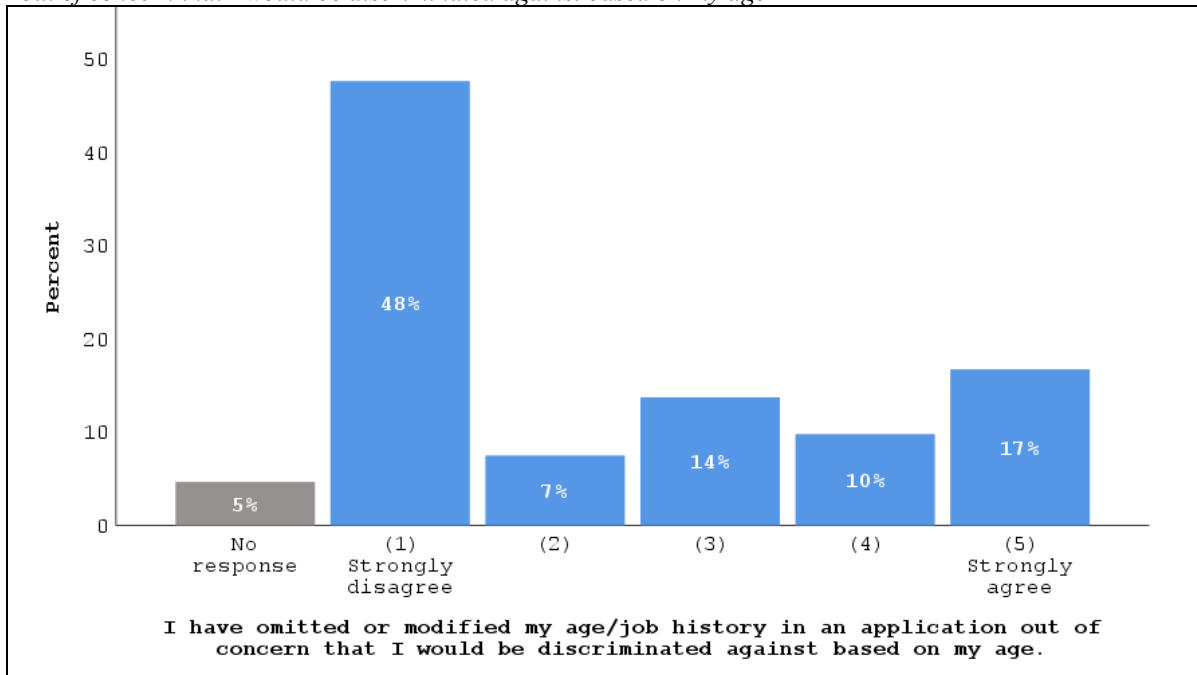


Fig. 2.2 Weighted ($n_w = 98$) proportions of respondents who disagreed/agreed with statements indicating perceptions of ageism in their job search ‘I have omitted or modified my age/job history in an application out of concern that I would be discriminated against based on my age.’



Older workers

N = 3027 individuals indicated that they were in full- or part-time paid employment at the time of survey ($n = 4452$ observations over 2018-2020 surveys). Demographic characteristics of this group are presented in Table 3 and indicate that employed adults were overall a younger sub-group of survey respondents. Employed respondents were asked how much they agreed with statements about 1) negative age-related stereotypes about older workers in their workplace and 2) age-related discrimination against older workers in their workplace. A report on measurement and associations of these factors is presented in Appendix B.

Table 3 Descriptive statistics for subsample of respondents who were in paid employment at the time of survey

| Employed sample characteristics | Raw | Survey and design weighted |
|---|------------|----------------------------|
| N | 3027 | 3072 |
| Age (range 55-84) | 63.1 (5.4) | 62.8 (5.3) |
| Proportion aged 65+ | 32.6% | 29.5% |
| Female | 54.6% | 50.8% |
| Education | | |
| <i>None</i> | 14.3% | 11.7% |
| <i>Secondary</i> | 22.3% | 22.0% |
| <i>Postsecondary or trade qualification</i> | 35.1% | 35.5% |
| <i>Tertiary qualification</i> | 27.8% | 30.4% |
| <i>Missing data</i> | 0.5% | 0.4% |

Note: all data weighted for number of case observations

Of those who were employed at survey, $n = 2918$ responded to one or more item related to ageism in their workplace and were included in subsequent analyses ($n = 4260$ observations over 2018-2020 surveys). Demographic characteristics of this group are presented in **Table 4**.

Table 4 Descriptive statistics for subsample of respondents who were in paid employment at the time of survey and responded to one or more item on ageism in the workplace.

| Employed sample characteristics | Raw | Survey and design weighted |
|---|------------|----------------------------|
| N | 2918 | 2968 |
| Age (range 55-84) | 63.1 (5.3) | 62.7 (5.2) |
| Proportion aged 65+ | 32.1% | 29.2% |
| Female | 54.4% | 50.5% |
| Education | | |
| <i>None</i> | 14.3% | 11.6% |
| <i>Secondary</i> | 22.3% | 21.9% |
| <i>Postsecondary or trade qualification</i> | 35.0% | 35.6% |
| <i>Tertiary qualification</i> | 28.1% | 30.8% |
| <i>Missing data</i> | 0.4% | 0.3% |

Note: all data weighted for number of case observations

Negative age-related stereotypes

Participants were asked to indicate agreement on a scale of Strongly disagree (1) to Strongly agree (5) with their perceptions that others in their workplace hold negative beliefs about their abilities due to their age. Overall, most workers did not perceive that others held negative beliefs about their abilities due to their age. However, small proportions did express agreement with each statement (i.e., provided an agreement rating of 4 or 5), with 34% agreeing that one or more of the four age-related stereotypes existed in their workplace (Table 5).

Table 5. Number of age-related stereotype statements with which respondents agreed (rating of 4-5).

| # statements | Raw | | | Weighted | | |
|---------------------|------|-------|---------|----------|-------|---------|
| | n | % | Valid % | n | % | Valid % |
| 0/4 statements | 1852 | 63.5 | 67.2 | 1865 | 62.8 | 66.4 |
| 1/4 statements | 576 | 19.7 | 20.9 | 594 | 20.0 | 21.1 |
| 2/4 statements | 232 | 8.0 | 8.4 | 241 | 8.1 | 8.6 |
| 3/4 statements | 74 | 2.5 | 2.7 | 91 | 3.1 | 3.2 |
| 4/4 statements | 24 | 0.8 | 0.9 | 19 | 0.6 | 0.7 |
| # Missing responses | 160 | 5.5 | | 158 | 5.3 | |
| Total respondents | 2918 | 100.0 | | 1968 | 100.0 | |

Frequency graphs (Fig 2.1 to Fig 2.4) present proportions of agreement ratings for each of four negative age-related stereotypes about older workers assessed. Notes describe overall weighted trends and results of multiple logistic regression assessing the association of age, gender and holding a tertiary qualification on likelihood of perception of age-related stereotypes in the workplace (i.e., providing an agreement rating of 4 or 5). Overall, among older workers, there was little evidence that perceptions of negative age-related stereotypes among older workers were associated with being age 65+, gender or education. Those aged 65+ were somewhat more likely to perceive negative stereotypes about their abilities. Men and those who did not hold tertiary qualifications were somewhat more likely to agree that younger people found it easier to work at their workplace.

Fig 2.1 Ratings for ‘Some people in my workplace feel I have less ability because of my age.’

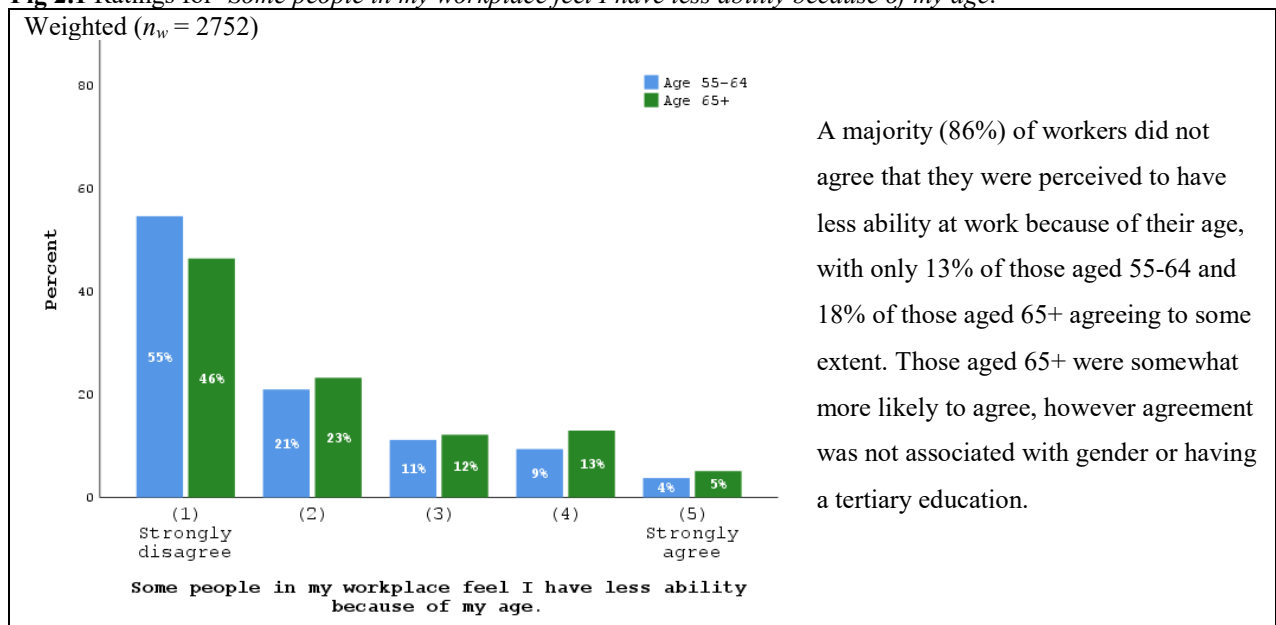


Fig 2.2 Ratings for ‘Younger people find it easier to work at my workplace than older people do.’

