



Marie Skłodowska-Curie
Actions

15 Ph.D. Positions

in the

*EU Horizon 2020 Marie Skłodowska-Curie
MSCA-ITN Project*

EuroAgeism

We are seeking **15 excellent early stage researchers (ESR) for a 3-year fully funded Ph.D. program** in the research areas of: Psychology, sociology, social psychology, political sciences, social work, economy, clinical pharmacy, engineering, design, social networks, geography, nursing, gerontology, gender studies, labor studies, anthropology, law and related fields.

This prestigious program called EuroAgeism is funded under Horizon 2020, MSCA-Innovative training network as international, multidisciplinary, inter-sectorial training program.

EuroAgeism is a consortium of high profile universities, research institutions and an NGO that are located in Israel, Belgium, Czech Republic, Poland, the Netherlands, United Kingdom, Finland and Sweden. Early Stage Researchers (ESRs) can apply for positions in the following institutes:

Institute	Country	Dept./ Areas of expertise	Title of research program	Scientist-in-Charge	Email
Bar-Ilan University	Israel	Social Work, Gerontology, Psychology	1. Ageism, longevity and the sustainability of social security 2. The spread of ageism in the social network 3. Addressing ageism through empowerment and awareness 4. Reducing self-stigma to increase accessibility to technology	Prof. Liat Ayalon	Liat.ayalon@biu.ac.il
Charles University	Czech Republic	Clinical Pharmacy	Inappropriate prescribing and availability of medication management services in older patients in Europe	PharmDr.Daniela Fialova, PhD	fialovad@faf.cuni.cz
Napier University	United Kingdom	School of Health and Social Care	1. Putting ageism in context: community vs. long-term care institutions among the oldest old 2. Addressing the diversity of health and social care staff to reduce discrimination	Prof. Angela Kydd	a.kydd@napier.ac.uk
Jagiellonian University	Poland	Sociology, Economics, Gerontology	Ageism in the workforce: The role of welfare regimes	Prof. Jolanta Perek-Białas	jolanta.perek-bialas@uj.edu.pl ; please send application to euroageism@uj.edu.pl

Fontys University of Applied Science	Netherland	Institute of Allied Health Professions, Centre for Health Care and Technology	Living lab ecosystems for co-design with older people	Dr. Joost van Hoof	joost.vanhoof@fontys.nl ; jvhoof1980@hotmail.com
Linköping University	Sweden	Division Ageing and Social Change (ASC), Department of Social and Welfare Studies (ISV)	1. Work and retirement between activation programs and age stereotypes 2. Ageism in the care service system: Care service assessment for older people with and without dementia 3. Municipal and regional internet communication and its role in maintaining, reinforcing and challenging ageism	Prof. Dr. Andreas Motel-Klingebiel	andreas.motel-klingebiel@liu.se - please send all applications to registrator@liu.se
University of Tampere	Finland	Faculty of social sciences: Social psychology, gerontology	1. Emerging workspaces in ageing societies: ageism and near-retirement people 2. The Grass-Roots of Ageism: The Dynamics of Ageist Practice in Institutional Interaction	Dr. Pirjo Nikander	Virve.Kallioniemi-Chambers@uta.fi pirjo.nikander@uta.fi – posts will be announced at: http://www.uta.fi/careers/ and all applications will be sent in through the University of Tampere electronic system
AGE Platform Europe (Brussels) collaborating with National University of Ireland (NUIG)	Belgium	NGO: Representing older persons in collaboration with the Institute for the Lifecourse and Society of NUIG	A comparative evaluation of equality legislation	Nena Georgantzi in collaboration with Dr. Eilionoir Flynn and Dr Kieran Walsh (NUIG)	nena.georgantzi@age-platform.eu eilionoir.flynn@nuigalway.ie ; Kieran.walsh@nuigalway.ie

Affiliated partners, who will be providing opportunities for secondments (internships), co-supervision and mentoring, are listed below:

