

# AGEISM

## IN WORK CONTEXT THROUGHOUT THE WORLD

### INTRODUCTION

In the workplace, there are cases in which younger-aged people are treated better than older ones, and vice versa. This is called **ageism, the discrimination against individuals or groups on the basis of their age**. Since being recognized as a form of social prejudice in 1969, especially in a work context, ageism still goes unchallenged and accepted both at implicit and explicit levels (Previtali et al (2022)).

Being acknowledged of these practices, our research aims to **raise awareness of this pervasive social problem through data visualization and analysis**, and thus, take action to confront this global challenge.

### RESEARCH QUESTIONS

1. IS THERE AGEISM AGAINST WORKERS WITHIN YOUNG AGE GROUPS?
2. IS THERE AGEISM AGAINST WORKERS WITHIN OLD AGE GROUPS?

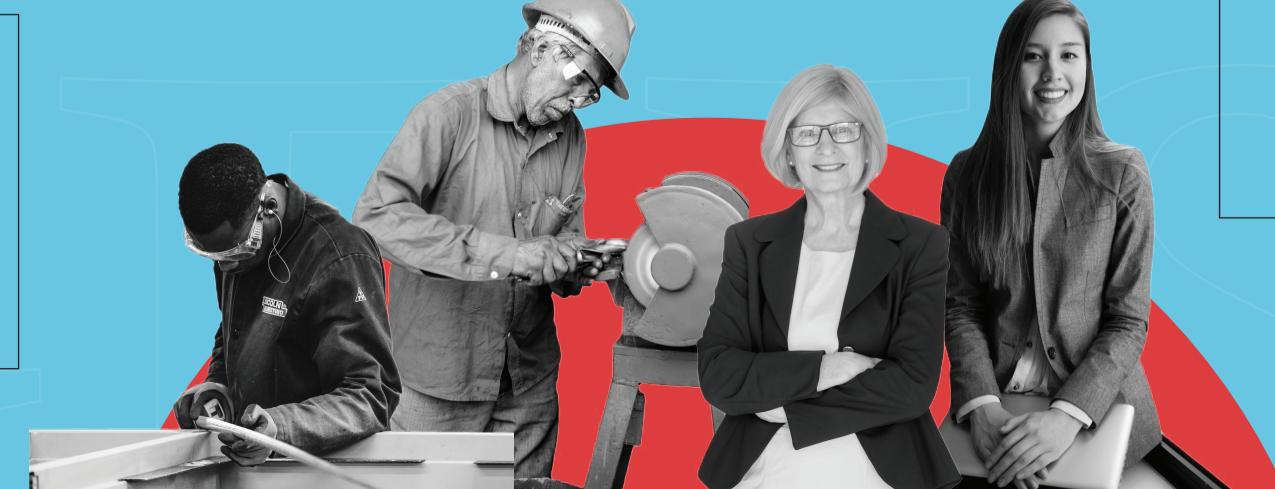
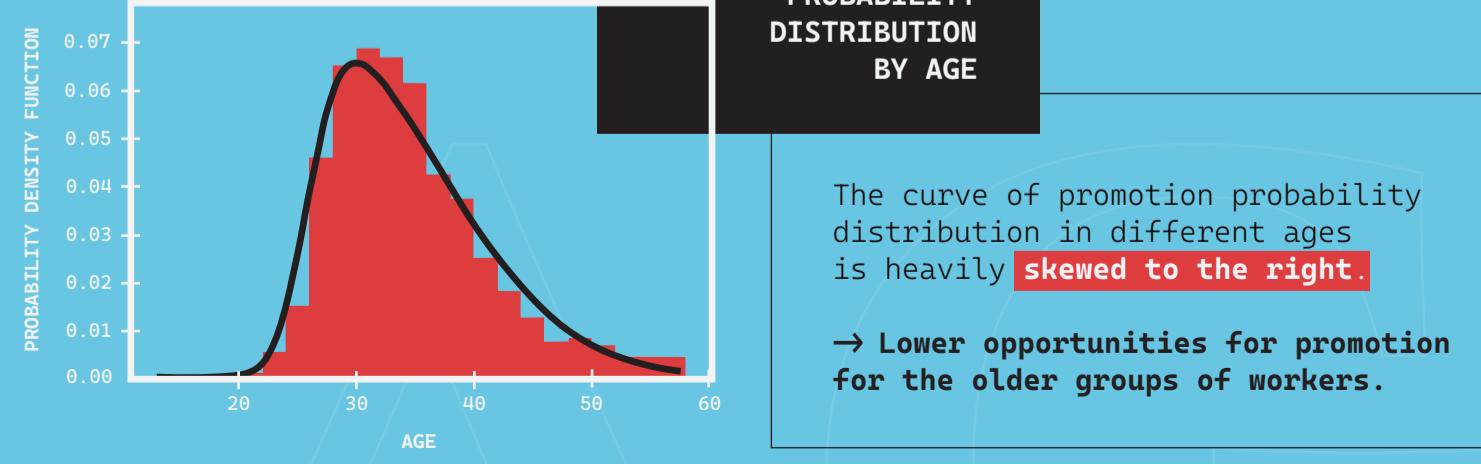
### DATA ANALYSIS

