

Age Discrimination in the Labor Market: Empirical Evidence from Albania

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Abstract

This study examines the prevalence and forms of age discrimination in the Albanian labor market, targeting structural and social determinants leading to it. Age discrimination is widespread and encompasses chances of employment, and professional growth. Although there are laws that guarantee provisions for equal treatment in work, discrimination is frequent, particularly within private-sector. The study adopts a mixed-method design and grounded in primary data from structured questionnaires distributed online to individuals working in various economic sectors. The evidence points to disproportionate prevalence of age discrimination with high gender differences, affecting the youth and older workers. Discrimination is largely perceived by women, particularly during initial or late careers. The study also determines that employees working in rapidly transforming industries, such as information and communications technology and banking and insurance, are susceptible to higher age discrimination. The findings with greatest implication emphasize policymakers to more profoundly improve anti-discrimination legislation, employers to

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come up with diversity-encompassing hiring and career progression strategies, and society to overcome age stereotyping. By using only an overall strategy to merge legal, organizational, and cultural policies to eliminate the negative influence of age discrimination and promote equal opportunities to enter the labor market can these issues be solved.

Keywords: Discrimination, Labor Market, Ageism, Gender Inequality, Employment, Economic Status, Social Justice

INTRODUCTION

The right to employment, free from discrimination of any form, is an universal human right. Individuals who experience discrimination in the labour market are denied the independence, dignity, well-being and sense of belonging that come with work. Recent international studies show that age discrimination is most prevalent among young people aged up to 29 and among individuals over 45 years old. Research concludes that there is a tendency among some managers to create stereotypes about older women, describing them as “reliable but lacking capacity”, which results in situations where women are less likely to be promoted. Conversely, youth can be stereotyped as “not competent for the job but potentially so” (Partridge 2008). From a business perspective, the addressing of discrimination in the labor market is due to improved diversity in the firm, enabling tangible benefits in productivity, performance and innovation, increasing the quality workforce and strengthening the organization's image. The disadvantages of lower participation and experience of discrimination include loss of expertise and knowledge, loss of quality and experienced personnel, low levels of productivity, high costs of recruitment and training of new personnel.

Albania currently and potentially faces a number of economic and social challenges related to maximizing the total potential of the workforce in conditions where the age, size and structure of the population are constantly changing. High productivity and participation in the labor market are the basis of future economic growth. There are different forms of discrimination in terms of race, gender, ethnicity, etc., but age discrimination is the most widespread form of discrimination in any age group. Although there are laws specifically targeting equality and discrimination, there are still cases of discrimination. This study analyzes the patterns and drivers of age discrimination in the labor market of Albania. Primary data derived from online questionnaires proves that discrimination affects different groups of people in differing ways as far as employment opportunities, salaries, and promotion prospects are concerned.

Albania currently and potentially faces a number of economic and social challenges. It is vital for national productivity that everyone in the country who wants or needs to work for pay is able to do so by making the most of their skills, opportunities and aspirations. Regarding the broader cultural context in which individuals of a certain age live, work, and interact with others, age discrimination is the main factor that negatively affects their participation in society, as well as their participation in the labor force (Bowman and Kimberley 2011).

Age discrimination in the labor market is a serious socio-economic problem that affects the productivity of the workforce and economic growth. Employment in job opportunities without discrimination is a fundamental human right, but most people do not have career development opportunities because of age discrimination. Discrimination is practiced in the form of hiring, pay disparities, limited access to

training sessions, and limitation of career advancement. Studies show age discrimination reaches workers at the both the younger and older ends of the labor force—those younger workers encounter suspicion regarding their ability, while older workers face assumption of obsolescence. Organizationally, organizations that fail to address age discrimination lose necessary knowledge and productivity, while diversity-oriented organizations are recompensed with creativity and employee job satisfaction. The Albanian labor market is under pressure due to demographic change, economic transformation, and shifting patterns of employment behavior. It is critical to understand mechanisms of age discrimination in the process in order to develop an efficient policy towards promoting labor market inclusiveness. The contribution of this study lies in the fact that it uses empirical evidence concerning prevalence and forms of age discrimination in Albania. By exploring drivers of discrimination and its impact on labor force engagement, this research informs policy interventions to induce inclusive employment.

