

Appendix A: Methodological note

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This appendix accompanies Unia's research report "Research on age discrimination in Belgium" (2025). This methodological note provides more information on the methods used for the study. A second appendix (Appendix B) with additional results that could not be included in the report itself is also available on the [website](#).

1 Consultation of stakeholders to determine the research question

Stakeholders were asked these two main questions:

Unia is launching a new study on age discrimination and inequality. The exact focus of this research is not yet determined. This is because we want to align it with the needs of organisations that come into contact with this topic. What studies would be useful for your work? Are there certain figures or data you need, or are there questions you have had for a long time but have not yet been able to answer? We'd love to hear about it!

What research question(s) do you think we should answer? If possible, explain why an answer to these questions would make a difference to your work.

(E.g. An analysis of discrimination in access to housing for young adults, or an understanding of older people's experiences of unequal access to cultural activities)

(open answer)

Below, we also suggest two potential research questions that we have already thought of. Which would add significant value to the work of your organisation or institution? Multiple answers possible.

- **What is the state of age discrimination and inequality in Belgium?** This is a general analysis of where we currently stand in Belgium with this form of discrimination and inequality based on existing data sources.
- **To what extent do young people experience age discrimination and inequality in Belgium?** Here, we opt for a more in-depth analysis of this specific group, about which there seems to be less research at present.
- **Neither** (see possibly my answer to the previous question)

2 Members advisory group

The following organisations and academics participated in the advisory group and gave permission to be mentioned:

- Agentschap Binnenlands Bestuur (Gelijke Kansen Vlaanderen)
- Amnesty International Belgique francophone
- Axana Dalle (UGent)
- Bas Dikmans (VUB)
- çavaria
- Combat Poverty Service
- CRÉSaM

- droits devant
- ella
- Enéo
- Entr'âges
- fem & law
- FPS Justice (Equal Opportunities Unit)
- Forum des Jeunes
- Gang des Vieux en colère
- Genres Pluriels
- Gezinsbond
- Globelink
- Institute for the equality of women and men
- OKRA
- Pixiels
- Rainbowambassadors
- Respect seniors
- RoSa
- Sankaa
- Sarah Dury (VUB)
- Sarah Schroyen (ULiège)
- SPW Intérieur et Action Sociale
- Statbel
- Statistiek Vlaanderen
- Vlaamse Jeugdraad
- Vlaamse Ouderenraad
- VMRI
- Vrouwenraad
- ZIJkant

3 Survey on experiences of age discrimination

How are you treated because of your age?

Share your experiences

You can complete this survey in English, Dutch, French, or German. You can select your language at the top right of the page. You are also welcome to use your browser's translation tool if it helps you to better understand the questions.

What is this survey about?

This survey is part of a research project by Unia, a Belgian institution that promotes equal opportunities.

We want to better understand **age discrimination in Belgium**: how often does it happen, and in what ways do people experience it?

That's why we will ask about your experiences with age discrimination.

Age discrimination means being treated differently or unfairly because of your age. For example, you might be rejected for a job or a rental home because you're seen as too old or too young.

Even if no such situation from your own life comes to mind, your participation is still valuable. The more people complete this survey, the better we can understand the issue.

What will happen with the results?

The results will be published in a public report. Based on the findings, Unia will propose policy recommendations to help combat age discrimination more effectively.

Who can take part?

- You are 16 or older.
- You live in Belgium.

How long does it take?

Completing the survey takes about 15 minutes. If you write longer answers, it may take a little more time.

Important information about your participation

- Your participation is entirely voluntary. You can stop at any time.
- We will ask you questions about your experience and about your background (such as your gender, origin, etc.). This will help us examine whether different groups experience different kinds of age discrimination.
- You can always choose the option 'I prefer not to answer'.
- This survey is about experiences of discrimination, which can be a sensitive topic. If you need to talk to someone, you can contact the helpline of the [Community Help Service](#) by calling 02 648 40 14.
- All of your answers are completely anonymous.
- Only the researchers at Unia will receive and analyse your answers.