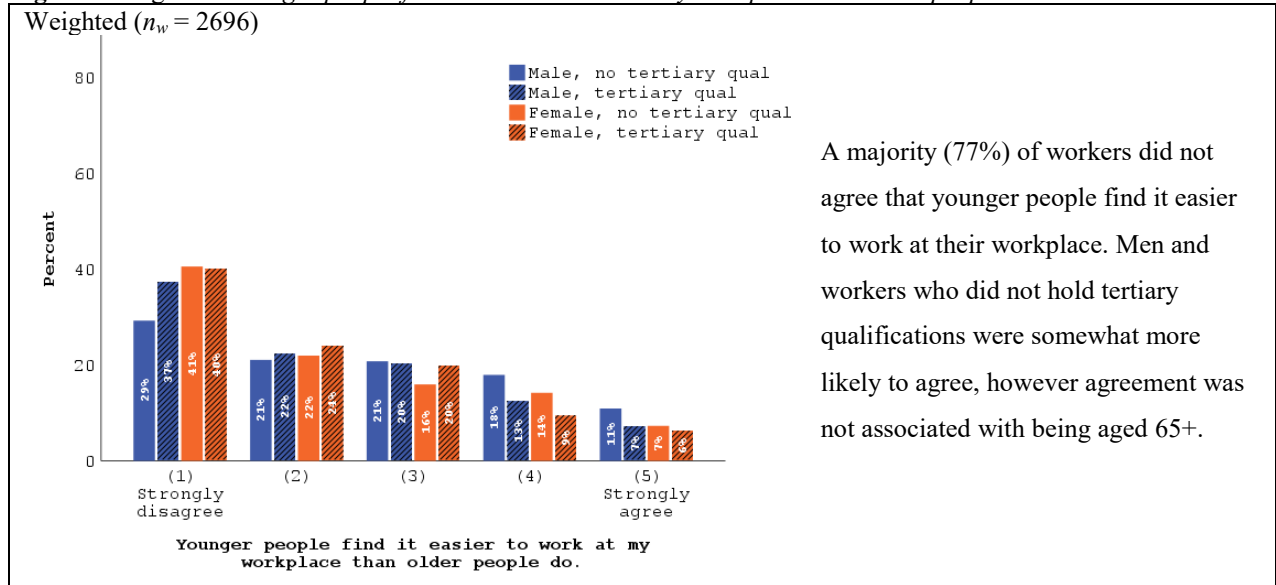


Fig 2.3 Ratings for ‘My manager expects me to do poorly because of my age.’

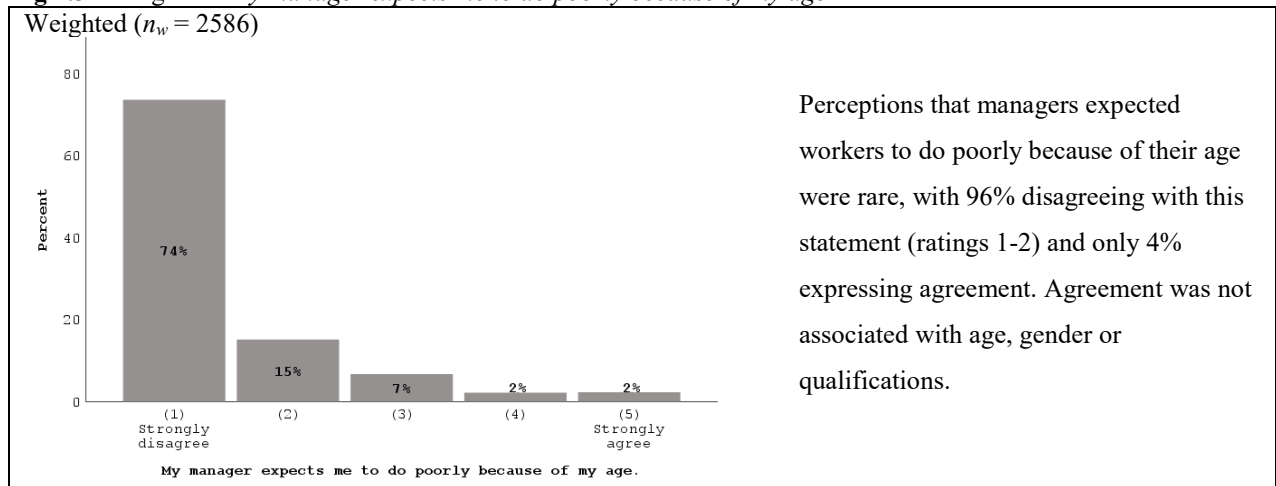


Fig 2.4 Ratings for ‘At my workplace, people my age often face biased evaluations.’



Age-related discrimination

Many older workers agreed that discrimination occurs in their workplace, with 55% agreeing that one or more of the six examples of age-related discrimination against older workers occurred (**Table 6**): 45% did not agree that *any* of these kinds of discrimination occurred in their workplace, while 6% indicated that all six occurred.

Table 6. Number of age-related discrimination statements (response rating 4-5) with which respondents agreed

| # statements | Raw | | | Weighted | | |
|---------------------|------|-------|---------|----------|-------|---------|
| | n | % | Valid % | n | % | Valid % |
| 0/6 statements | 1234 | 40.8 | 44.1 | 1300 | 43.8 | 45.0 |
| 1/6 statements | 502 | 16.6 | 17.9 | 499 | 16.8 | 17.3 |
| 2/6 statements | 353 | 11.6 | 12.6 | 354 | 11.9 | 12.3 |
| 3/6 statements | 240 | 7.9 | 8.6 | 249 | 8.4 | 8.6 |
| 4/6 statements | 179 | 5.9 | 6.4 | 183 | 6.2 | 6.3 |
| 5/6 statements | 128 | 4.2 | 4.6 | 132 | 4.5 | 4.6 |
| 6/6 statements | 164 | 5.4 | 5.9 | 168 | 5.7 | 5.8 |
| # Missing responses | 229 | 7.6 | | 82 | 2.8 | |
| Total respondents | 3027 | 100.0 | | 2886 | 100.0 | |

Fig 3.1 to Fig 3.6 present weighted proportions of agreement ratings for each of the six age-related discrimination statements assessed. Notes describe overall weighted trends and results of logistic regression assessing the association of age, gender and holding a tertiary qualification on likelihood of perception of age-related discrimination in the workplace (i.e., providing an agreement rating of 4 or 5). Perceptions of discrimination were greater across five out of six indicators for those aged 65+. Only perceptions of discrimination in opportunities for promotion or internal recruitment were associated with holding tertiary qualifications.

Fig 3.1 Responses to ‘Older workers are passed over or left out in cases of promotion of internal recruitment.’