The research aims to shed light to age discrimination in the Albanian labor market using an integrated approach consisting of theoretical analysis, empirical data collection, and statistical examination. The research begins with a review of the main definitions, forms, and impacts of age discrimination to provide conceptual foundation for the research. This is followed by a methodology section describing the design of the study, such as data collection by means of standard questionnaires and statistical techniques utilized in the analysis. Empirical evidence on the trends of age discrimination by demographics and sectors comes next. Finally, the study concludes that there are policy recommendations for eradicating workplace ageism through legal enforcement, employers' actions, and public awareness programs. With this systematic approach, the study provides a comprehensive understanding of age discrimination and its implications on labor market inclusivity.

REVIEW OF LITERATURE

Discrimination can be pre-market discrimination, such as discriminatory access to education and skill development, and in-market discrimination, in terms of compensation, promotion, and job treatment. Age discrimination, or ageism, has also evolved conceptually over the years, with scholars debating its precise definition and parameters. Butler (1969), defined ageism as prejudice on the part of one age group against another, in general, although more specifically in workplaces and societies. Butler (1980) later elaborated on this definition by stating that ageism encompasses attitudinal, behavioural, and institutional elements that disable older individuals. Subsequent research has also discovered that while ageism can be used against individuals of any age group, it often affects older employees, who are often viewed as inflexible or lacking proficiency in using technology (Angus and Reeve 2006). The European Union differentiates between various forms of age discrimination, including direct and indirect discrimination and harassment (Ghosheh 2008). Direct age discrimination occurs when individuals are less advantageously treated obviously on the basis of age, whereas indirect discrimination occurs when a neutral policy disproportionately impacts certain groups of ages unless they can be justified by legitimate business factors (Furunes and Mykletun 2010). Theoretical formulation of ageism in the past three decades has captured different types like positive vs. negative ageism (Palmore 1999), implicit vs. explicit ageism (Levy and Banaji 2004), and individual vs. organizational ageism (Palmore 1999).

The studies highlight ageism as a discrimination that spreads across all spheres of work, including recruitment, promotion, and workplace treatment. Butler (1969) first used the term ageism to describe discrimination by one age group against another, whereas contemporary studies, such as Burnes et al. (2019), highlighted the depth of stereotypes and their socio-economic impacts. Other scholars, including Posthuma and Campion (2009) and Ng and Feldman (2012), determined how negative attitudes towards older workers—such as resistance to change or decreased productivity—fuel discriminatory hiring and employment decisions. Meanwhile, research by North and Fiske (2012) and Shiu, Hassan and Parry (2015) explored the role of intergenerational biases and national cultural perceptions in shaping workplace experiences. The reviewed studies also discuss the structural and organizational factors contributing to age discrimination. Finkelstein, Ryan and King (2013) examined how metastereotypes—perceptions of how one's age group is viewed by others—reinforce workplace bias. Kulik, Perera and Cregan (2016) and Wood, Wilkinson and Harcourt (2008) further analyzed how perceived age dissimilarity and workplace policies impact employee engagement and satisfaction. Overall, the literature underscores that age discrimination is deeply embedded in both individual attitudes and institutional practices, necessitating comprehensive policy interventions to promote inclusive labor market participation.

Ageism theories have developed on various levels of analysis. Micro level research identifies age attitudes related to individual characteristics such as education, gender, and socioeconomic status (Ayalon 2013). Meso level analysis examines how social institutions and organizations are involved in age discrimination, particularly in recruitment, promotion, and training. The macro level research examines the general societal and cultural norms affecting age-related prejudices and institutionalized policies. Three principal approaches have been used in economic research on discrimination in the labor market. First, following Becker (1971), the distinction has been drawn between "taste-based" discrimination—where employers, coworkers, or customers discriminate against older workers on the basis of taste—and "statistical discrimination," where age is used as a proxy for assuming the productivity levels. The second approach employs statistical models to examine labor market inequality, controlling for education, experience, and other relevant variables to eliminate the impact of age on employment outcomes (Blinder 1973). The third approach employs experimental methods, including field and laboratory experiments, to measure discriminatory action in employment and work place interaction (Blank et al. 2004).