Consortium Member	Dept./ Division / Laboratory	Scientist-in-Charge	Role of Partner Organization[2]
Alliance: Health and Social Care Alliance Scotland, UK	Health and social care network	Mr. Ian Welsh	Training in public policy and activism, hosting and mentoring ESRs
Alzheimer's Association Israel, Israel	Health and social care, advocacy	Mr. Geri Rot	Training in public policy and activism, hosting and mentoring ESRs
United Nations Economic Commission for Europe, Switzerland[3]	Economic cooperation	Mrs. Vitalija Gaucaite	Training in public policy and activism, potentially hosting and mentoring ESRs [4]
European Centre, Austria	Welfare, health, care and social development.	Dr. Kai Leichsenring	Training in policy, legal aspects of discrimination, hosting and mentoring ESRs
World Health Organization, Switzerland	Health	Ms. Alana Officer	Training in policy, health equality, public campaign, hosting and mentoring ESRs
National University of Ireland Galway, Ireland	The Institute of Lifecourse and Society (ILAS); Law and policy	Dr. Eilionóir Flynn; Dr. Kieran Walsh	Co-mentoring an ESR, providing academic training and a Ph.D. program
National Insurance Institute of Israel, Israel	The Central Social Insurance Organization of Israel-Research Unit	Prof. Daniel Gottlieb	Co-mentoring an ESR, providing supervision, secondments, mentoring, training and access to dataset

We invite applications for 3-year (36 months) PhD fellowships to start between June, 2018 and October, 2018 to work with one of the host organisations according to their scientific interest.

The Fellows will benefit not only from leadership by expert research supervisors, but also from secondments in academia, policy and health organizations, training and transferable-skills courses and active participation in workshops and conferences over the period of their fellowship.

Trainees will be offered a living allowance, mobility allowance and family allowance (if applicable) in line with the Marie Skłodowska-Curie Horizon 2020 requirements for ESRs. While the fellowship is for 3 years, some universities may have 4-year PhD programs, which means that for universities where this condition applies students are expected to be able to commit for a period of 48 months. Each participating country has its own set of tax rules, welfare schemes, number of free days, etc., the actual payment differs based on these parameters.

For more information on the MSCA ITN see:

http://ec.europa.eu/research/participants/data/ref/h2020/wp/2016_2017/main/h2020-wp1617-msca_en.pdf

How to apply?

If you are interested in PhD position in one of the above stated professional areas, please send your full application directly to the relevant project supervisor (emails are detailed in the charts; please also copy Euroageism@gmail.com) as a single PDF file (**5 MB max**) including:

- A cover letter, stating your research motivation and interests; including relevant background. Up to 1 page
- A brief outline of a research proposal pertinent to the project chosen up to 1 page.
- CV with a publication list
- 2 letters of recommendation
- Master degree documentation- Official documents confirming that you have successfully finished pre-graduate studies and can apply for PhD position
- Previous scientific experience and the topic of the diploma thesis (or other small research thesis successfully passed before the application)
- All relevant documents confirming your qualifications and English skills

The subject of your email should state the exact project you are applying for.

Time lines:

- Deadline for submission of applications **February 28, 2018**
- Interviews will be held in **March-April, 2018**
- Job offers to successful candidate, **April, 2018**
- Contrast signature, **May-June, 2018**
- Start of the employment, **June-October, 2018**

Requirements

Applicants need to fully respect three eligibility criteria:

- An early stage researcher (ESR) is defined as a candidate being in the **first four years of his/her research career at the time of the recruitment and does not have a doctoral degree**. The research career starts after the degree that enables a student to proceed with a PhD (usually, the Master degree). When calculating the first four years of an Early Stage Researchers (ESR) research career, only the time spent as full time equivalent research experience is considered. As an example, a candidate who obtained their degree entitling them to embark on a doctorate five years ago and spent the equivalent of two years attending taught classes and three years gaining research experience is still eligible as ESR. They are considered to have three years' research experience as the time enrolled in formal taught classes is not considered as research experience. Similarly, compulsory national service is not considered as research experience.
- **Conditions of international mobility of researchers:** There are no restrictions regarding the nationality of the ESRs and they can come from any nation. Researchers are required to undertake trans-national mobility (i.e. move from one country to another) in order to participate in training and conduct research when taking up the appointment. At the time of selection by the host organization, candidates must not have resided or carried out their main activity (work, studies, etc.) in the country of their chosen host organization for more than 12 months in the 3 years immediately prior to their recruitment. Short stays, such as holidays, are not taken into account.
- **English language:** ESRs must demonstrate that their ability to understand and express themselves in written and spoken English is sufficiently high for them to derive the full benefit from the network training.