Any questions?

Would you like to know more about this survey, or is anything unclear? You can contact the research team via email (equalitydata@unia.be) or phone (02 212 30 08).

Would you like to know more about how the data are protected? You can contact Unia's Data Protection Officer via email (dpo@unia.be) or phone (02 212 30 55).

Do you agree to participate in this survey?*

- ☐ I have read the information and agree to participate in this survey.

Personal characteristics

We'll start with a few questions about you.

What is your age?*

Selection menu with options from 16 to 110 and an option "I prefer not to answer"

Where do you live?*

Please indicate your main place of residence. If you live in multiple places, please indicate where you live most of the time.

- ☐ Brussels-Capital Region
- ☐ Flanders
- ☐ Wallonia (excluding the territory of the German-speaking Community)
- ☐ Territory of the German-speaking Community
- ☐ Not in Belgium
- ☐ I don't know
- ☐ I prefer not to answer

If the answer is "Not in Belgium", the participant is not eligible and receives the following message: "Thank you for your interest in this survey. It is intended for people aged 16 and over who are living in Belgium. So unfortunately you are not eligible to participate, but we really appreciate your interest. If you would like to learn more about this survey, you can find all the information on Unia's website."

In what type of home do you live most of the time?*

- ☐ A house or flat/apartment (by myself or with others)
- ☐ A student residence (for example, a dorm or student hall)
- ☐ A boarding school
- ☐ A residential youth institution or youth home
- ☐ A facility for persons with disabilities
- ☐ A residential care home or assisted living facility
- ☐ I don't have a (permanent) place to live
- ☐ I don't know
- ☐ None of the above, my living situation is:

- ☐ I prefer not to answer

If the answer is "A house or flat/apartment (by myself or with others)", the participant receives the following question, otherwise this question is skipped.

Do you live with anyone?*

- ☐ I live alone
- ☐ I live with my partner, without children
- ☐ I live with my partner and child(ren)
- ☐ I live with child(ren), without a partner
- ☐ I live with (one of) my parents (including step- or foster parents)
- ☐ I live with other family members (such as grandparents, aunts or uncles)
- ☐ I live with friends or acquaintances
- ☐ I don't know
- ☐ None of the above, my living situation is:

- ☐ I prefer not to answer

What is the highest diploma or degree you have completed?*

- ☐ I have no diploma
- ☐ Primary education
- ☐ Lower secondary education (diploma you can get after the first two years, or after the first three years in the old system)
- ☐ Secondary education (successfully completed sixth or seventh year)
- ☐ Higher education (bachelor's, master's, postgraduate, licentiate, doctorate, ...)
- ☐ I don't know
- ☐ A different diploma or degree:

- ☐ I prefer not to answer

How easy or difficult is it for your household to make ends meet with the total disposable income?*

By 'your household', we mean the people you mainly live with. If you live alone or cover most of your costs yourself, we are referring to your personal situation.

By 'total disposable income', we mean the total amount of net wages, income from self-employment, pensions, benefits, child allowances, and other income (such as rental income or interests) from all household members.

- ☐ Very difficult
- ☐ Difficult
- ☐ Rather difficult
- ☐ Rather easy
- ☐ Easy
- ☐ Very easy
- ☐ I don't know
- ☐ I prefer not to answer

Were you registered as female or male at birth?*

- ☐ Female
- ☐ Male
- ☐ I don't know
- ☐ None of the above, I was registered as:

- ☐ I prefer not to answer

How do you see yourself? I identify as ... *

- ☐ Woman
- ☐ Man
- ☐ Agender
- ☐ Genderfluid
- ☐ Genderqueer
- ☐ Non-binary
- ☐ I don't know
- ☐ None of the above, I identify as:

- ☐ I prefer not to answer

How would you describe your sexual orientation?*

- Asexual
- Bisexual
- Gay
- Heterosexual/straight
- Lesbian
- Pansexual
- Queer
- I don't know
- None of the above, I identify as:

- I prefer not to answer

Are you limited because of a health problem in activities people usually do?*

This can involve both physical or mental health problems.

