



Deliverable D1.2: Available Data Report

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Deliverable 1.2: Data analysis report (ESRs 1-5) - A report on data analysis methodology/approach

1 Introduction

WP1 deals with older peoples' participation in the labour market and the extension of working lives. 5 ESRs investigate the barriers and challenges that older workers face at the macro, meso and micro levels using quantitative, qualitative and mixed-method approaches.

In order to share the experience and receive feedback on the on-going data-collection and data-analysis issues, regular skype meetings were set. The topics covered included: actual difficulties of measuring ageism in the labour market, possible biases of measuring meso-level ageism via quantitative and qualitative methods, ethical issues, applying FAIR principles to the data used in the analysis.

ESR1 investigates the magnitude of ageism and the mechanisms related to its development and decline on the meso-level in the labour market under the welfare regime of one of the CEE countries (Poland). The research involves the analysis of previously existed secondary data, as well as the collection of the new wave of the survey, which provides an opportunity to trace changes in stereotypes and age management practices from 2009 to 2020. ESR1 plans to use **latent class analyses** (LCA) and **structural equation modelling** (SEM) to reveal the dynamics of stereotypes, applied measures and inclusion outcomes within companies and factors influencing them. The analysis is planned to be developed in line with the

explanatory mixed-method design – qualitative interviews with the companies will deepen the results gained from the quantitative analyses.

ESR2 studies age discrimination in late working life in Sweden with a meso perspective in four different sub-studies using Swedish National Registry Data. The first study describes late working life patterns of individuals in Sweden by **analysing average months in employment** within a calendar year of different cohorts and social groups. The second study examines the role of age discrimination in these employment trajectories and how age discrimination in late working life is structured across time, cohorts, social groups, organisational structures and regions using **event history analysis**. Unexplained age differences in late working life are used as a proxy for age discrimination. Investigating differences in unexplained part within different social groups time and regions contributes to revealing mechanisms of age discrimination and its interaction with other socioeconomic, institutional and organisational factors. The third study examines the role of firm behaviour in the age discrimination, the differences across the companies and workplaces with different organisational structures and different conditions. The fourth study investigates the role of local and regional governments and economic conditions in the age discrimination in late working life and how and why age discrimination differs across regions and municipalities.

ESR3's project comprises of three sub-studies with each sub-study using a different qualitative method. The first study is an **explorative study** to the data that unravels the unfolding careers after redundancy. This is done through **narrative, thematic analysis** and **researcher-constructed typology**. The second study investigates the dynamics of institutional ageism and older workers' agency in decisions to continue working, using **deductive content analysis** and **discourse analysis** to pinpoint the power relations and dynamics within the decisions. The third article will focus on stories of participation, aiming to yield knowledge on early exit to non-employment. Through **narrative analysis**, this article aims to inform policies as to why workers take early exit even when they cannot get access to their pension funds.

ERS4 studies how ageism unfolds in the social interactions happening inside the workplace between employer and employee. The focus is both on how organisational processes are structured to ensure the implementation of diversity policies and on how workers interact within these processes, according to their personal diversity, including age. This goal is achieved through the analysis of social interaction happening in structured human resources processes. The study is a **case study of organisational practices** within a specific organisation, for each organisation, background material is collected as well as **interviews with employers** and official policies on diversity and ageing. The processes selected are performance appraisal

interviews and recruitment interviews. The first study focuses on the **performance appraisal interview**; the data are video-recording of these encounters in an Italian company. The aim is to analyse how age is used in the feedback process, by whom and towards which aim and to uncover possible ageist practices, comparing how supervisor develop the process according to the age of the employee. The second study focuses on **job interviews**; the data are video-recordings of job interviews in an Italian recruitment agency. The analysis will show how age is used in the process, by whom and towards which aim and how possible ageist practices are revealed, comparing how recruiters develop the process according to the age of the candidate. The method used in both study is based on **ethnomethodology tradition**, drawing from **discourse analysis and categorisation analysis**. A third overreaching study is planned to analyse which categories of words are used within human resources processes to talk about age without citing it directly. These results might enhance our understanding of how ageism lie besides categories and it is talked into being in the interactions between employees and employers. This is the first study of this kind developed looking at human resources processes; it introduces rarely used data and method in the research on ageism and working life.