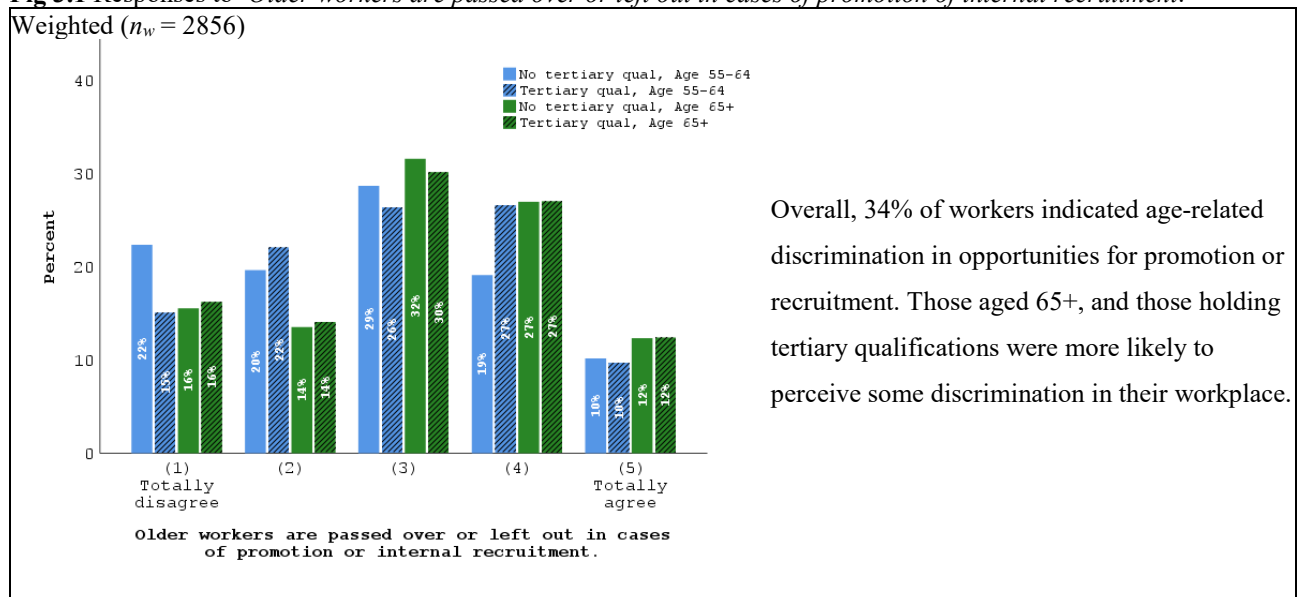


Fig 3.2 Responses to ‘Older workers do not have equal opportunities for training during work time.’

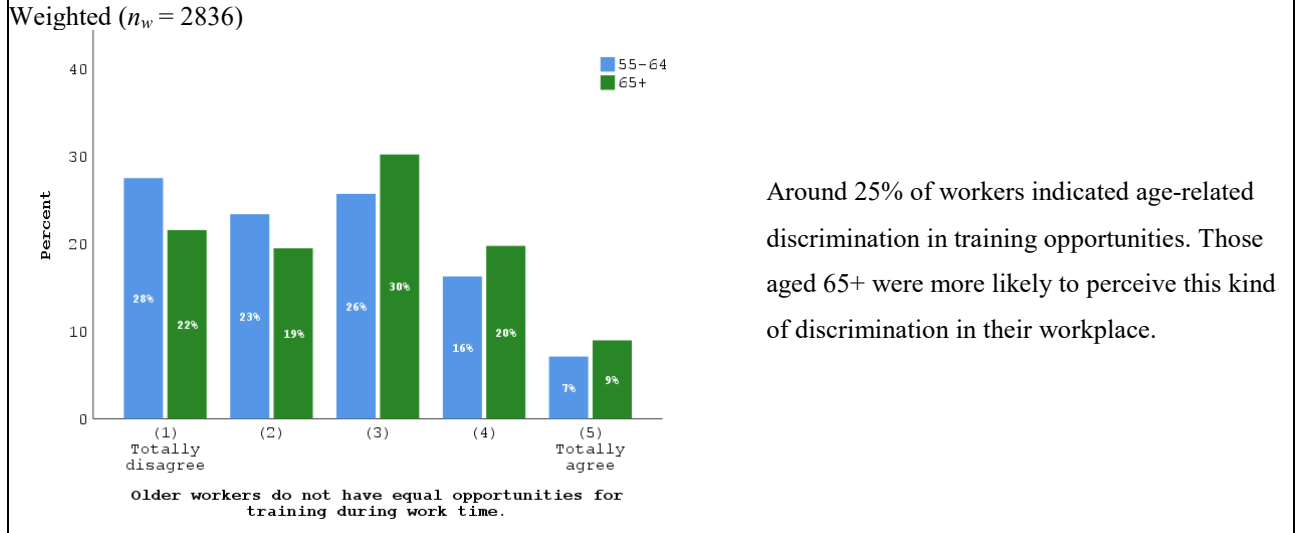


Fig 3.3 Responses to ‘Younger workers are preferred when new equipment, activities or working methods are introduced.’

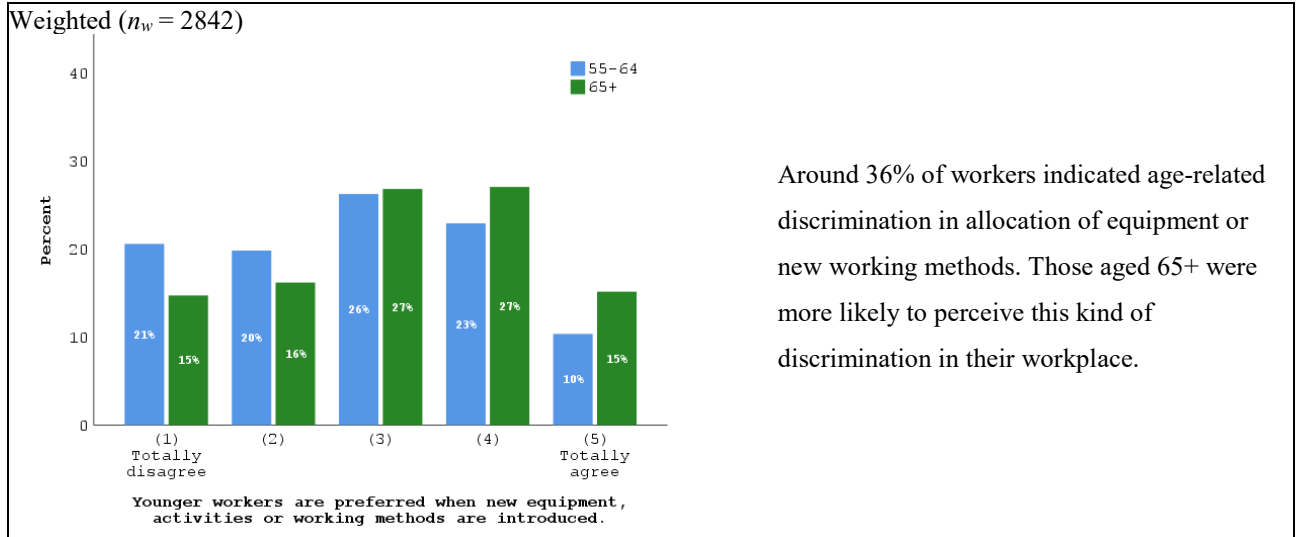


Fig 3.4 Responses to ‘Older workers less often take part in development appraisals with their superior than younger workers.’

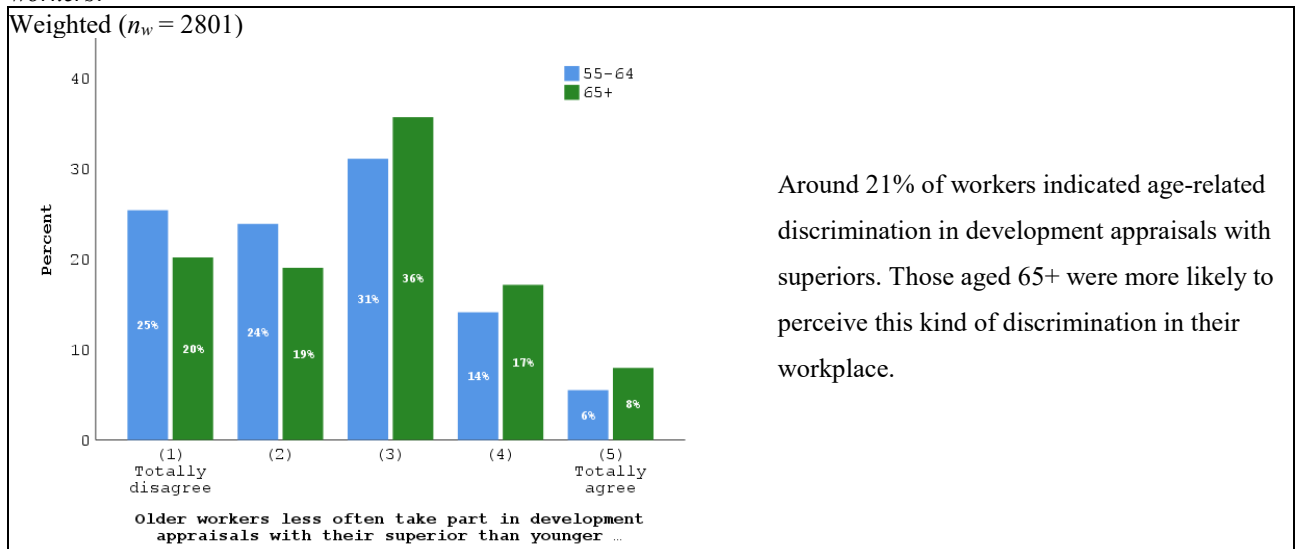


Fig 3.5 Responses to ‘Older workers have less wage increases than younger workers.’