This question is about your own experience. 'Severely limited' means that you cannot do activities or only with extreme difficulty. 'Limited but not severely' means that you can do activities but with some difficulties.

- ☐ Yes, severely limited
- ☐ Yes, limited but not severely
- ☐ No, not limited at all
- ☐ I don't know
- ☐ I prefer not to answer

If the answer is "Yes, severely limited" or "Yes, limited but not severely", the participant receives the following question, otherwise this question is skipped.

11. Have you been limited for at least the past 6 months?*

- ☐ Yes
- ☐ No
- ☐ I don't know
- ☐ I prefer not to answer

How do you define your origin(s)?*

The alphabetical list below is made up of the six national origins most present in Belgium as well as different continents/regions.

You can select up to 3 options and/or fill in your own answer.

Do you have mixed origins? If so, please indicate multiple options.

- | | |
|--|---|
| <input type="checkbox"/> A EU country (except Belgium, France, the Netherlands, and Italy) | <input type="checkbox"/> Oceania |
| <input type="checkbox"/> Asia (except Southwest Asia / Middle East) | <input type="checkbox"/> South/Central America |
| <input type="checkbox"/> Belgium | <input type="checkbox"/> Southern Africa |
| <input type="checkbox"/> Europe outside the European Union | <input type="checkbox"/> Southwest Asia (also referred to as the Middle East) |
| <input type="checkbox"/> France | <input type="checkbox"/> Turkey |
| <input type="checkbox"/> Italy | <input type="checkbox"/> I don't know |
| <input type="checkbox"/> Morocco | <input type="checkbox"/> I would rather/also describe my origin(s) as: |
| <input type="checkbox"/> Netherlands | <div style="border: 1px solid black; height: 40px; width: 100%;"></div> |
| <input type="checkbox"/> North America | <input type="checkbox"/> I prefer not to answer |
| <input type="checkbox"/> Northern Africa (except Morocco) | |

The list below also includes a number of ethnic or cultural groups with which people in Belgium can identify. Which of these groups do you belong to?*

You can select up to 3 options and/or fill in your own answer.

Do you have mixed origins? If so, please indicate multiple options.

- | | |
|---|---|
| <input type="checkbox"/> Arabic | <input type="checkbox"/> Turkish |
| <input type="checkbox"/> Asian | <input type="checkbox"/> White |
| <input type="checkbox"/> Black | <input type="checkbox"/> I don't know |
| <input type="checkbox"/> Jewish | <input type="checkbox"/> I would rather/also identify myself as: |
| <input type="checkbox"/> Latin American | <div style="border: 1px solid black; height: 40px; width: 100%;"></div> |
| <input type="checkbox"/> Maghrebi | <input type="checkbox"/> I prefer not to answer |
| <input type="checkbox"/> Roma | |
| <input type="checkbox"/> Slavic | |
| <input type="checkbox"/> Travellers | |

Age discrimination

The following questions are about **your experiences of discrimination based on your age**.

Age discrimination means being treated differently or unfairly because of your age, without a valid reason. People of all ages can experience age discrimination.

Sometimes it is very clear, like when you're not hired for a job because of your age. But it can also be more subtle, like when others don't take your opinion seriously.

Some examples:

- A landlord refuses to rent an apartment to young people.
- You are not promoted, because your employer assumes based on your age that you will have children soon.
- A doctor talks to you as if you are a child, simply because you're older.

The next questions ask about **your experiences** with age discrimination. It's about how you **personally** experienced a situation: if you felt treated unfairly because of your age, we invite you to share that experience.

We will focus on the **past 12 months**. At the end of the survey, however, there will be an opportunity to share experiences from **earlier in your life** as well.

The various themes (work, access to services, health care and assistance, housing, public spaces) are presented in random order. However, the questions for each theme are asked in a fixed order (for example, first the question about paid work, then the question about voluntary work).

Work

In the past 12 months, have you felt discriminated against because of your age in the context of paid work or self-employment?*

You can select multiple answers and/or add your own.