ESR5's project focuses on examining the potential impact of the prolongation of working lives on society and the economy. To be more specific, this research rigorously measures the effects of a change in the retirement age on the retirement behaviours of older workers, and how this consequently leads to the employment of younger people. The analytical part of this project is divided into two main sections. First, ESR5 examines the general trends of Israeli employment over time using **time series analysis**. This will be formalised by conducting **time-series regressions** of the labour supply of the young (and the prime-aged) on that of older adults. Second, ESR5 develops econometric models using the **instrumental variable approach** to capture the relevance of simultaneity and the direction of the causal effects. A variable of the retirement-age reform will be used as an instrumental variable. Through the analyses, project #5 will provide rigorous empirical evidence on the controversial debate on whether raising the retirement age is beneficial for the society and economy in the context of Israel. This research will not only suggest cost-effective solutions by measuring relative gains and losses on the retirement-age reform but also address solutions to ageism in the workplace that older adults are currently facing.

For consistency of deliverables produced by EuroAgeism – template from WP2 was used by all Early Stage Researchers (ESRs) for Deliverable 3. Section 2 presents the work of ESRs 1, 2, 3, 4, 5 (sections 2.1-2.5) to explain how research data was collected, stored and assessed. Section 3 of this Deliverable summarises approaches to data collection and data analyses in the WP1.

2 ESR Data Collection

2.1 Maria Varlamova, ESR 1

<i>ESR Name, Project Number and Institution</i> Maria Varlamova, #1, Jagiellonian University
<i>Please state where you received ethical approval from</i> Commission for Ethics of Scientific Research at the Faculty of Philosophy of the Jagiellonian University (Komisja ds. Etyki Badań Naukowych przy Wydziale Filozoficznym UJ)
<i>Research Questions / Aims and Objectives</i> The main goal is to identify the mechanisms related to the development and decline of ageism, understood as prejudice, stereotypes, and discrimination on the meso-level of companies (or the absence of the proper age management practices) in the labour market under the welfare regimes of one of the CEE countries (Poland). This goal can be parsed into several specific aims: 1. to investigate the macro- and meso-level perspective of the forms and magnitude of ageism and barriers to the retention of older workers in the labour markets with a specific focus on selected CEE countries, 2. to identify on-going changes in the employers' practices and perceptions in Poland and to investigate whether HR management acknowledges the need to retain older workers or still does not recognize the issue as a burning "sliding out of sync with demographics" (Harper, Khan, Saxena, Leeson, 2006), 3. to explore the relationship between attitudes and perceptions of the company and the human resource measures that it implements. Identify the most successful patterns and practices on the example of Poland, 4. to characterise the current manifestation of ageism in the labour market of Poland, to define the macro-level factors that influence employers' stereotypes, prejudice and taken measures,

5. to propose measures at the macro- and meso-level to increase the inclusion of the older workers in the labour market

The **main research questions** arising from the goal of the study are:

1. What factors could explain the diversity of the companies' trends in changing stereotypes, prejudice and measures towards the ageing workforce?
2. What macro- and meso-level conditions are needed to create an environment that enables the company to reduce the manifestation of ageism?