Empirical data confirms that self-reports of discrimination need not always match statistically quantifiable labor market measures. While some studies conclude that exists a close link between perceived discrimination and wage gaps (Coleman et al. 2008), others have mentioned that discrimination in the workplace is more than just wages, as it extends to training access, career advancement, and job security (Hallock et al. 1998). The employees typically exhibit a prejudice towards the younger employees, particularly in emerging industries such as the technology and finance sectors (Malinen and Johnston 2013). The older workers also typically face barriers to career promotion, exclusion from training schemes, and early retirement pressures (Furunes and Mykletun 2010). Literature indicates that age discrimination is also compounded by gender and socioeconomic status. Women, individuals with lower levels of education, and job applicants report higher levels of age discrimination (Duncan and Loretto 2004; Van den Heuvel and van Santvoort 2011). Research conducted on an industry-wise basis shows that work in industries with a low rate of employment of older workers—

such as information technology, banking, and hospitality—is rampant with age bias (Johnson and Neumark 1997). Moreover, "customer-driven discrimination" is prevalent in service sectors where employers prefer younger employees to align with perceived customer attitudes (Adler and Hilber 2009). Since age discrimination is a multifaceted phenomenon, addressing this issue requires an integrated policy approach. Legal reforms to strengthen anti-discrimination enforcement, employer-led practices to promote workplace inclusion, and public information campaigns to challenge age stereotypes must be among the approaches taken. Future research must conduct studies to identify effective interventions that promote age diversity and minimize the economic and social costs of workplace ageism.

Studies on the impacts of age discrimination, emphasizing its effects on workplace dynamics, employee well-being, and organizational performance. Research by Burnes et al. (2019) identifies effective interventions to mitigate workplace ageism, while Finkelstein et al. (2013) explore how age-based metastereotypes shape employee experiences. Studies by Furunes and Mykletun (2007, 2010) examine managerial attitudes toward age diversity and propose tools to measure perceptions of age discrimination. Meanwhile, Kulik et al. (2016) and Ng and Feldman (2012) demonstrate how perceived age similarity and negative stereotypes affect job satisfaction, engagement, and workplace diversity. Further, North and Fiske (2012) and Posthuma and Campion (2009) investigate the role of social norms and stereotypes in shaping workplace discrimination, particularly in recruitment and promotion. Snape and Redman (2003) and Shiu et al. (2015) highlight the consequences of age discrimination in terms of job satisfaction and national workplace cultures. Finally, studies by Wood et al. (2008) and Yeung (2019) highlight the more general psychological and organizational implications, showing that age discrimination leads to lower morale, lower retention, higher work pressure, and psychological distress, notably among older workers.

METHODOLOGY

The study employs a quantitative research with the use of standardized questionnaires for the objective of collecting primary data on experience and perception towards age discrimination. Online distribution of the questionnaire was done targeting workers across different sectors in the economic sectors of Albania. The instrument employed included demographic variables such as age, gender, education, employment status, field of work, and working experience.

To ensure content validity, the questionnaire was expert-tested, wherein two experts checked the questions for relevance and clarity. A pilot test was also conducted in the Tirana district with 20 participants to refine question wording and respondent comprehension. The final sample included 475 participants from different industries, including finance, information technology, education, and hospitality. The discrimination patterns were investigated by contingency tables and ANOVA tests to determine the statistical significance of associations between demographic characteristics and discrimination.

RESULTS

The study analyzes 475 answers from respondents with a representative distribution (Table 1 in Appendix) from different sectors (primary, secondary sector, trade, scientific

activity, financial and banking services, communication technology, and others). In terms of gender, it is seen that women have a higher representation than men (74.1% compared to 25.9%). Meanwhile, in terms of age, the most represented age group is the young (18-29 years old), while employees are more represented compared to other groups (self-employed, unemployed, students, and others) respectively with 67.3%. The private sector is represented by 54.5% of respondents compared to the public sector (37.7%) and the rest is represented by non-governmental organizations or other categorizations. In terms of representation of economic level, measured by average monthly household income, representation is approximately the same across categories, except for income categories over 200,000 Albanian lek which are less represented. Regarding the forms of manifestation of different treatment or discrimination, respondents have experienced it in various forms ranging from denial of work-related benefits to dismissal.