- ☐ Not applicable, I did not work or look for work
- ☐ No, I have not felt discriminated against because of my age
- ☐ I don't know
- ☐ Yes, I was rejected for a job, internship or contract because of my age
- ☐ Yes, I was not given the opportunity to grow in my job because of my age (for example, via a new project or promotion)
- ☐ Yes, my employer did not want to invest in training or education for me because of my age
- ☐ Yes, I did not receive a requested accommodation that I needed due to my age (for example, changing my working hours, tasks or working conditions)
- ☐ Yes, I was fired or my contract was not renewed because of my age
- ☐ Yes, I was forced to retire because of my age
- ☐ Yes, I was ignored or not taken seriously by colleagues or clients because of my age
- ☐ Yes, colleagues or clients made inappropriate comments or jokes about my age
- ☐ Yes, I experienced the following situation(s):
- ☐ I prefer not to answer

In the past 12 months, have you felt discriminated against because of your age in the context of voluntary work?*

By 'voluntary work', we mean any voluntary, unpaid work done in an organised context, including unpaid volunteer roles or mandates.

You can select multiple answers and/or add your own.

- ☐ Not applicable, I did not do or look for voluntary work
- ☐ No, I have not felt discriminated against because of my age
- ☐ I don't know
- ☐ Yes, I was rejected for voluntary work because of my age
- ☐ Yes, I could not find voluntary work that was suitable for my age
- ☐ Yes, I was made to stop doing my voluntary work because of my age
- ☐ Yes, I was ignored or not taken seriously during my voluntary work because of my age
- ☐ Yes, people made inappropriate comments or jokes about my age during my voluntary work
- ☐ Yes, I experienced the following situation(s):

- ☐ I prefer not to answer

Access to services

In the past 12 months, have you felt discriminated against because of your age when trying to access public services?*

By 'public services', we mean municipal services, social services (for example, CPAS/OCMW), public transport, the police station, courts, employment agencies (Actiris, ADG, Forem, VDAB), etc. This may involve in-person, phone, or online services.

You can select multiple answers and/or add your own.

- ☐ Not applicable, I did not use any public services
- ☐ No, I have not felt discriminated against because of my age
- ☐ I don't know
- ☐ Yes, I was denied access to a public service because of my age
- ☐ Yes, I was refused a benefit or allowance because of my age
- ☐ Yes, I could not find clear information about the services or types of support I'm entitled to at my age
- ☐ Yes, I was treated rudely or condescendingly by a public service employee because of my age
- ☐ Yes, a public service employee addressed someone else (such as my parent or child) instead of me, because of my age
- ☐ Yes, I experienced the following situation(s):
- ☐ I prefer not to answer

In the past 12 months, have you felt discriminated against because of your age when trying to access financial services?*

By 'financial services', we mean banking services (accounts, loans, investments, etc.) and insurance (health insurance, car insurance, etc.).

You can select multiple answers and/or add your own.

- ☐ Not applicable, I did not use any financial services
- ☐ No, I have not felt discriminated against because of my age
- ☐ I don't know
- ☐ Yes, I was refused a loan because of my age (for example, for a car, house, renovation, or business)
- ☐ Yes, I could not take out an insurance policy because of my age
- ☐ Yes, an insurance policy was much more expensive because of my age
- ☐ Yes, I was treated rudely or condescendingly by a financial services employee because of my age
- ☐ Yes, a financial services employee addressed someone else (such as my parent or child) instead of me, because of my age
- ☐ Yes, I was not or insufficiently involved in decisions about my finances because of my age
- ☐ Yes, I was denied access to my own finances because of my age
- ☐ Yes, I experienced the following situation(s):

- ☐ I prefer not to answer

Health care and assistance

In the past 12 months, have you felt discriminated against because of your age in the context of health care?*

By 'health care', we mean (para)medical care by general practitioners, specialists, hospitals or medical centres, dentists, physiotherapists, psychologists, pharmacists, etc.

You can select multiple answers and/or add your own.