EuroAgeism: Project Summary

Europe has the largest percentage of older adults worldwide. Yet, there is a high prevalence of ageism; the complex and often negative construction of old age, in society at large, and among researchers and practitioners in particular. A similar neglect is found in international human rights, as age is not explicitly included as a ground of discrimination in most UN treaties and it is still not the subject of a specific human rights convention.

EuroAgeism aims to bring together science and policy by creating an opportunity for a true dialogue that will allow graduates of the program to capture positions as scientists, educators, science advisers, policy advocates, lobbyists, or legislators in the global field of ageism for different areas including psychology, sociology, policy, economy, clinical pharmacy, engineering, design, social networks, geography, nursing, gerontology, gender studies, labor

studies, and anthropology. ESRs and senior supervisors in the fields will cooperate together on multidisciplinary, international platform to describe and resolve of aging population. Thus, EuroAgeism will advance the progress by delivering an attractive multi-disciplinary (social science, health science, engineering, and design), inter-sectorial (academia, healthcare, non-governmental, inter-governmental, and governmental organizations), international (North, East, and Central Europe, Middle East, Pan-European, and international) research, training and supervision program on ageism.

By pursuing 15 research projects in different scientific areas, we aim to achieve the following goals: a) explore ways to improve the active participation of older adults in the workforce; b) address ageism in relation to access to goods, services, appropriate medications and to reduce inappropriate medication prescription and use in older adults, and c) to promote an age-friendly society, which helps older adults to realize their full potential. EuroAgeism is dedicated to dissemination of the findings to policy stakeholders and the general public to decrease ageism in everyday life, in clinical and in social practice.

Projects descriptions

Jagiellonian University, Poland
Ageism in the workforce: The role of welfare regimes, Supervisor: Associate Prof. Perek-Bialas (jolanta.perek-bialas@uj.edu.pl ¹ and euroageism@uj.edu.pl)
Objectives: The project aims to perform quantitative and qualitative in-depth analyses of ageism in selected Central and Eastern European countries, with a specific focus on the labor market/retirement policies

¹ Please send application to: euroageism@uj.edu.pl with cc to Supervisor and euroageism@gmail.com. Please note that application for this project **must** include the following statement: "I hereby give consent for my personal data included in the job offer to be processed for the purposes of recruitment" (under the Polish Data Protection Act of 29 August 1997, consolidated text, Journal of Laws of 2016, item 922)".

Expected Results: The project answers the question of how different cultural and political contexts and welfare regimes are associated with ageism in the labor market. The study is partially based on existing open-access data and is enhanced through qualitative interviews. The innovation of this project lies in the fact that it addresses the topic not only in a ‘pure’ academic way, but also advocates for practical actions by using theories and research results to suggest change in policies towards older people/older workers. The ESR will conduct research and will confront the results with employers, employees, and policy makers to produce change. A status report on ageism in the workforce and a policy paper on the topic are the major deliverables that will be produced.

Linköping University, Sweden

Work and retirement between activation programs and age stereotypes,
Supervisor: Prof. Motel-Klingebiel (andreas.motel-klingebiel@liu.se - please send all applications to registrator@liu.se),
co-Supervisor: Dr. Taghizadeh Larsson

Objectives: The proposed project will focus on the issue of ageism and ageism-related performance in municipal action and welfare related policy agendas and actions in the area of employment. The objectives are to map and evaluate existing local programs and actions in the area of employment regarding ageism. While the primary focus is a Swedish one, the approach calls for an international comparison involving several countries.