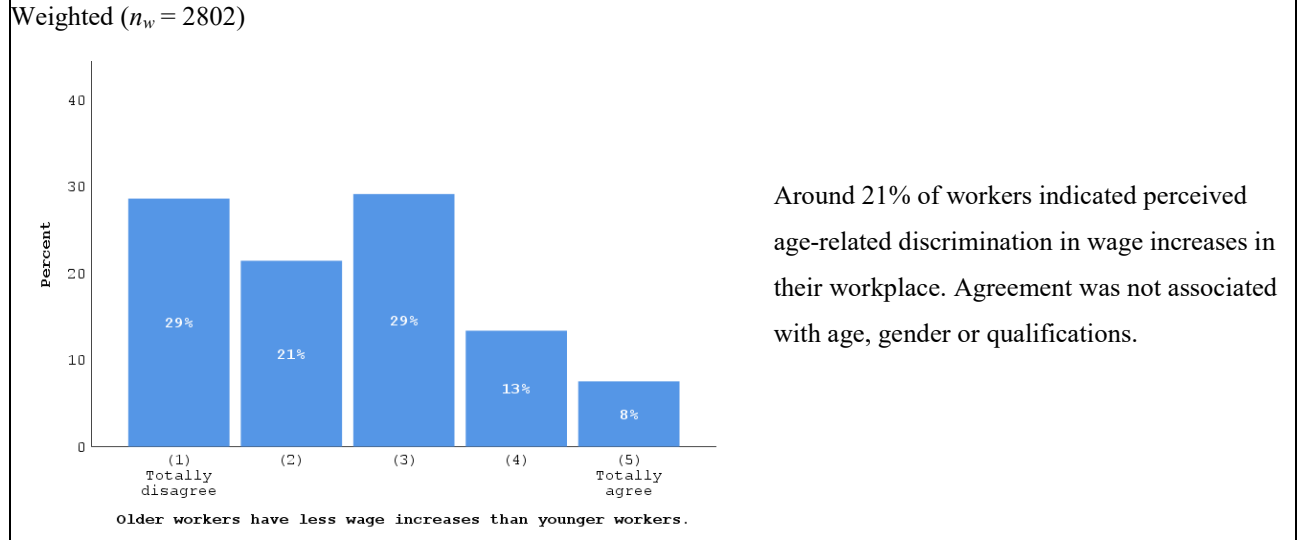
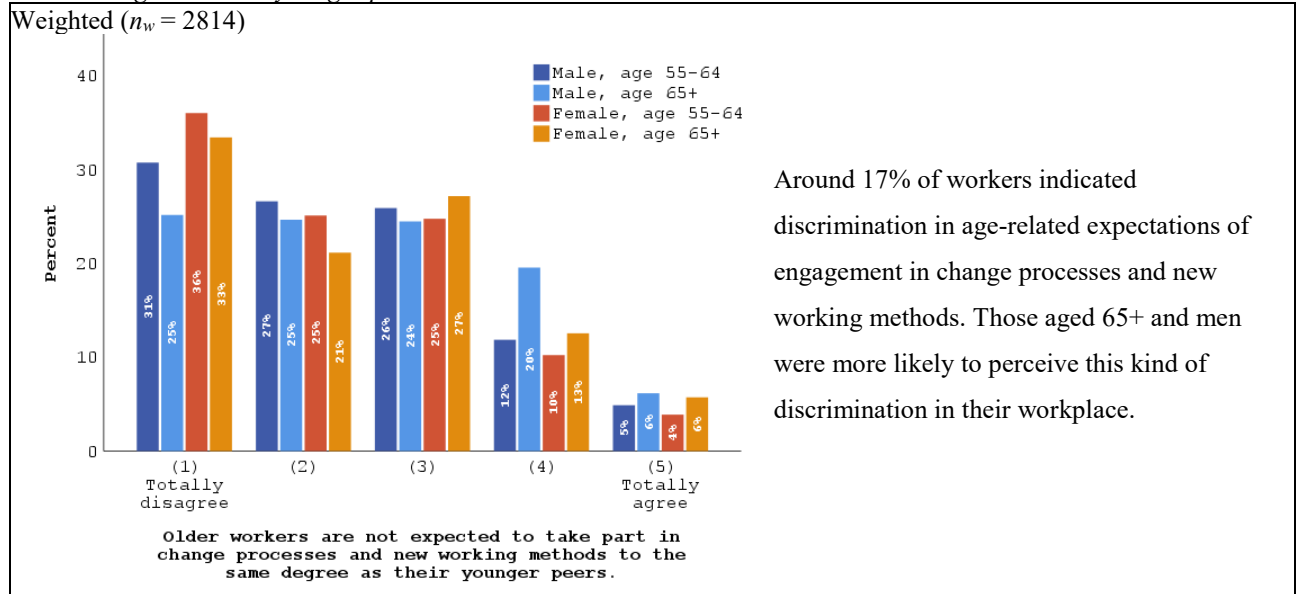


Fig 3.6 Responses to ‘Older workers are not expected to take part in change processes and new working methods to the same degree as their younger peers.’



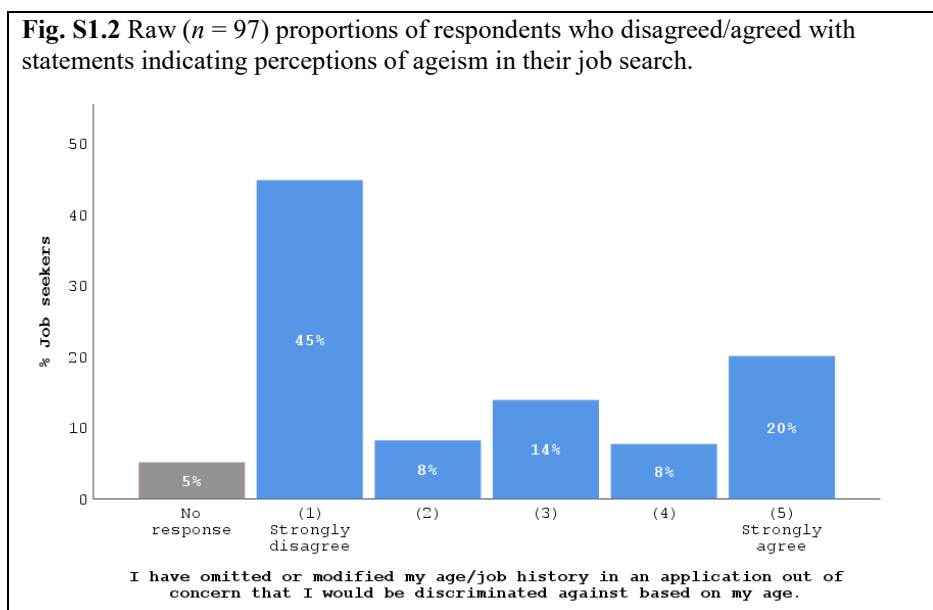
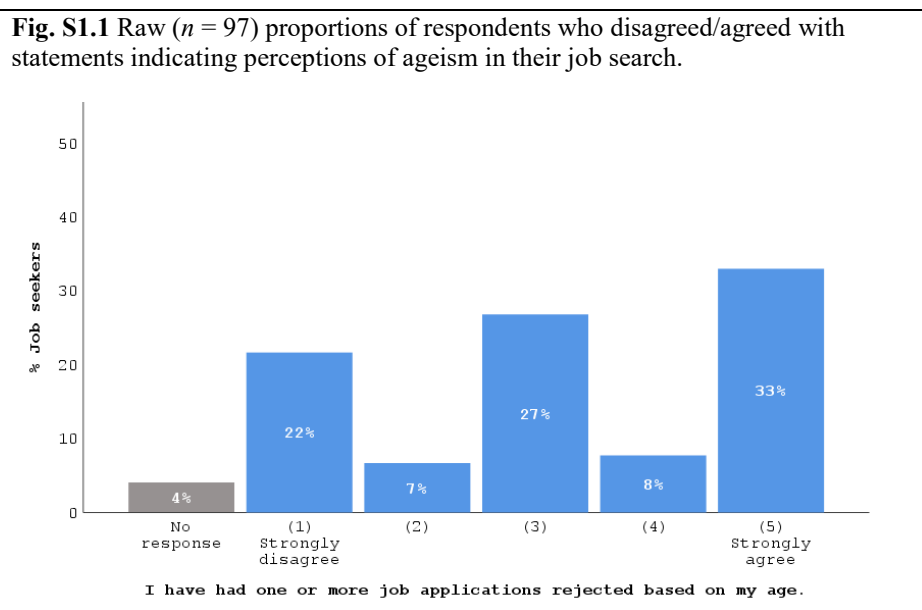
Data availability

Data and analyses supporting this report have been archived to the Open Science Framework and access is available to researchers on application via email to j.allen@massey.ac.nz or hart@massey.ac.nz. Please refer to documentation on conditions of access to the Health, Work and Retirement study data: [Access to data - Massey University](#)

Appendix A: Results based on raw data

Job seekers

Job seekers were asked to indicate how much they agreed with statements about their job-search process. Bar charts plotting proportions of participants endorsing each response are presented in **Fig S1.1** and **Fig S1.2**. In their own job search, 34% strongly agreed that they had had one or more job applications rejected based on their age. Around half of the sample strongly disagreed that that they had omitted or modified their age or job history in a job application out of concern that they would be discriminated against based on their age. Survey and design weights had little impact on frequency of endorsement, indicating that demographic characteristics associated with survey response were not significant determinants of perceived ageism in the current sample of adults aged 55+.