When answering the central question of the study, it is necessary to answer the following **intermediate questions**:

1. What kind of evidence do we have about the forms and the magnitude of ageism in CEE labour markets?
2. Whether and how do age stereotypes and prejudice of employers change over time (2009-2019) in the context of the reforming characteristics of the welfare-regime?
3. Whether there was a change in the measures of Polish companies over time (2009-2019) and which factors explain the direction of these changes?
4. What is the current (2020) picture of ageism manifestation in the labour market of Poland?
5. How the attitudes, perceptions and measures towards older workers can be explained not only by the companies' characteristics but by socio-economic and welfare factors?
Whether the CEE ageism pattern (on the example of Poland) follows the ones, found in Western Europe (on the example of Norway and Ireland) and whether it can help reveal the factors of the changes?
6. What kind of measures could be recommended for CEE countries?

<i>Purpose of data collection</i>	
The new wave (2020) will ensure the possibility of tracing the changes in the Polish companies from 2009 to 2020, as three previous waves were built on partly different questionnaires, a new questionnaire allows you to combine existing cross-sectional research into a longitudinal perspective and also to investigate the current (2020) picture of ageism manifestation in the labour market of Poland.	

Description of the data collection process	e.g. settings, availability, accessibility, procedures (when, who, where and how)
The primary source of data of the analysis comes from the unique representative survey of the ASPA employers (7FP UE project “Activating Senior Potential in Ageing Europe”), conducted in 2009 in 8 EU countries and 2010 and 2017 additionally only in Poland. The surveys captured not only discrimination and attitudes but also age management interventions in various sectors of the Polish economy from about 1,000 employers in the first edition of the study. Based on the obtained results and analytical data, a questionnaire for a new wave is formed, which allows coming back to the companies, which participated in the survey in 2009. The CATI survey will be performed by the field-work company, selected by a tender (named PMR), an experienced in this type of research company, which works in line with the ethical code of conducting research.	
Description of collected data	e.g. primary or secondary, scale, qualitative or quantitative ...
Quantitative CATI primary data collection: The currently tested questionnaire consists of 31 questions: - 9 open questions with answers as numbers - 4 questions with 2 answers - 4 questions with 3 answers - 3 questions with 6 answers - 1 question with 19 answers - 1 complex question with 2 subcategories - 2 complex questions with 4 subcategories - 4 complex questions with 6-8 subcategories - 3 complex questions with 13-18 subcategories The content and the format of the questionnaire might be changed after the pretest results.	
Storage of data collection	e.g. how data is safely stored and when it will be destroyed

The data will be stored according to FAIR principles at the Jagiellonian University data repository. The Jagiellonian University has implemented a **policy for the protection of sensitive data** and appointed a Data Protection Officer to see to its compliance and develop a data management plan that will solve any potential privacy or legal problems. See: <https://iod.uj.edu.pl>. The Jagiellonian University Repository ensures long-term archiving of the deposited data on the University servers managed by the Jagiellonian University Integrated Systems Development Centre. Data security is further enhanced by performing regular backups.

Data quality assessment

The quality of primary data is ensured, but a fieldwork company will be selectively verified by check of the scripts/interviews by the coordinators.

The fieldwork company apply two-stage verification of the quality of interviews conducted:

- 1) put particular emphasis on quality control of the conducted interviews through a control telephone conversation with the respondent. In the case of detection of discrepancies, all questionnaires made by a given interviewer are subject to verification.
- 2) Moreover, the quality control of interviews is carried out at the stage of analysing survey data. If logical irregularities (e.g. mutually exclusive answers) are detected, such an interview is interrogated, and possible inconsistencies are clarified when contacting the respondent again.

Any permissions needed

e.g. open access purchased and financing ...

The questionnaire contains only questions about the company, no personal information about the respondent is collected unless he/she clearly indicate that they would like to receive sum up of the research findings and the Jagiellonian University team can contact them in future. The quality of the survey also ensures a professional approach to the protection of personal data of respondents. The project is implemented following the principles of the ICC/ESOMAR International Code for Market and Social Research. This means that the field-work company ensures complete anonymity of its respondents.

The database of contacts to be surveyed is also obtained under the rules of the GDPR. Only the telephone number is used in the survey, which is publicly available on the website of the surveyed entity.