- ☐ Not applicable, I did not seek or use health care
- ☐ No, I have not felt discriminated against because of my age
- ☐ I don't know
- ☐ Yes, I was denied access to a treatment or medication because of my age
- ☐ Yes, my complaints were not taken seriously because of my age
- ☐ Yes, I was treated rudely or condescendingly by a health care provider because of my age
- ☐ Yes, a health care provider addressed someone else (such as my child or parent) instead of me, because of my age
- ☐ Yes, I was not or insufficiently involved in decisions about my health because of my age
- ☐ Yes, I experienced verbal or physical abuse by a health care provider because of my age (including neglect, humiliation, isolation, restraint through medication or physical means, etc.)
- ☐ Yes, I experienced the following situation(s):
- ☐ I prefer not to answer

In the past 12 months, have you felt discriminated against because of your age in the context of personal help or assistance?*

By 'personal help or assistance', we mean youth services and support, help at home (for example, meal delivery), assisted living, daily care in a residential care facility, or assistance for persons with disabilities (including personal assistance, accompaniment, day centres, accommodation), etc.

You can select multiple answers and/or add your own.

- ☐ Not applicable, I did not seek or use personal help or assistance
- ☐ No, I have not felt discriminated against because of my age
- ☐ I don't know
- ☐ Yes, I could not find help or assistance that was suitable for my age
- ☐ Yes, others assumed I needed help or assistance because of my age, even though I didn't
- ☐ Yes, because of my age I was not or insufficiently involved in decisions about myself
- ☐ Yes, others imposed restrictions on my emotional and/or sexual intimacy because of my age
- ☐ Yes, I experienced verbal or physical abuse by someone who provided help or assistance, because of my age (including neglect, humiliation, isolation, restraint through medication or physical means, etc.)
- ☐ Yes, I experienced the following situation(s):
- ☐ I prefer not to answer

Housing

In the past 12 months, have you felt discriminated against because of your age when renting or buying a house/apartment?*

This may involve your contacts with landlords, realtors or real estate agencies, social housing organisations, etc.

You can select multiple answers and/or add your own.

- ☐ Not applicable, I did not rent, buy or look for a house/apartment
- ☐ No, I have not felt discriminated against because of my age
- ☐ I don't know
- ☐ Yes, I was rejected for a rental house/apartment because of my age
- ☐ Yes, I was less likely to get a rental because due to my age, I could not provide payslips and had to rely on other income (for example, security provided by a family member, pension, benefits, CPAS/OCMW)
- ☐ Yes, I had trouble finding decent housing because of my age and now live in a low-quality or unhealthy home (for example, with poor insulation, little heating, damp)
- ☐ Yes, my landlord did not take my rights as a tenant seriously because of my age
- ☐ Yes, I was treated rudely or condescendingly because of my age while looking for housing (for example by a realtor)
- ☐ Yes, I experienced the following situation(s):

- ☐ I prefer not to answer

In the past 12 months, have you felt discriminated against because of your age when looking for or moving to a collective living facility or shelter?*

By 'collective living facilities or shelters', we mean places such as boarding schools, youth residential facilities, juvenile detention centres, residential care facilities, facilities for persons with disabilities, shelters for asylum seekers, etc.

You can select multiple answers and/or add your own.

- ☐ Not applicable, I had no contact with collective living facilities or shelters
- ☐ No, I have not felt discriminated against because of my age
- ☐ I don't know
- ☐ Yes, I was denied access to a facility or shelter because of my age
- ☐ Yes, the cost of a facility or shelter suitable for my age was much too high
- ☐ Yes, I was forced to leave a facility or shelter because of my age (for example, because I turned 18 or 65)
- ☐ Yes, I was not or insufficiently involved in decisions about where I would live because of my age
- ☐ Yes, I was placed in a facility against my will because of my age
- ☐ Yes, I experienced the following situation(s):

- ☐ I prefer not to answer

Public spaces

In the past 12 months, have you felt discriminated against because of your age in public spaces?*

By 'public spaces', we mean places such as streets, squares, playgrounds, sports grounds, parks, public events, demonstrations, leisure facilities (such as swimming pools, gyms, libraries), shops, cafés and restaurants, etc.