Older workers: negative age-related stereotypes

Fig S2.1 to **Fig S2.4** present raw proportions of ratings for each of four negative age-related stereotypes about older workers assessed. Notes describe overall weighted trends and results of logistic regression assessing the association of age, gender and holding a tertiary qualification on likelihood of perception of age-related stereotypes in the workplace (rating of 4-5).

Fig S2.1 Ratings for ‘Some people in my workplace feel I have less ability because of my age.’

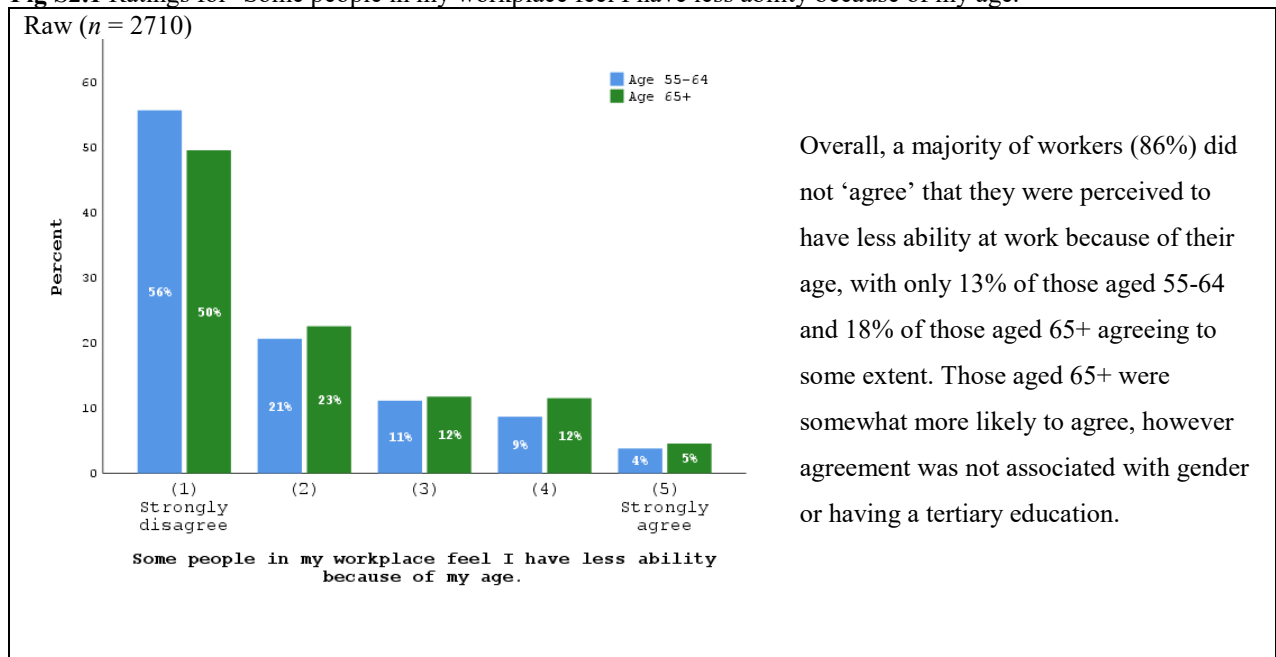


Fig S2.2 Ratings for ‘Younger people find it easier to work at my workplace than older people do.’

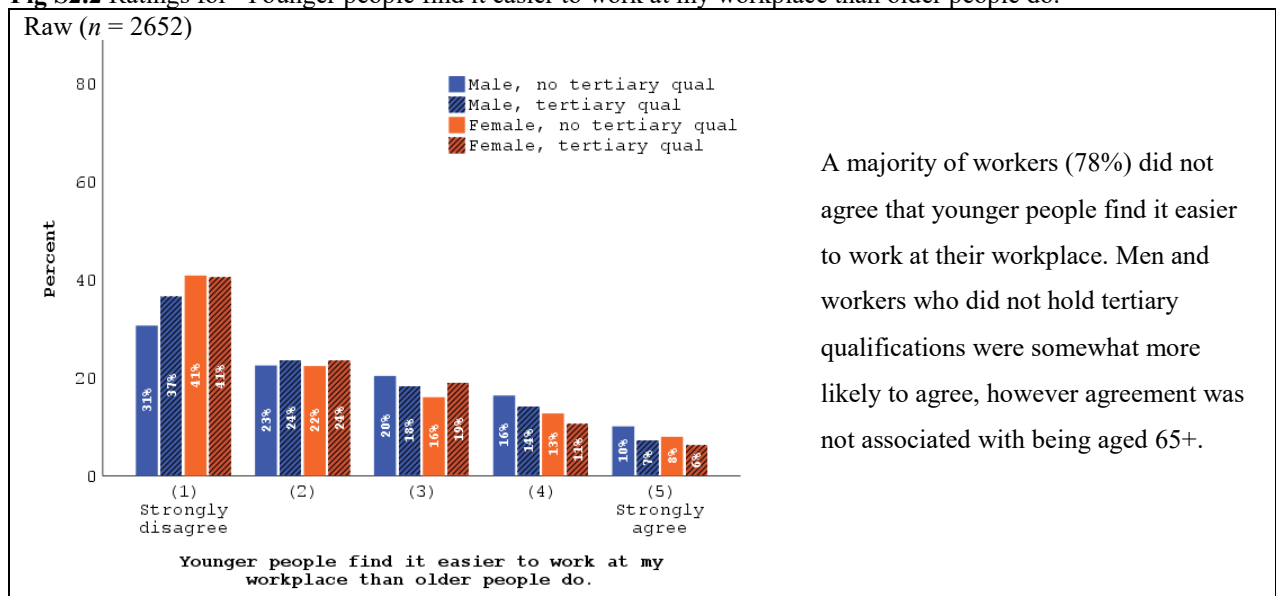


Fig S2.3 Ratings for ‘My manager expects me to do poorly because of my age.’

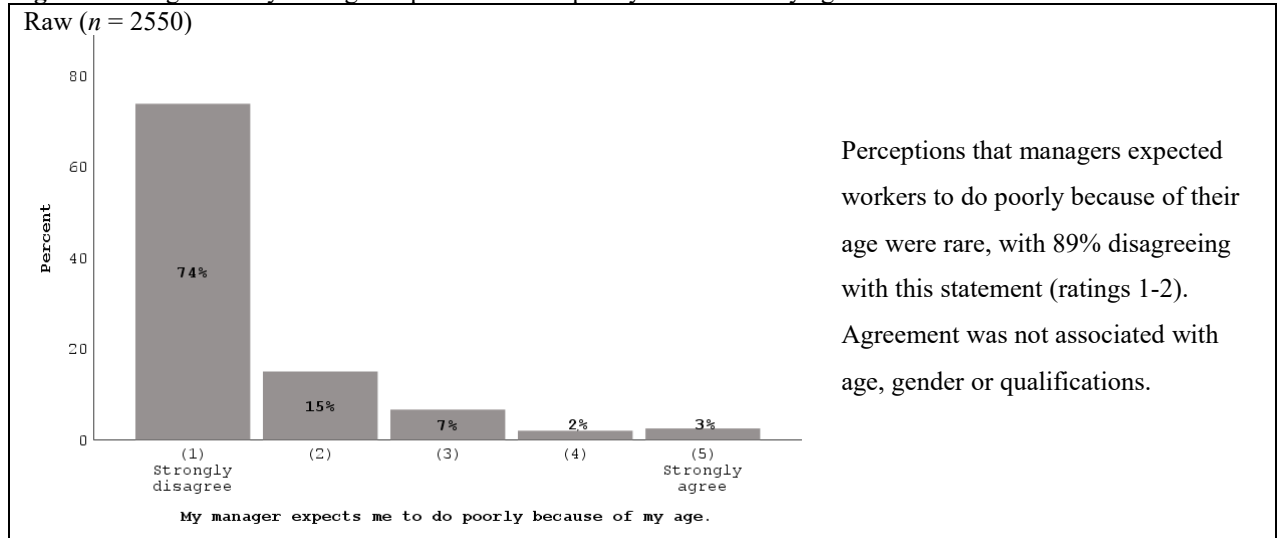
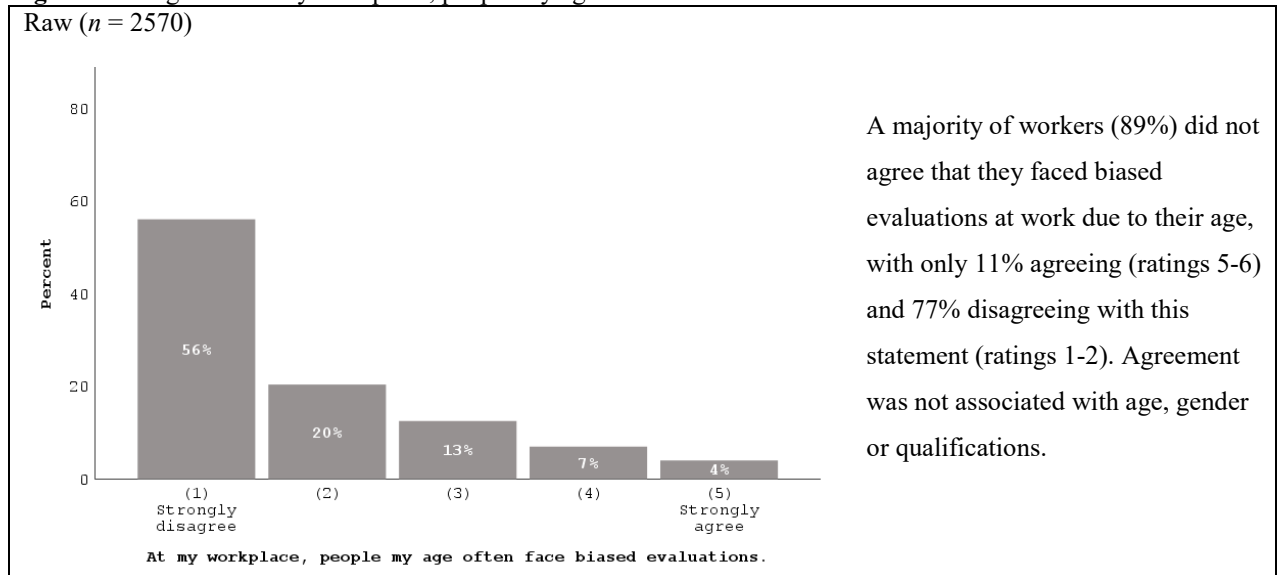