Challenges and solutions	e.g. language barriers, cultures ...
One of the challenges is that the language skills of the ESR are not sufficient to conduct the CATI survey on her own; in addition, the sample size makes it impossible to be provided by one person in a reasonable time, that is why the fieldwork company will conduct the survey. The whole process of the preparation towards the new wave took longer, as it involved the rethinking of the survey aims to tackle the objectives of the project better. Due to the features of the documentary process, choosing the fieldwork company based on the market investigation and signing of the contract between UJ and the company may take longer than anticipated, however, in the process of preparing a new wave, the ESR can conduct research on the available secondary data. The company's response rate may appear to be lower, as the respondent may not be willing to participate in the survey, not providing enough sampling for the new wave. To overcome this challenge, an increased number of contacts with the respondents is planned. In case this would not help, an additional sampling of new companies and a cross-sectional study will be performed.	
Other relevant issues	
Not identified currently.	
Conclusive remark	
The data collection process goes in line with the revised plan and objectives of the research proposal. It will be the first and unique attempt to contact companies which already participated in the survey after a 10 year period.	

2.2 Gülin Öylü, ESR 2

ESR Name, Project Number and Institution

Gülin Öylü, #2, Linköping University

Please state where you received ethical approval from

Regional Ethics Review Board in Linköping (Regionala etikprövningsnämnden i Linköping)
(Dnr 2016293-31)

Research Questions / Aims and Objectives

The aim of the project is to contribute to the understanding of drivers and mechanisms behind age discrimination in late working life, its impact on working life patterns of individuals and the role of organizational characteristics, local policies and economic conditions in age discrimination in late working life.

The research questions are:

- How are individual patterns and trajectories of late working life distributed in Sweden and how do these change across time, cohorts and sociodemographic groups?
- Are there unexplained differences in employment status of different age groups? If so, how is it structured across different sociodemographic groups, regions, organizational characteristics and how can we interpret the differences?
- What is the role of firm behaviour and organizational structures in unexplained differences in the employment outcomes of different age groups? Which characteristics and structures of the firms affect this difference and in what way?
- What is the role of local policies and conditions in unexplained differences in the employment outcomes of different age groups? Do local policies and conditions contribute to the differences between age groups? If so, in what way do they affect them?

Purpose of data collection

The Swedish Registry Data is used because it serves extensive information on individuals living (e.g. socio-economic, employment characteristics, health status) in Sweden.

<i>Description of the data collection process</i>	e.g. settings, availability, accessibility, procedures (when, who, where and how)
The registry data is provided by Statistics Sweden for scientific use on behalf of Linköping University.	
<i>Description of collected data</i>	e.g. primary or secondary, scale, qualitative or quantitative ...
The Swedish registry data in the division Ageing and Social Change at Linköping University includes administrative information of individuals who born in 1965 or earlier that have been registered in Sweden at any time between 1990-2015 and their registered partners. The total number of individuals is 6,497,774. The database includes information from all years between 1990 and 2015 except the years after they died or they did not live in Sweden.	
<i>Storage of data collection</i>	e.g. how data is safely stored and when it will be destroyed
The data is stored in the servers of Linköping University.	
<i>Data quality assessment</i>	
The data quality assessment is tested by and under the responsibility of Statistics Sweden as they compiled and provided the registry data.	
<i>Any permissions needed</i>	e.g. open access, purchased and financing ...
The data cannot be made publicly available due to the agreement between Statistics Sweden and Linköping University. Interested parties can apply for data use at Statistics Sweden.	
<i>Challenges and solutions</i>	e.g. language barriers, cultures ...
The variable names and the description of the variables are in Swedish which is a challenge for me to understand the structure of the data in detail. However, my supervisors help me to translate the parts that I have difficulty in understanding.	