Table 1: Forms of perceived discrimination

Prejudice/discrimination in the form of:	Frequency	Percentage
Exclusion from training and qualification opportunities	100	21.5%
Exclusion from promotion	106	22.8%
Reduction in job responsibilities	66	14.2%
Lower salary than other employees in the same position	115	24.68%
Unfair annual evaluation by your boss/supervisor	128	27.89%
Denial of work-related benefits	132	28.45%
Harassment or insults from colleagues	71	15.17%
Target for dismissal due to organizational restructuring	55	11.75%
Fired from job	49	10.58%

Source: Authors from collected data

The highest reported issue is the denial of work-related benefits (28.45%), followed closely by unfair annual evaluations (27.89%) and lower salary compared to colleagues (24.68%). These findings align with research indicating that older employees often face bias in promotions and salary negotiations (Neumark 2019). Age discrimination is also evident in exclusion from training opportunities (21.5%) and reduction in job responsibilities (14.2%), which can contribute to professional stagnation (Cleveland and Hanscom 2016).

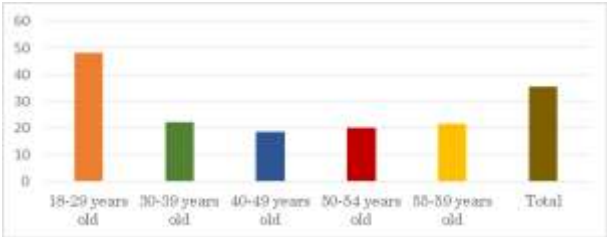
Empirical evidence suggests that organizations frequently overlook older employees when allocating career development opportunities due to stereotypes about declining productivity and adaptability (Murphy and DeNisi 2019). These findings reinforce policies recommended by the OECD (2020) that highlights the importance of inclusive workplace training programs to mitigate age-related biases.

Contingency tables represent the relationship between two or more categorical variables and are therefore intended to show the relationship (or lack thereof) between the two variables. A common question regarding the contingency table is independence, which means that the variables presented in the rows and those in the columns are uncorrelated (knowing the value of the variable in the row does not help to predict the value of the variable in the column and vice versa). The null hypothesis (H_0) expresses the independence of the variables, while the alternative hypothesis H_a expresses the statistical relationship of the variables.

From the contingency table, we find that the majority of age group affected by the trend of age discrimination is the 18-29 years' age group and 48.26% of the respondents mention that they experience unfair treatment. We can reason that the two most affected age groups by the trend of age discrimination are the 55-59 years age

group with 27.27% and 50-54 years age group with 25%. The results are also consistent with studies in other countries which conclude that age discrimination is more prevalent in younger and older age groups.

Graph 1: Perceived Age Discrimination by Age



Source: Authors from collected data

According to the gender and age discrimination cross-tabulation, only 28 of the 122 men (22.9%) reported having experienced discrimination, compared to 140 of the 353 women (39.6%) who said they had. According to intersectional labor research, older women may face more discrimination as a result of this gender imbalance (Cortina et al. 2013).

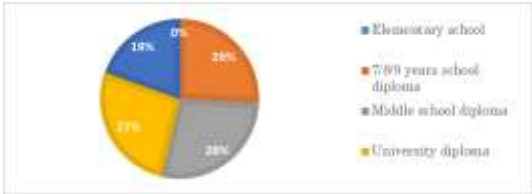
Table 2: Gender * Age discrimination Crosstabulation

		Age discrimination		Total
		No	Yes	
Gender	female	213	140	353
	male	94	28	122
Total		307	168	475

Source: Authors from collected data

The graph 2 indicates respondents' perceived age discrimination by educational level, where they are divided into four categories: elementary school, 7/8/9-year school diploma, middle school diploma, university diploma, and post-university diploma. The middle school graduates perceived more age discrimination (28%), followed closely by university graduates (27%).

Graph 2: Perceived Age Discrimination by Education



Source: Authors from collected data

From the age discrimination perspective, numerous studies point out that education plays a crucial role in decreasing workplace prejudice. In the view of Ng and Feldman (2012), highly educated employees are perceived as versatile and competent personnel, and this can help lower instances of age discrimination. However, as Finkelstein et al. (2013) argue, even highly educated older employees can still be subject to discrimination due to stereotypes about their ability to learn new technology. The rather high rate of post-university diploma recipients (19%) even more strongly

supports the fact that the labor market is increasingly calling for specialists and lifelong learners, supporting evidence by Posthuma and Campion (2009), who emphasized the shift in skill demands in modern workplaces. Nonetheless, while education has served as a buffer against discrimination, ageism does exist, particularly in jobs where technology use and innovation are prioritized.