Fig S2.4 Ratings for ‘At my workplace, people my age often face biased evaluations.’



Older workers: age-related discrimination

Fig S3.1 to **Fig S3.6** present raw proportions of agreement ratings for each of the six age-related discrimination statements assessed. Notes describe overall weighted trends and results of logistic regression assessing the association of age, gender and holding a tertiary qualification on likelihood of perception of age-related discrimination in the workplace (rating of 4-5).

Fig S3.1 Responses to ‘Older workers are passed over or left out in cases of promotion of internal recruitment.’

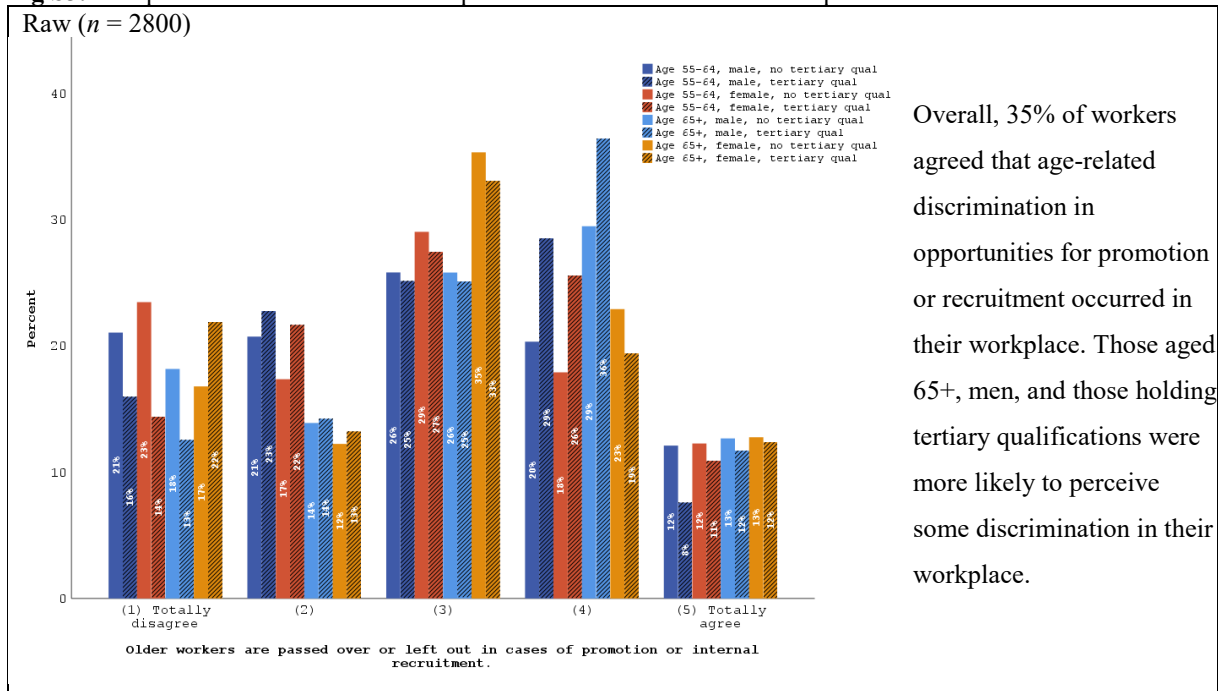


Fig S3.2 Responses to ‘Older workers do not have equal opportunities for training during work time.’

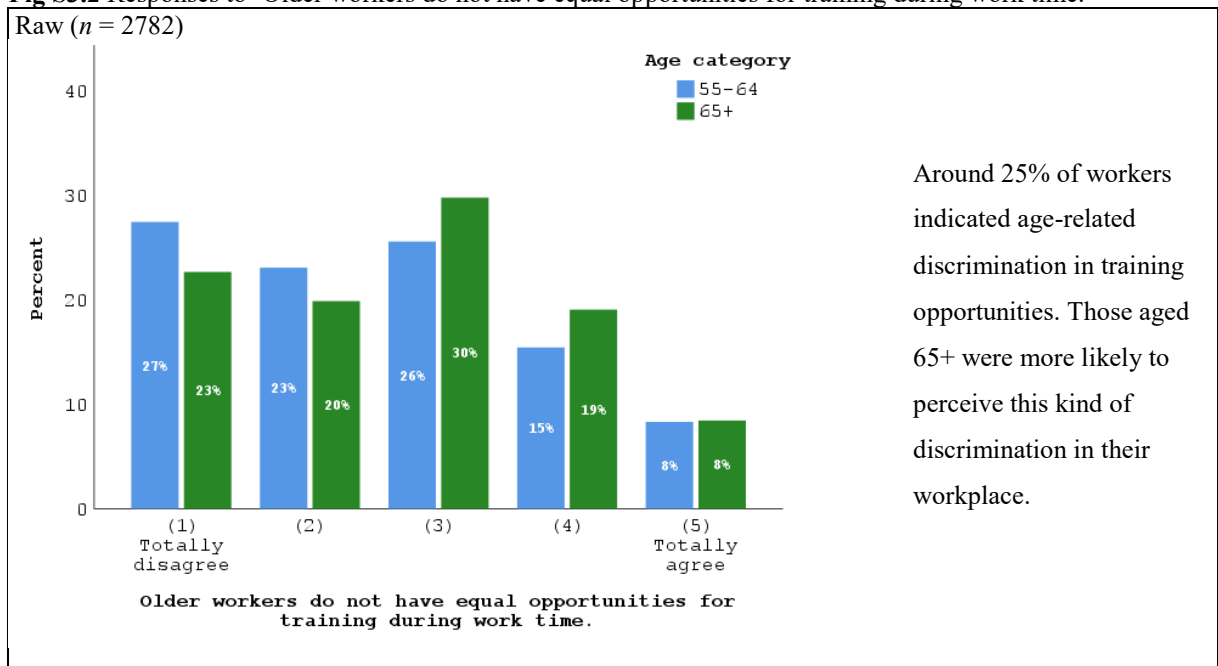


Fig S3.3 Responses to ‘Younger workers are preferred when new equipment, activities or working methods are introduced.’