<i>Other relevant issues</i>	
It is important to point out that I am using Swedish National registry data which is provided by Statistics Sweden to our division Ageing and Social Change at Linköping University and the ethical approval is already received on 2016. Therefore, I did not need to collect the data and apply for other ethical approval.	
<i>Conclusive remark</i>	
Since the ethical approval is already received and Statistics Sweden guarantees the validity of the data, there are no significant obstacles for using and analysing the data.	

2.3 Katri Keskinen, ESR 3

<i>ESR Name, Project Number and Institution</i> Katri Keskinen, #3, Tampere University
<i>Please state where you received ethical approval from</i>
Ethical approval was not needed as the project handles only priorly generated data.
<i>Research Questions / Aims and Objectives</i>
The aim is to produce a status report on ageism and one's career and retirement trajectories as well as recommendations as to how undesirable early exit can be avoided in attempts to extend working careers. Research questions are: • What does the labour market have to offer for those aged 50 and above, and how do career pathways after redundancy in old age look like? • What are the dynamics of older workers' agency and ageism in career decisions? • What are the stories behind early exit decisions before reaching retirement age?

<i>Purpose of data collection</i>	
This project uses qualitative longitudinal data from “Towards a Two-speed Finland? Longer Working Life, Retirement Pathways and Inequality” (2TS henceforth) project conducted at Tampere University. The data was generated to investigate whether larger redundancies divide the pensioner population into two, those who are well-off and those closer to the poverty line. The 2TS project challenges the “one size fits all” view on work-life and retirement transitions that are simply based on chronological age. Instead, it emphasizes the heterogeneity within the near retirement population, their agency and their ability to deliberate and make decisions.	
<i>Description of data collection process</i>	e.g. settings, availability, accessibility, procedures (when, who, where and how)
The qualitative longitudinal data has been generated with 40 former postal workers who were made redundant either voluntarily or involuntarily through cooperation negotiations. They were followed for approximately 2 years with each participant taking part in two waves of face-to-face interviews, and phone interviews, emails, diaries or video diaries between the two waves. The data was generated between 2015-2018, and the data generation was done by two researchers. The participants were 50-65 years old when the data generation began, and represented different positions of the company, a variety of educational and occupational backgrounds and were located around the country from rural to urban areas. Both genders were equally represented with 25 women and 15 men in the sample. The interviews followed a constructed framework of themes and questions the interviewers used. These themes included for instance experiences of cooperation negotiations and layoffs, occupational histories and life situations, everyday life and unemployment, health and wellbeing, future, employment opportunities and thoughts about the attempts to prolong working careers. Each interview was audio-recorded, and the interviews were transcribed by an independent contractor after the data generation period ended.	
<i>Description of collected data</i>	e.g. primary or secondary, scale, qualitative or quantitative ...

This project uses secondary qualitative longitudinal data, with its data corpus of 193 face-to-face and phone interviews each lasting from 15 minutes up to two hours. The interviews are available for the ESR both as audios and transcripts.	
<i>Storage of data collection</i>	e.g. how data is safely stored and when it will be destroyed
The data is securely stored on Tampere University's encrypted server and its anonymised transcripts will be archived once the original project has come to its end.	
<i>Data quality assessment</i>	
The data criteria in qualitative research is widely debated. Although many agree that clear and flexible guidelines are needed, up to date no common guidelines exist. Nevertheless, the research and its data follow ethical principles of responsible conduct of research set by the Finnish Advisory Board on Research Integrity (TENK), aiming to have credible, reliable and valid data and results.	
<i>Any permissions needed</i>	e.g. open access, purchased and financing ...
Permission to use the data for this doctoral research has been obtained from the PI of the 2TS-project Dr. Pirjo Nikander.	
<i>Challenges and solutions</i>	e.g. language barriers, cultures ...
The data is in the ESR's native language, Finnish, which facilitates conducting qualitative analyses on the data. However, the meanings are often difficult to translate into English for international audiences as idioms, words and phrases can have different meanings in different languages.	
<i>Other relevant issues</i>	
None.	
<i>Conclusive remark</i>	

There have not been issues or setbacks in the data collection process, as the project utilizes existing qualitative longitudinal data in the ESR's native tongue.