You can select multiple answers and/or add your own.

- ☐ Not applicable, I rarely or never visit public spaces
- ☐ No, I have not felt discriminated against because of my age
- ☐ I don't know
- ☐ Yes, I was denied access to an event, leisure facility, shop, café, or restaurant because of my age
- ☐ Yes, I did not find public places to sit or exercise that were suitable for my age
- ☐ Yes, I was ordered to leave a place (for example, a square or park) because of my age
- ☐ Yes, I was treated rudely or condescendingly by other citizens because of my age
- ☐ Yes, I was seen as a troublemaker or nuisance if I spent time in public spaces
- ☐ Yes, I was stopped or checked more by the police because of my age
- ☐ Yes, I received a fine because of my age (for example, a municipal administrative sanction)
- ☐ Yes, I experienced physical violence by the police because of my age
- ☐ Yes, I experienced the following situation(s):

- ☐ I prefer not to answer

Impact of digitalisation

Our society is becoming more digital: a growing number of things have to be done online or through digital means. Many everyday tasks (arranging something with the municipality or the bank, or taking the train) require access to the internet, a computer, a smartphone, a bank card, etc.

This can cause problems for people who have difficulty accessing these. Sometimes certain age groups are particularly affected by this. That is why we are interested in the impact that the digitalisation of society has on your life.

In the past 12 months, have you felt discriminated against because of our society becoming increasingly digital?*

You can select multiple answers and/or add your own.

- ☐ Not applicable
- ☐ No, I have not felt discriminated against as a result of the digitalisation
- ☐ I don't know
- ☐ Yes, I could not find important information because it was only available online
- ☐ Yes, it was difficult to contact a service physically or by phone (for example, due to limited opening hours or lack of telephone number)
- ☐ Yes, I could not make an appointment because it could only be done online (for example, at the doctor's office or the bank)
- ☐ Yes, I could not arrange something important because it had to be done online (for example, submitting a form or application)
- ☐ Yes, I missed a discount or lower rate because it was only available online or via an app (for example, train tickets or supermarket deals)
- ☐ Yes, it became difficult to withdraw cash or to pay with cash
- ☐ Yes, I could not use an important website because it does not work on a smartphone
- ☐ Yes, I experienced the following situation(s):

- ☐ I prefer not to answer

Description of specific situation(s)

We have asked you about several situations in which you may have felt discriminated against because of your age in different areas of life.

Is there a situation from the past 12 months that you would like to tell us more about? If so, could you please describe it in a few sentences?

This is completely voluntary. You can also share multiple situations if you wish.

Reactions to age discrimination

The following questions are about your **reactions** to situations of age discrimination.

If you have **not experienced** any age discrimination in the past 12 months, you can indicate this in the first question below.

If you have experienced age discrimination, please think back to the **most notable situation** from the past 12 months. This could be a situation you already described earlier in the survey, or a different one.

Did you (or someone else) report this discrimination anywhere or file a complaint?*

- ☐ Not applicable, I have not experienced age discrimination in the past 12 months
- ☐ Yes, I reported it myself
- ☐ Yes, someone else reported it for me
- ☐ No
- ☐ I don't know
- ☐ I prefer not to answer

If the answer is “Yes, I reported it myself” or “Yes, someone else reported it for me”, the participant receives the first follow-up question below.

If the answer is “No”, the participant receives the second follow-up question below.

Otherwise, both follow-up questions are skipped.

Where did you (or someone else) report the situation or file a complaint?*

You can select multiple answers and/or add your own.