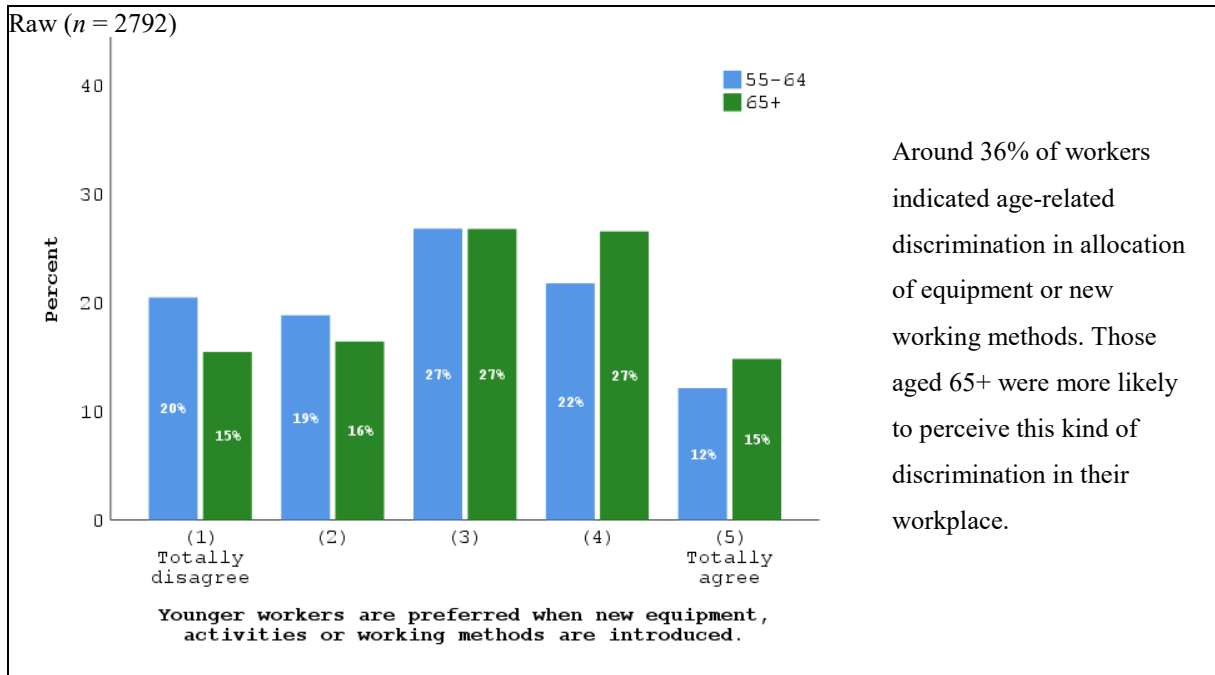


Fig S3.4 Responses to ‘Older workers less often take part in development appraisals with their superior than younger workers.’

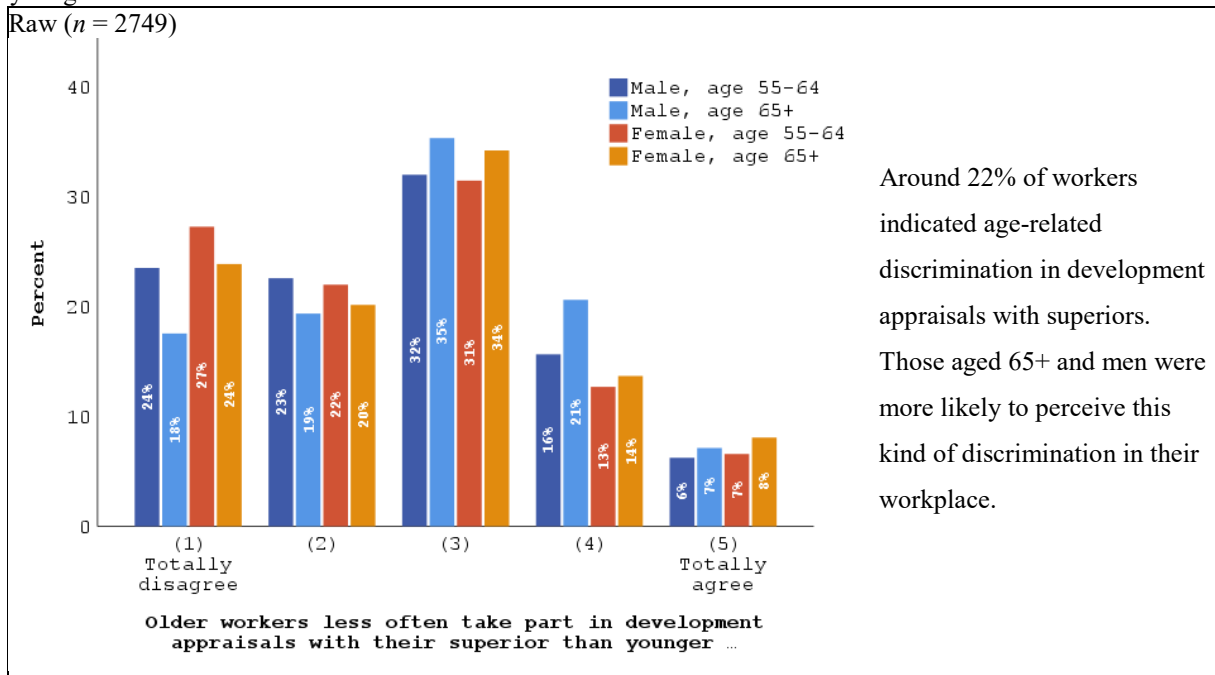


Fig S3.5 Responses to ‘Older workers have less wage increases than younger workers.’

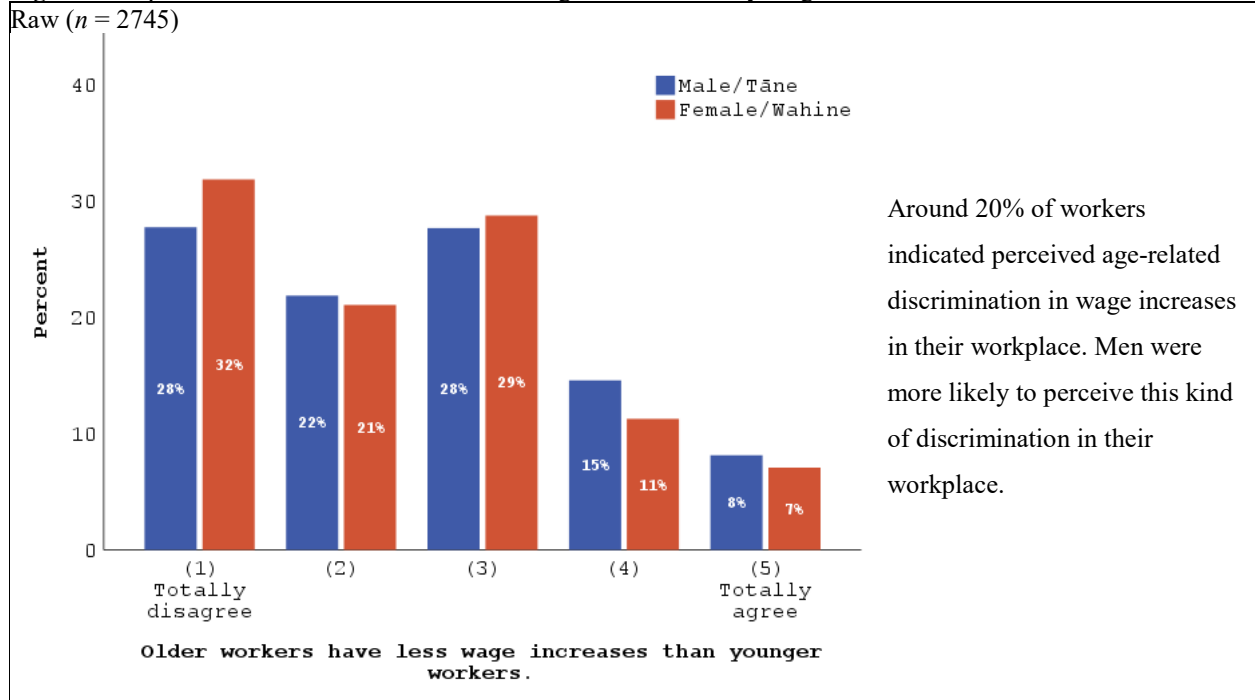
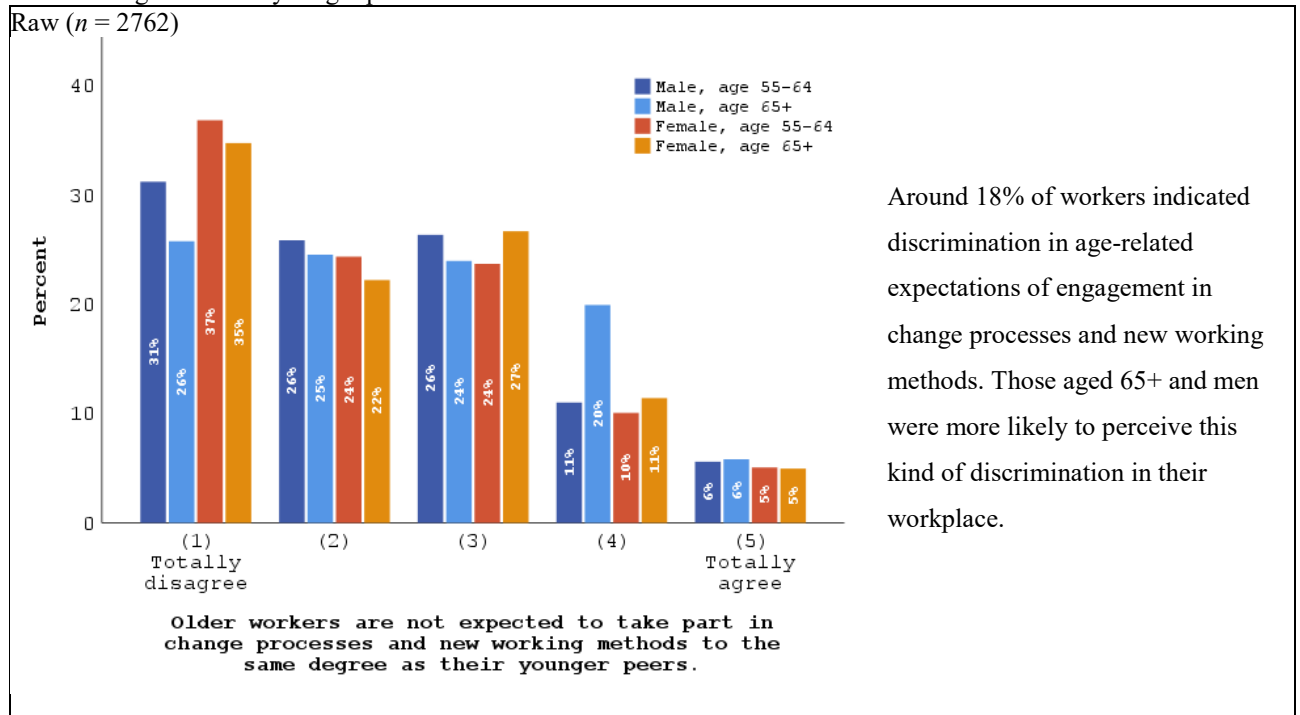


Fig S3.6 Responses to ‘Older workers are not expected to take part in change processes and new working methods to the same degree as their younger peers.’