2.4 Federica Previtali, ESR 4

ESR Name, Project Number and Institution

Federica Previtali, # 4, Tampere University

Please state where you received ethical approval from

The Ethics Committee of the Tampere Region

Research Questions / Aims and Objectives

The aim of the study is to analyse the use of age, as a category, in the social interactions happening during structured organisational practices inside the workplace. The focus is on human resources process that has been previously identified as location of ageism: recruitment process and feedback process (performance appraisal interviews). The objective is to analyse whether the selected human resources processes are inclusive or reveal forms of ageism. Ageism is investigated both at organisational/institutional level (processes) and inter-personal level, in the relationship between manager/recruiter and employee. The analysis also includes other social categories that intersect with age, like gender and nationality.

Purpose of data collection

The aim of the data collection is to gather data on social interactions happening during structured human resources process within the workplace where employer and employee are communicating. The social interactions are studied from an ethnomethodological point of view, through the recording of real encounters.

Description of data collection process

e.g. settings, availability, accessibility, procedures
(when, who, where and how)

I personally contacted different companies in Italy and Finland. In Finland, I approached companies that have international employees, in order to approach English speaking workers. The choice of Finland and Italy is dictated both from the geographical proximity/language availability and from the interest in comparing countries with different organisational culture and welfare history. I approached the company both online and through personal contacts. Out of all contacts, 7 companies agreed to start the discussion on the data collection (3 in Italy, 4 in Finland). 3 companies agreed to participate in the data collection (2 in Italy and 1 in Finland), while the negotiation is still ongoing with 2 Finnish companies. The recruitment of companies took approximately 8 months. The company that agreed to the data collections are one Italian recruitment agency, one Finnish recruitment agency and one Italian organisation involved with the labour union.

<i>Description of collected data</i>	e.g. primary or secondary, scale, qualitative or quantitative ...
The data collected are primary qualitative data: natural occurring data. These are video-recordings of job interviews or performance appraisals interviews happening in the real workplace context. The data collected are 12 performance appraisal interview (1 company) and about 30 job interviews (in 2 different companies). For each organisation, background and ethnographic data are collected: interviews with managers or recruiters, policies documents, guidelines on the process of interest (job interview, feedback interview), observations.	
<i>Storage of data collection</i>	e.g. how data is safely stored and when it will be destroyed
The data are safely stored in an encrypted hard disk located in a locked cabinet in the faculty of Social Science at Tampere University. The data will be anonymised, according to time and budget issues, after 10 years (2031) and made available in an open data repository (Finnish Social Science Archive).	
<i>Data quality assessment</i>	
The data are properly managed throughout the whole process, following ethical principle stated by TENK. They are filed and coded according to the standard in the field. The typology of data collected (natural occurring data) is not subject to any internal quality assessment. According to the theory sustaining the use of these data in the study on social interactions, any kind of interaction is a possible	

subject of analysis, the same kind of interactions are collected to create collections to investigate patterns of communication, there is not a minimum number of interactions usable (the average is 20 encounters, in the field). The focus is on the interactional process, therefore there is no check on the consistency of the content.	
<i>Any permissions needed</i>	e.g. open access, purchased and financing ...
The participants signed informed consent before undertaking the data collection. A private agreement has been signed with each company. In the informed consent, participants could decide whether agree on sharing the anonymised version of their data in an open access repository.	
<i>Challenges and solutions</i>	e.g. language barriers, cultures ...
The main challenges faced are the language barrier, the difficulty of recruiting companies, the high level of commitment required by the video-recording of naturally occurring data (time, equipment, travel, etc). The language barrier was overcome by deciding to collect data also in Italy (Italian is my mother tongue). The difficulty of recruiting company was partially overcome, I decided to focus on two human resources process and to have one case study per each process. The withdrawal of companies made the process long and highly time-consuming. The effort required by video-recording real encounters was overcome thanks to the help of partner companies and fellow students.	
<i>Other relevant issues</i>	
None.	
<i>Conclusive remark</i>	
The data collection has not ended. It is still ongoing in two companies. The discussion of possible partnership in data collection is still ongoing in two companies.	