Discrimination appears to be more prevalent among unemployed people (16 of 35; 45.7%) and part-time workers (48 of 97; 49.5%). This supports the findings of Chan and Stevens (2001), that age-related challenges at work are exacerbated by precarious employment situations.

Table 3: Employment status* Age discrimination Crosstabulation

		Age discrimination		Total
		No	Yes	
Employment status	Employed	221	100	321
	Self-employed	15	2	17
	Unemployed	19	16	35
	Part-time employed	49	48	97
	Other	3	2	5
Total		307	168	475

Source: Authors from collected data

In addition, the prevalence of discrimination are more prevalent in the private sector (57 out of 177; 32.2%) than in the public sector (97 out of 262; 37%), indicating a tendency for profit-oriented companies to favor younger employees over those with more experience (Zwick 2012).

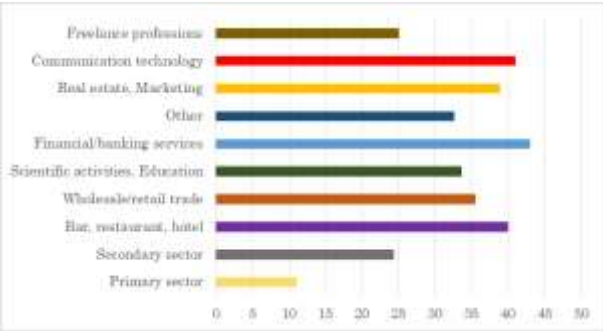
Table 4: Employer's type * Age discrimination Crosstabulation

		Age discrimination		Total
		No	Yes	
Employer's type	Public sector	165	97	262
	Private sector	120	57	177
	Non- profitable organizations	11	8	19
	Other	11	6	17
Total		307	168	475

Source: Authors from collected data

The graph 3 presents the perceived age discrimination of respondents across various employment sectors, revealing variations in its prevalence. The financial and banking sector, along with communication technology, show the highest percentage of perceived age discrimination with respectively 43% and 41%. North and Fiske (2012), suggests that knowledge-based industries are more likely to attract younger workers, whereas physically demanding jobs in the primary sector are often associated with older employees who may face challenges in transitioning to new roles. Research by Shiu et al. (2015) indicates that while some industries may be more inclusive, internal biases can still limit career advancement opportunities for older employees. The prevalence of perceived age discrimination in hospitality (bar, restaurant, and hotel) and wholesale/retail trade further suggests that "customer-driven discrimination" is prevalent in service sectors where employers prefer younger employees to align with perceived customer attitudes (Adler and Hilber 2009).

Graph 3: Perceived Age Discrimination by Employment Sector



Source: Authors from collected data

Based on the contingency table, we can conclude that the individuals most affected by age discrimination are employees who have less than one year in their current position with 44.44% and those with 1-3 years with 42.22%. Age discrimination and its perception is affected by the length of time in the current position, the longer the time in the current position, the lower the percentage of individuals who experience discrimination.

Table 5: Years in actual position * Age discrimination Crosstabulation

		Age discrimination		Total
		No	Yes	
Years in actual position	Less than one year	95	76	171
	1-3 years	52	38	90
	3-5 years	32	16	48
	More than 5 years	128	38	166
Total		307	168	475

Source: Authors from collected data

The combination of education levels, employment sector distribution, and discrimination data highlights critical trends in the labor market. While higher education credentials remain essential for job security, structural shifts towards digital and service-based industries are shaping employment patterns. ongoing age discrimination highlights the need for more robust legal frameworks and workplace inclusion policies, especially when it comes to pay gaps and career advancement. Interventions that support lifelong learning and age-inclusive hiring practices should be the subject of future studies. To make the labor market more inclusive, organizations must implement age-neutral performance evaluations and guarantee fair access to opportunities for professional growth.