**Null hypotheses:** There is no obvious difference in income between young (below 50 years old) and old (above 50 years old) workers.

Education < 11: assuming the majority of this group are manual workers  
Education > 11: assuming the majority of this group are intellectual workers

Both **p-values < 0.05** → Reject the null hypotheses

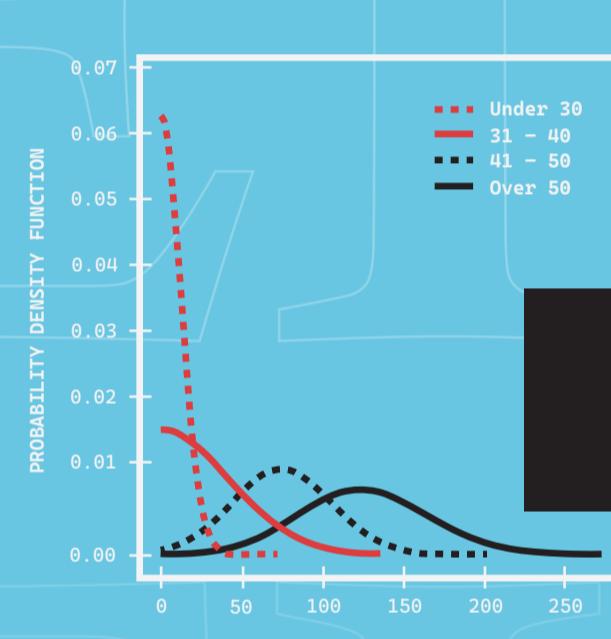
→ Inequality in income between young and old workers (both in education < 11 and education > 11 groups).



### METHODOLOGY

**Hypothesis testing:** The sample size is large so there is no need to perform normality tests  
→ Use **t-test**

**The evolution** of absent hours distribution by age groups  
→ Use **Probability density function**



For the under 30 years old group, the values of their absent hours are distributed almost in one area (as the graph erects vertically in one place). For the over-30-year-old groups, the values are **normally distributed and rise** (as the lines respectively slide to the right)

→ There is a tendency for the workers to be given less time to work as they become older.

### OUR GROUP

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### CONCLUSION

AGEISM OCCURS BOTH AGAINST YOUNG AND OLD PEOPLE IN TERMS OF PROMOTION, INCOME AND ABSENT HOURS.

It is crucial for everyone to be **concerned about their working environment** and whether any colleagues are currently victims of ageism. More research should be conducted to find out the reasons behind these phenomena.

### LIMITATIONS

The sources of the datasets collected are not detailed.

People having different education levels would have different occupations that are not entirely intellectual or manual.

### REFERENCES



### QR SECTION 8 - GROUP 1