

Extended Working Lives Interview Schedule: Employees

General Context

1. Could you please confirm your job title and how long you have been in this position/the organisation?
2. Can you tell me a bit about your job and what an average working day is like for you? [*PROMPT*: Demands? Autonomy? Team working?]
3. How satisfied are you with the job? And how committed? Has this changed over time?
4. What are the things you like most/least about the job? [*PROMPT*: If you gave up work tomorrow what would you miss or be glad to avoid e.g. pay, social relationships, feeling useful, being valued and appreciated?]

Extending Working

5. As you are probably aware, the UK population is ageing and the government has responded by abolishing the default retirement age, increasing the age that state pensions can be drawn and encouraging the idea of people working longer. How do you feel about this? [*PROMPT*: Positive or negative? More freedom of choice or uncertainty?]
6. Have you considered how much longer you will work? How do you feel about the possibility of either retiring early or carrying on after 65?
7. Who or what has (or will) influenced your decision? [*PROMPT*: financial situation, health, partner and/or family situation]
8. How is the retirement process managed here? [*PROMPT*: What happens when someone gets to their early 60s?] Has your manager/union spoken to you about your options? What kind of information would be useful, when and from whom?
9. Is there anything the organisation is doing, or could do, that would encourage you to carry on working? [*PROMPT*: flexible working hours; reduced hours; change of job? Which of these are the most important and why?]
10. What about government and policy-makers, is there anything they could do to enable you to stay at work for longer? [*PROMPT*: pension changes, tax incentives, health and social care?]
11. Are you in the occupational pension scheme? Do you have any issues or concerns about this? [*PROMPT*: Pension threshold? Drawing your pension and continuing to work? Lack of understanding about pensions?]

12. Do you think that older workers are seen or treated any differently here from younger workers? [*PROMPT*: By whom? In what ways? Why?] Have you seen or experienced any discrimination?]
13. Do you feel that there's an upper age limit for the kind of work you do? [*PROMPT*: Why? What are the signs that tell you someone is reaching that upper age-limit? Is there support available – training, occupational health etc.?)]
14. Comparing yourself with your parents and grandparents, do you think people of your age are 'younger' than they were in the past? [*PROMPT*: i.e. in terms of their appearance and physical ability?] How does this relate to whether people of your age can or should work longer than previous generations?
15. For you personally, what would be a 'good' retirement? How different will your life be then? What are you looking forward to the most?
16. **OR, for those who have partially retired:**
- When did you partially retire?
 - What were the factors that influenced your decision?
 - How did you find the process? What advice and support did you get?
 - How do you find it and is it how you imagined it would be?
 - In retrospect, was it the right decision?
17. **OR, for those who have unretired:**
- When did you retire?
 - What were the factors that influenced your decision?
 - How did you spend your retirement and was it how you imagined it would be?
 - What factors prompted you to return to work?
 - How easy was it to get another job and how does this compare to the job you were doing previously?
18. Is there anything else you would like to raise about your plans for retirement and the way that retirement is managed here that we haven't already discussed?