Appendix B: Measurement of negative age-related stereotypes and discrimination

Confirmatory factor analyses were used to assess and describe: 1) a measure of perceptions of negative age-related stereotypes about older workers in the workplace, as assessed by the five items used by Kulik, Perera, and Cregan (2016); and Roberson, Deitch, Brief, and Block (2003) and; 2) a measure of perceived age-related discrimination in the workplace as assessed by the six-item Nordic Age Discrimination Scale (Furunes & Mykletun, 2010). Authors of these measure calculate total scores as the mean of the scale items (reverse coded as needed), with higher scores indicating greater endorsement of negative age-related metastereotypes in the workplace or greater discrimination, respectively. To assess whether negative stereotypes and age discrimination represent separate forms of age-related experiences in the workplace, we describe the association of the metastereotype measure with the discrimination measure.

Data were from adults aged 55-82 who identified as being in full- or part-time employment at the 2018 Health, Work and Retirement survey (Allen et al., 2019). Confirmatory Factor Analyses and SEM were conducted using MPLUS 8.4 and Maximum Likelihood for model estimation. Model fit was assessed with reference to the Root Mean Square Error of Approximation (RMSEA), comparative fit index (CFI) and Standardized Root Mean Square Residual (SRMR). Acceptable fit indices were determined with reference to RMSEA values less than or equal to 0.06, and CFI values close to or greater than 0.95 and SRMR values less than or equal to 0.08 (Hu & Bentler, 1999). Standardized coefficients were evaluated with reference to conventions indicating small ($r < .30$), medium ($r = .30-.50$) and large ($r > .50$) effects (Cohen, 1992).

Confirmatory factor analyses

Of the $n = 2157$ respondents in full- or part-time employment in the 2018 Health, Work and Retirement survey, $n = 2053$ provided information on negative age-related metastereotype items. The alpha observed in the current sample ($\alpha = 0.61$) was lower than that observed by Kulik et al. (2016) of $\alpha = 0.82$. **Table S4** presents item descriptive statistics and factor loadings. The one-factor model provided acceptable fit to the data [$\chi^2(5) = 53.0$; RMSEA = 0.07 (0.05, 0.09); CFI = 0.97; SRMR = 0.02]. Factor loadings for items were high and positive, except for the reverse-worded item ‘*My age does not affect people’s perception of my ability*’, which displayed a low negative loading on the negative age-related stereotype factor. Analyses support the validity of four items representing negative age-related stereotypes and a latent negative age-related stereotype factor influencing the five negative stereotype items.

Table S4 items, mean scores, standard deviations, skewness and, standardized factor loadings for one-factor model of negative metastereotypes about older workers in the workplace ($n = 2053$)

| Variable | Item | <i>n</i> | Mean | SD | Skew | Factor loading |
|----------|--|----------|------|------|-------|----------------|
| STERa | Some people in my workplace feel I have less ability because of my age | 1996 | 1.89 | 1.17 | 1.12 | 0.64 |
| STERb | Younger people find it easier to work at my workplace than older people do | 1960 | 2.28 | 1.27 | 0.61 | 0.53 |
| STERc | My manager expects me to do poorly because of my age | 1912 | 1.43 | 0.88 | 2.37 | 0.64 |
| STERd | At my workplace, people my age often face biased evaluations | 1925 | 1.82 | 1.11 | 1.26 | 0.74 |
| STERe | My age does not affect people's perception of my ability | 2017 | 3.53 | 1.53 | -0.55 | -0.12 |

Note: Agreement with statements regarding perceived negative stereotypes regarding older workers in the workplace are rated on a scale of 1 'Strongly disagree' to 5 'Strongly agree'; item convergence coverage 0.98-0.93.

Of the respondents in full- or part-time employment, $n = 2015$ provided information on items assessing age-related discrimination in the workplace. Table S5 presents item descriptive statistics and factor loadings. Cronbach's alpha was high in the current sample ($\alpha = 0.89$). A one-factor model of these items provided acceptable fit to the data [$\chi^2(9) = 297.30$; RMSEA = 0.13 (0.11, 0.14); CFI = 0.95; SRMR = 0.03]. Factor loadings for all items were high and positive, further supporting validity of a summed score representation of these items.

Table S5 items, mean scores, standard deviations, skewness and, standardized factor loadings for one-factor model of perceived discrimination against older workers in the workplace ($n = 2015$)

| Variable | Item | <i>n</i> | Mean | SD | Skew | Factor loading |
|----------|--|----------|------|------|-------|----------------|
| DISCa | Older workers are passed over or left out in cases of promotion or internal recruitment. | 1998 | 2.92 | 1.28 | -0.05 | 0.75 |
| DISCb | Older workers do not have equal opportunities for training during work time. | 1985 | 2.60 | 1.27 | 0.29 | 0.81 |
| DISCc | Younger workers are preferred when new equipment, activities or working methods are introduced. | 1992 | 2.97 | 1.28 | -0.08 | 0.74 |
| DISCd | Older workers less often take part in development appraisals with their superior than younger workers. | 1965 | 2.57 | 1.18 | 0.24 | 0.79 |
| DISCe | Older workers have less wage increases than younger workers. | 1961 | 2.46 | 1.24 | 0.38 | 0.71 |
| DISCf | Older workers are not expected to take part in change processes and new working methods to the same degree as their younger peers. | 1968 | 2.30 | 1.18 | 0.54 | 0.73 |

Note: Agreement with statements regarding perceived discrimination against older workers in the workplace are rated on a scale of 1 'Totally disagree' to 5 'Totally agree'; item convergence coverage 0.99-0.97.

Are perception of age-related stereotypes and discrimination in the workplace separate constructs?

To assess whether perceptions of negative age-related stereotypes about older workers and negative age-related discrimination in the workplace represented distinct experiences among older workers, we assessed whether a two-factor model of these items provided good fit to the data and described the association of the underlying latent stereotype and discrimination constructs (**Table S6**).

Results of the SEM indicated that the two-factor model provided acceptable fit to the data [$\chi^2(43) = 437.74$; RMSEA = 0.07 (0.06, 0.07); CFI = 0.95; SRMR = 0.03] with negative stereotypes displaying a moderate positive association with perceptions of age-related discrimination in the workplace. These results indicated that perception that others hold of negative beliefs about the skills and abilities of older workers are moderately associated with perceptions of age-related discrimination in the workplace, indicating that these are related but distinct experiences among older workers.

Table S6 Standardized coefficients and model fit indices for measurement and structural models of negative metastereotypes about older workers and perceived discrimination against older workers (n = 2080)

| Item | Standardised association | SE | 95%CI |
|---|--------------------------|------|--------------|
| <i>Negative metastereotypes measurement model</i> | | | |
| STERa | 0.64 | 0.02 | 0.60, 0.67 |
| STERb | 0.53 | 0.02 | 0.49, 0.57 |
| STERc | 0.64 | 0.02 | 0.60, 0.67 |
| STERd | 0.74 | 0.02 | 0.71, 0.77 |
| STERe | -0.13 | 0.03 | -0.18, -0.08 |
| <i>Discrimination measurement model</i> | | | |
| DISCa | 0.75 | 0.01 | 0.73, 0.78 |
| DISCb | 0.81 | 0.01 | 0.79, 0.83 |
| DISCc | 0.74 | 0.01 | 0.72, 0.76 |
| DISCd | 0.78 | 0.01 | 0.76, 0.81 |
| DISCe | 0.71 | 0.01 | 0.68, 0.73 |
| DISCf | 0.73 | 0.01 | 0.70, 0.75 |
| <i>Structural model</i> | | | |
| Stereotypes WITH Discrimination | 0.49 | 0.02 | 0.45, 0.54 |

Note: all associations $p < .001$; item convergence coverage 0.96-0.90.

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