Based on the ANOVA table, results that the perception of age discrimination is influenced by gender, age, employment status and time in current position, variables statistically significant at the 1% level. Based on the contingency tables and ANOVA, we can conclude on the profile of individuals who experience age discrimination. Those discriminated against on the basis of age are mainly females in the age group 18-29 years, with a university or postgraduate degree, who have less than 3 years in their current position and are employed in the private sector, mainly in financial services/banking, real estate/marketing or information technology.

Table 6: Perception of Age Discrimination by Different Variables

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Gender	Between Groups	2,114	1	2,114	11,290	,001
	Within Groups	88,552	473	,187		
	Total	90,665	474			
Age	Between Groups	45,282	1	45,282	33,230	,000
	Within Groups	644,558	473	1,363		
	Total	689,840	474			
Education	Between Groups	1,334	1	1,334	3,021	,083
	Within Groups	208,784	473	,441		
	Total	210,118	474			
Employment status	Between Groups	18,844	1	18,844	11,764	,001
	Within Groups	757,674	473	1,602		
	Total	776,518	474			
Sector of employment	Between Groups	6,857	1	6,857	1,722	,190
	Within Groups	1883,661	473	3,982		
	Total	1890,518	474			
Employer's nature	Between Groups	,090	1	,090	,065	,799
	Within Groups	653,355	473	1,381		
	Total	653,444	474			
Average monthly family income	Between Groups	4,822	1	4,822	2,279	,132
	Within Groups	1000,622	473	2,115		
	Total	1005,444	474			
Years in actual position	Between Groups	30,896	1	30,896	19,225	,000
	Within Groups	760,144	473	1,607		
	Total	791,040	474			

Source: Authors from collected data

The results reveal that discrimination exists in the labor market in several forms including wage disparities, bias towards certain groups of individuals regarding hiring processes, exclusion from promotions for particular individuals, and the division of people into different occupations. Individuals from vulnerable groups and lower economic status have very little job opportunities given to them along with the discrimination they have to deal with during and after the hiring process as well as when they are working. In addition, this research shows that employers in certain fast-evolving sectors have a preference for young workers while those above a certain age are either retired or working at a dormancy level in their careers. Discrimination is more rampant in the private sector in comparison to the government sector, especially in the fields of finance, technology, and services such as hotelier services where this is more common. Employment discrimination in the form of tokenism and paternalism is also practiced when women of equal or higher credentials and experience with men get lesser positions and expect to get lower salaries as compared to their counterparts. The analysis of data suggests that discrimination is, to a large extent, dependent on education achievement level, whether or not the individual is employed, and the culture of the organization. A holistic strategy is necessary in dealing with discrimination in the labor market. Policymakers should improve the legal mechanisms of enforcement in relation to compliance with anti-discrimination policies. Employers have to enforce their policies on diversity and inclusion regarding fair hiring, as well as equal compensation for work done. Unconscious bias training on how to treat different people in the workplace or even recruitment as a function could do a lot towards leveling the playing field in the labor market. Human resource management in recruitment through digital platforms and AI can also assist in diminishing human discrimination rudiments in employment choices. There is a need to improve protection of whistleblowers and develop better ways for discrimination reports to be made in the workplace. Public relations and social campaigns and initiatives, as well as informational and educational programs, are also very important for changing negative stereotypes of certain populations. This study enriches the work of policymakers,

industry, and academic circles by emphasizing the discrimination problem in the labor market that is basic in nature. Structural changes within the context of future research should concentrate in identifying strategies and policies that would encourage the establishment of inclusive labor markets in different countries.

The results are replicated in more general labour market trends where education and industry are major determinants of age discrimination. Although there are some inclusive sectors, some of the older workforce still have obstacles to employability, career progression, and technical improvement. Policies must therefore be created in response to such issues in order to improve lifelong learning, limit discrimination at the recruitment point, and enable intergenerational collaboration within the workforce.

CONCLUSIONS

Age discrimination can be classified in different ways. Age discrimination appears in different forms and is driven by prejudices and stereotypes created regarding age. Age discrimination is the most widespread and experienced form of discrimination for each age group. In terms of gender, women are the most discriminated against, while in terms of age, young people perceive greater discrimination. Age discrimination is a phenomenon that is associated with short-term and long-term economic and social impacts.