- ☐ The police
- ☐ The public prosecutor
- ☐ An ombuds service / ombudsman
- ☐ A professional helpline (for example, for questions about abuse or violence)
- ☐ Unia
- ☐ A trade or labour union
- ☐ A professional association (for example, for medical professionals)
- ☐ A consumer organisation (for example, Testaankoop/Testachats)
- ☐ An advocacy group, non-profit organisation (vzw) or non-governmental organisation (NGO)
- ☐ A municipal service
- ☐ A lawyer
- ☐ A politician

- ☐ I shared my story on social media
- ☐ I shared my story with a journalist
- ☐ I don't remember
- ☐ Somewhere else:

- ☐ I prefer not to answer

Why didn't you report the situation or file a complaint?*

You can select multiple answers and/or add your own.

- ☐ It didn't occur to me that I could report it or file a complaint
- ☐ I didn't think the situation was serious enough
- ☐ I wanted to avoid negative consequences or the reaction of the person involved
- ☐ I didn't know where to report it or file a complaint
- ☐ Friends or family advised me not to
- ☐ I didn't think it would make a difference
- ☐ This happens so often that I don't want to report it every time
- ☐ It would have taken too much time, effort or money, or caused me a lot of stress
- ☐ I resolved the issue myself or discussed it with the person involved
- ☐ I can't express myself well enough (for example, because of language or communication difficulties)
- ☐ I had no proof
- ☐ I thought I wouldn't be believed
- ☐ I wanted to avoid going to court
- ☐ I don't remember
- ☐ Another reason:

- ☐ I prefer not to answer

Other experiences

So far, we have asked about your experiences with age discrimination in the past 12 months in a number of specific situations.

Do you want to share any other experiences with age discrimination? For example older experiences, or situations that happened in other contexts? If so, could you please describe it in a few sentences?

This is completely voluntary. You can also share multiple situations if you wish.

Also, feel free to share experiences in which both your age and another personal characteristic played a role. For example, if you experienced discrimination as a young man with a migrant background, as a woman at an age when many people are expected to have children, as an older person with a disability, and so on.

End of the survey

May we anonymously cite some parts of your answers (from the open questions) in our research report?*

- ☐ Yes
- ☐ Yes, but not about the following situation(s):

- ☐ No

Is there anything else you would like to share or do you have any comments on this survey?

Thank you!

Thank you very much for taking part in this survey. Thanks to your answers, we can get a better picture of age discrimination in Belgium.

When will the results be published?

The results will be published in a public report on [Unia's website](#) in November 2025, along with recommendations to help address age discrimination more effectively.

Would you like to receive the report by email, or be informed about the event where the results will be presented? You can let us know by sending an email to equalitydata@unia.be.

Need to talk to someone?

If you need to talk to someone after completing this survey, you can contact the English-speaking helpline of the [Community Help Service](#) by calling 02 648 40 14. This is completely anonymous.

What to do if you've experienced discrimination?

If you have experienced discrimination, you can contact Unia. This is always free and confidential. Unia can provide information, advice or support, or refer you to another service if needed.

