Q1) Employees over 50 can feel avoided and demotivated in the work environment for different reasons. They feel especially prohibited when they accept that their intellectual capacities decline with age. Older individuals are commonly more joyful and have preferred social connections over more youthful individuals—but contrary generalizations about older individuals are boundless, for instance, they are regularly observed as neglectful and less equipped than more youthful individuals. As an outcome, they are less persuaded to look for social contacts in the working environment. This, thus, can have negative ramifications for their incorporation and can make them leave the work procedure, for instance through early retirement. Older workers are not just regularly stood up to with negative generalizations about psychological decrease, they can likewise disguise them; for instance, by concurring with the possibility that scholarly exhibition decays with age and that they themselves are influenced by this decrease. It has demonstrated that the disguise of negative age generalizations can affect their performance. Be that as it may, disguised negative age generalizations likewise influence the feelings and inspiration of older employees. Older people may feel shaky about their belongingness in the work environment because of these reasons! The more the people disguised pessimistic age generalizations, the less they were propelled to set up social contacts with their associates and the more they socially pull back. Different stereotypes of these types scare me the most. It is just the feeling of being excluded that seems to be missing with older people at workplace. Existence of stereotypes like older people are resistant to change and stick to what they have dealt with and learned in their lives only make it harder for them to get included. Things like making fun of old people dancing and calling it adorable is very disrespectful and joking about how older people are not good at using smartphones. Things like this is also mentioned in the article ‘Why “OK Boomer” Is Not OK at Work’. People, in general, need to understand that experience of an older person can help in so many ways not to mention how it diversifies the workplace environment, which will eventually help solve issues like discrimination and exclusion

Q2) This are the two articles I read for the research.

1) <https://www.velaw.com/insights/accommodating-older-workers-during-the-covid-19-pandemic/> and

2) <https://www.asaging.org/blog/older-workers-are-underrepresented-safe-jobs-covid-19-recession>

It’s mentioned in the articles that out of all the people that have died, 80% of them were older than 65 years, so it is better for both employees and employers to understand how important it is, especially in these times, to follow the right guidelines and be aware about the things that can help them protect their job. I would like to quote something from first article, “..your employees would have a strong claim of age discrimination under the Age Discrimination in Employment Act (ADEA), if you based your decision not to bring them back on their age. In updated technical guidance addressing pandemic-related issues, the U.S. Equal Employment Opportunity Commission (“EEOC”) states in no uncertain terms that employers may not involuntarily exclude employees from the workplace due to COVID-19, even if the decision to exclude was for benevolent reasons, such as protecting employees who are subject to higher risk of severe illness from COVID-19.” This basically explains how older people are at the benefit of being protected given the circumstances. The second article provides some good statistics on the areas like what positions might be helpful for older people to work on given the pandemic has struck them the hardest. The stats can help older employees who lost their jobs to apply at positions that is not letting older people go. The article also makes some good points that can help people in these times like lowering the Medicare eligibility age.

I would really like my fellow classmates to listen to the SHRM’s All Things Work podcast, as it continues to provide coverage of how the world of work is responding to the pandemic. Other organizations like AARP, the national advocacy and membership organization for people 50 and over, is helping older people in all the ways possible. I got to learn more about an organization JobsOver50, which helps seniors form liaisons with their former schools and alma maters to give them an alumni advantage over others seeking jobs, and they have been very successful in doing so. Manpower Inc. and Kelly Services are some other organizations that specifically help older people to get a job.