The study confirms the existence of age discrimination in the Albanian labor market. Perceived age discrimination is higher for young people. Age discrimination is perceived differently by individuals employed in different sectors of the economy. Age discrimination is also widespread in the public sector. The phenomenon of age discrimination is perceived differently by women and men, with women feeling more discriminated against. Discrimination is a phenomenon present in the Albanian labor market and is experienced for the most part as multiple discrimination.

The study confirms the cyclical trend of age discrimination in the Albanian labor market and how it affects workers at various points in their careers. Young employees find it difficult to establish credibility, while older workers experience difficulty with career development. The test is compounded by difference of gender, and the latter suffer more discrimination than the former. Consistent policy measures, tightening of enforcement of anti-discrimination laws, age-diversity measures undertaken by employers, and public campaigns for challenging stereotypes are emphasized by the report. The employers must implement diverse selection practices, equal opportunity for training all workers regardless of age, and fair career development. The policymakers, private business, and members of civil society must join hands to develop an efficient and inclusive labor market to counter such challenges. The future studies can delve into qualitative dimensions of age discrimination, like responses and experiences at the workplace, to be able to comprehend this intricate phenomenon better.

The findings of the research reveal that age discrimination in the Albanian labor market is widespread with differential patterns by various age groups, employment sectors, and gender categories. According to the research, young employees (18–29 years) and older employees (50+ years) report to be discriminated against more compared to those who are in the mid-career phase. Discrimination based on age targets women more than men, particularly in those areas where there is imbalance between women and men. In addition, age-based discrimination is revealed to

disproportionately affect part-time employees (49.48%) and private sector (37%) as compared to public sector (32.2%) employees. Statistical testing using ANOVA confirms that age, gender, being employed, and sector of employment significantly influence feelings of discrimination ($p < 0.01$). Employees working in fast-changing industries such as finance and technology have highest instances of discrimination and require sector-specific interventions. Additionally, individuals holding postgraduate qualifications are more likely to observe and report discrimination based on age, suggesting that higher levels of education make one more attuned to workplace prejudice.

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Author contributions

The authors confirm contribution to the paper as follows: study conception and design: E.J. and S.K. data collection: D.D. literature review: S.K. draft manuscript preparation: E.J. draft review: S.K. All authors reviewed the results and approved the final version of the manuscript.

Data Availability

Primary data are available upon request from the authors

Conflict of interest

The authors declare no conflicts of interest.

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Appendix

Table 1: Descriptive Statistics

Characteristics		Frequency	Percent	Characteristics		Frequency	Percent
Gender	female	353	74,3	Employment sector	primary sector	9	1,9
	male	122	25,7		secondary sector	37	7,8
	Total	475	100		bar,restaurant, hotel	40	8,4
Age	18-29 years	259	54,5		wholesale/retail trade	31	6,5
	30-39 years	113	23,8		scientific activities, education	116	24,4
	40-49 years	59	12,4		financial/banking services	86	18,1
	50-54 years	20	4,2		other	95	20
	55-59 years	14	2,9		real estate, marketing	18	3,8
	60-64 years	8	1,7		communication technology	39	8,2
	65 or more years old	2	0,4		freelance professions	4	0,8
	Total	475	100		Total	475	100
Education	elementary school	4	0,8	Family size	3 or less member	127	26,7
	7/8/9 years school diploma	5	1,1		4-6 members	333	70,1
	middle school diploma	23	4,8		7-10 members	15	3,2
	university diploma	285	60		Total	475	100
	post university diploma	158	33,3	Average monthly family income	0-30.000 ALL	33	6,9
	Total	475	100		30.001-70.000 ALL	128	26,9
Employment status	employed	321	67,6		70.001-120.000 ALL	128	26,9
	self-employed	17	3,6		120.001 - 150.000 ALL	77	16,2
	unemployed	35	7,4		150.001-200.000 ALL	52	10,9
	part-time employed	97	20,4		more than 200.001 ALL	57	12
	other	5	1,1		Total	475	100
	Total	475	100	Place of residence	urban	420	88,4
Years in actual position	less than 1 year	171	36		rural	28	5,9
	1-3 years	90	18,9		suburban	27	5,7
	3-5 years	48	10,1		Total	475	100
	more than 5 years	166	34,9	Perceived age discrimination	non	307	64,6
	Total	475	100		yes	168	35,4
					Total	475	100