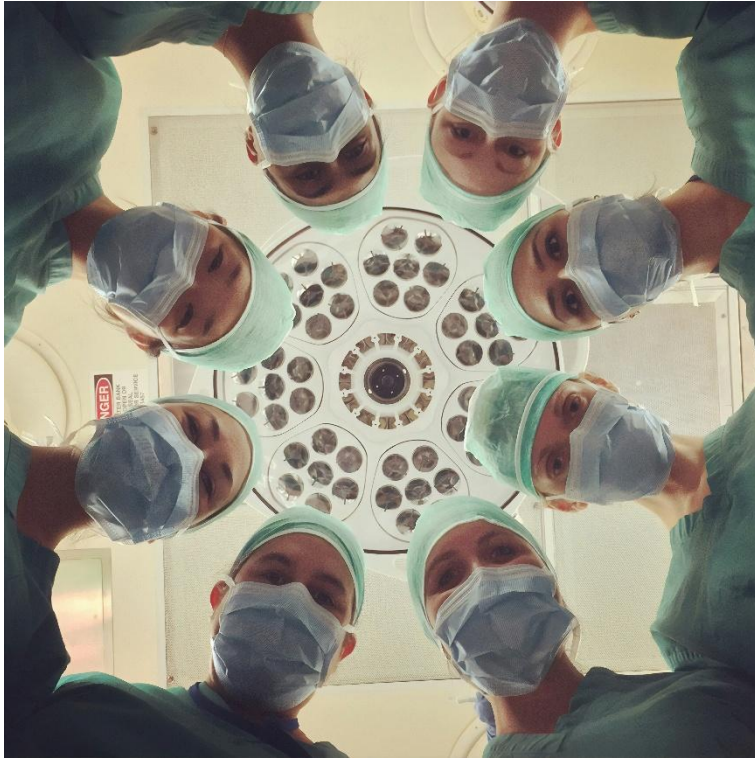
Contacting Unia

- You can [report discrimination](#) via the **website**.
- You can **call** 0800 12 800 (on weekdays from 9:30 AM to 1:00 PM).

4 Thematic pictures for focus group discussions











5 Codebook for qualitative analyses

1. Problems and situations

- Age limits
- Assumption no money
- Dependence
- Digitalisation
- Discriminatory checks
- Distrust and fear of health care
- Euthanasia
- Fear of the future
- Forced or compulsory retirement
- General prejudices and norms about age
- Having no children, biological family as norm
- Having to inform & educate environment
- Housing too expensive
- Inappropriate care
- Inappropriate comment
- Internalised ageism
- Invisibility - ignoring, concealing or hiding identity or personal characteristic
- Isolation and loneliness
- Job search
- Laid off
- Late diagnosis
- Learned to be alert and vigilant
- Little representation
- Low (living) wage, pension or benefits
- Neglect
- No access to information
- No lgbti+ friendly place to live
- No or less social network
- No social housing
- Non-adapted environment, buildings, etc., inaccessible
- Not accepted for accommodation
- Not allowed to stand out or have an opinion
- Not taken seriously
- Physical access denied
- Physical or mental complications
- Promotion, change of job description
- Recognition of diplomas
- Referred to 'lower' study or discouragement study
- Reported or not
- Restriction of autonomy & freedom of choice
- Sexual violence (intimidation, assault,...)

- Theft
- Unadapted workplace
- Unaffordable or costly care
- Verbal or physical aggression

2. Age discrimination

a. Type of age discrimination

- Too young
- Too old
- Childhood
- Age-specific: pregnancy
- Age-specific: menopause
- Age-specific: retirement
- Age-specific: other

b. No age discrimination

- Ableism & discrimination based on disability
- Poverty
- Homophobia & discrimination obv sexual orientation
- Racism
- Sexism (man-woman)
- Transphobia (incl. non-binary)

c. Intersectionality

- 2 : Age x racism
- 2: Age x poverty
- 2: Age x sexism
- 2: Age x disability
- 2: Age x lesbian, gay
- 2 : Age x trans, non-binary
- 3 : Age x poverty x lesbian, gay
- 3: Age x poverty x trans, non-binary
- 3: age x gender x poverty
- 3: age x gender x disability
- 3: age x gender x lesbian, gay
- 3: age x gender x racism
- 3: age x gender x trans, non-binary
- 3: age x disability x poverty
- 3: age x disability x lesbian, gay
- 3: age x disability x trans, non-binary
- 3: age x lesbian, gay x trans, non-binary
- 3: age x racism x poverty
- 3: age x racism x disability
- 3: age x racism x lesbian, gay
- 3: age x racism x trans, non-binary

3. Domains

- General
- Goods & services - public buildings

- Goods & services - social security & social services
 - Goods & services - banks
 - Goods & services – school
 - Goods and services - finances
 - Goods and services – hotels, restaurants, cafes & shops
 - Goods and services - mobility
 - Goods and services - insurance
 - Housing
 - Private life
 - Public space general
 - Public space & leisure - police
 - Public space & leisure - sport & hobbies
 - Access to rights - political participation
 - Work - paid
 - Work - informal
 - Work - voluntary
 - Care - nurseries, youth care
 - Care - medical
 - Care - residential care centre
4. Good practices & policy recommendations
 5. Reflections on research