2.5 Seyoung Kim, ESR 5

<i>ESR Name, Project Number and Institution</i>	
Seyoung Kim, #5, Bar-Ilan University	
<i>Please state where you received ethical approval from</i>	
The research project #5 only utilises secondary data analysis, which is exempt from ethics/human subjects approval at Bar-Ilan University.	
<i>Research Questions / Aims and Objectives</i>	
The research examines the relationship between older and younger people's employment in Israel. The study aims to predict the potential impact of longer working lives on society and the economy and to suggest policy direction to achieve an age-friendly work environment.	
<i>Purpose of data collection</i>	
Not Relevant (Secondary analysis will be only devised).	
<i>Description of data collection process</i>	
Not Relevant (Secondary analysis will be only devised).	
<i>Description of collected data</i>	
I will use the secondary data drawn from the National Insurance Institute (NII) in Israel. The data cover the entire population of Israel and provide demographic data of the individual, salary data and pension data, including education level, employment status, the date of employment/leave, yearly salary, job sectors, and the number of children.	
<i>Storage of data collection</i>	
Not Relevant (The data can only be accessed from the stand-alone computers provided in the NII research room in Jerusalem, Israel).	

<i>Data quality assessment</i>	
Not Relevant (Secondary analysis will be only devised).	
<i>Any permissions needed</i>	
The NII data are highly guarded and managed by the institution, allowing only the authorized researchers to access to them.	
<i>Challenges and solutions</i>	
The NII dataset catalog was only available in Hebrew. I went over each item with my supervisor, Prof. Daniel Gottlieb, and developed an English translated version.	
<i>Other relevant issues</i>	
The NII data are only available in the NII research room in Jerusalem, Israel. In order to increase accessibility and to get familiar with the dataset, the NII allowed me to have a mock dataset to run a pilot analysis from my computer. The mock dataset is currently in the process of development.	
<i>Conclusive remark</i>	
The research project #5 only uses secondary data analysis. Primary data collection is not necessary in this project. The NII data are highly guarded and managed by the National Insurance Institute in Israel, allowing only the authorized researchers to access them. I have received access to the NII research room for the period of completion of my PhD study funded by the Marie Skłodowska-Curie Actions.	

3 Conclusion

The WP1 utilises a variety of data types and methods to investigate ageism in the labour market on different levels and produce policy recommendation to remove barriers for enabling working life environment. ESRs use a variety of approaches to answer the research questions, that were stated in Section 2: regression, time

series analyses, event history analyses, SEM, LCA for quantitative data, case study, narrative analyses, thematic analyses. Deductive content analyses and discourse analyses.

Three ESRs use previously collected data: longitudinal qualitative data, data of the national insurance institute and registry data; thus, for them, the new ethical approval was not needed. ESR1 and ESR4 are involved in data collecting (survey) and generation (video-recordings of interviews) and have received the necessary approvals. The process of data collection is still ongoing in both projects.

The main identified challenge in data collection and data analysis was the language – four ESRs are working with the data in the language different from their native or English, and ESR3 expressed concerns about the possibility of fully transferring the meanings the respondents declared into English. The challenge is being overcome by the help of native speakers, conducting research in English speaking environments and the use of local fieldwork company. Another challenge that was identified by ESR1 and ESR4 is the difficulty of recruiting companies and potentially low response rate. These challenges are also successfully addressed at the current stage of the project.