Expected Results: The ESR will conduct analyses of policies and practices in the area of employment at the level of the municipalities. The role of local policies in eradicating ageism is often overlooked by research and the public discourse. The project will generate an understanding of policies and practices at the local level as a habitually neglected performer at the intermediate societal level between national policies and individual lives. A status report on ageism in the workforce and a policy paper on the topic are the main products.

University of Tampere, Finland

Emerging workspaces in ageing societies: ageism and near-retirement people,
co-Supervisors: Dr. Nikander (pirjo.nikander@uta.fi), Dr. Kirsi Lumme-Sandt

Objectives: The project explores the dynamics of labour market participation and exit trajectories from the perspective of older near-retirement workers. The study assumes that while measures towards prolonging work careers is an urgently outspoken goal in most ageing societies, age bias and ageist attitudes still work against age-inclusiveness in the workforce.

Expected Results: Using qualitative longitudinal methodology, the study will produce an empirically-based understanding of work profiles and retirement pathways as they unfold over time. The study expands on previous, predominantly quantitative or panel research studies and yields novel knowledge on the agency, decision-making and participation of near-retirement people. A status report on ageism and one's career and retirement trajectories and a policy paper will be the main products.

University of Tampere, Finland

The Grass-Roots of Ageism: The Dynamics of Ageist Practice in Institutional Interaction,
co-Supervisors: Dr. Nikander (pirjo.nikander@uta.fi), Prof. Ruusuvuori

Objectives: Using data from carefully selected institutional and professional sites, this project looks at age dynamics and ageist practice in (inter)action. Central empirical focus will be given to key client -professional, employer - employee encounters to enable detailed scrutiny of ageism as it unfolds on the everyday grass-root level. Utilizing conversation and discourse analytic perspectives and methodology, the project yields details of how ageist practice is born, sustained and challenged in and through situated language use. The study assumes that such understanding of the key characteristics, and the dynamic unfolding of –isms-in-interaction, represents a crucial step towards working against such practice.

Expected Results: The project sets out to map current ageist or age-inclusive institutional and professional practice. Through this mapping, the project also ameliorates the deleterious effects of ageism. The results will provide research-based forms of intervention and support for the schooling through which new professional best practice and policy can be implemented.

Bar Ilan University, Israel

Ageism, longevity and the sustainability of social security: co-Supervisors: Prof. Gottlieb, Prof. Ayalon (Liat.ayalon@biu.ac.il)
Objectives: The project will analyse the relationship between ageism and longevity in light of challenges to the sustainability of social security. Ageism has two dimensions in this respect: one is the age of forced retirement, the elimination of which can significantly ameliorate social insurance sustainability. On the other hand the elimination of the forced retirement age is claimed to have a negative effect on general unemployment, especially among young, inexperienced new workers. These are two juxtaposed manifestations of ageism. The challenge of the research is to analyse theoretically and empirically the importance of each of these ageist claims and to find a way to weigh their relative importance to reach policy conclusions.
Expected Results: The National Insurance Institute of Israel has developed an extensive de-identified data panel including privacy-protected micro data concerning benefits, contributions, income from work, demographic data, economic branches, employers on the entire population in Israel. The researcher will develop prediction models to identify the potential effects of lifting the forced retirement age on the national social insurance sustainability and on the employment of young workers. Deliverables will include a policy and a financial-oriented report.
Bar Ilan University, Israel
The spread of ageism in the social network, co-Supervisors: Prof. Ayalon (Liat.ayalon@biu.ac.il)
Objectives: The study is designed to evaluate the spread of ageism in the social network as it is formed in long-term care. Although self-ageism is highly prevalent, its spread and impact in long-term care in relation to social network types has not been evaluated, and it is unclear how self-ageism relates to health and wellbeing in this setting.
Expected Results: By examining the spread of ageism among older adults as it relates to their health and wellbeing, the study provides a unique perspective on ageism as a social phenomenon with substantial impact on the aging processes. A status report on the manifestation and consequences of ageism in long-term care, and a policy paper on the topic will be the main products.
Charles University, Czech Republic
Inappropriate prescribing and availability of medication management services in older patients in Europe, Supervisor: PharmDr. Fialová D., PhD. (daniela.fialova@faf.cuni.cz), co-Supervisors: RNDr. Reissigová J., PhD., Ballóková-Lukačšínová A, MS, PhD., Prof. RNDr. Vlček J.

Objectives: Use of medication is the most frequent healthcare intervention. In old age, the frequent use of multiple medication often leads to inappropriate or suboptimal prescribing, which carry many negative consequences. Using ageism as a conceptual perspective, this project will examine the availability of high-risk medication and safer drug alternatives for older patients on pharmaceutical markets in different EU countries and the availability of medication-safety and medication management services for older patients (on local, national and international levels). Four countries from Central and Eastern Europe and three countries from Western Europe will be involved in the project.

Expected Results: The project will develop new national and EU recommendations and policies to avoid ageism in medication use. The project will analyze existing policies and practices in the area of inappropriate medication use and the availability of medication-safety management services in different EU countries. In addition, the project will describe associations on the societal level between ageism and national and EU actions and policies.

Napier University, Scotland

Putting ageism in context: community vs. long-term care institutions among the oldest old,
Supervisor: Dr. Kydd (a.kydd@napier.ac.uk)

Objectives: An international study to explore the health and well-being of frail older people in institutional care and those living independently in community settings and to relate these to self- and other-directed ageist views. Two countries with different health and social care systems will be examined.

Expected Results: The World Health Organization calls for equity and equality in care for all. However, there is evidence that the oldest old are not getting the services they need to help them live well. To date, few studies have explored the health and well-being of the oldest old in institutionalised care or living alone in the community as they relate to self- and other-oriented ageism. The oldest old are a cohort of people who are true survivors. This group has grown in number exponentially in the developed world and yet the health and social care services have not developed in accordance with this population's requirements. This study will provide a blueprint for assessing the health and well-being of the frail old in order to develop health promotion and illness prevention strategies with an emphasis on the role of ageism in their care. A status report on ageism in long-term care institutions and community care and a policy paper on the topic will be the main products.

Linköping University, Sweden

Ageism in the care service system: Care service assessment for older people with and without dementia,

Supervisor: Prof. Hydén, co-Supervisors: Prof. Motel-Klingebiel (andreas.motel-klingebiel@liu.se)
- please send all applications to registrator@liu.se), Dr. Larsson

Objectives: The proposed project will focus on meetings between social workers and elderly citizens claiming social welfare support. These meetings will occur at the intersection between national and local policies, and the individual lives of citizens, as they represent the actual implementation of social policies. Focus will be on if and how age stereotypes, from categorizations to elder talk, are present in the evaluations of individuals over the age of 65, with and without dementia. Further, in assessment meetings involving individuals with dementia, focus will be on stereotypical ways of categorizing them and their abilities. Of particular interest is (1) the strategies used by the citizens/clients to deal with stereotypes and the risk of discrimination, and (2) how social workers account for the use of age stereotypes and how they address the risk for age-related discrimination.

Expected Results: The project will generate an understanding of practices at the local level in the direct encounters between citizens and representatives of the local government. That is, how age stereotypes can result in decisions that in fact are discriminatory. Studying these processes is important as they often are assumed in research and policy discussions but rarely examined. The Swedish example would contribute to the discussion and development of policy efforts and best-practice models within the area of social welfare.

Linköping University, Sweden

Municipal and regional internet communication and its role in maintaining, reinforcing and challenging ageism,

Supervisor: Prof. Motel-Klingebiel (andreas.motel-klingebiel@liu.se) - please send all applications to registrator@liu.se), **co-Supervisors: Dr. Taghizadeh Larsson, Prof. Hydén**

Objectives: The municipality and the region are key actors that contribute to creating, maintaining and changing public images of ageing, age and people of different ages in general, as well as of older people. The project aims at exploring how later life and older people (needs, life styles, health, competences) are constructed in mediated messages. A focus will be on age stereotypes and age norms in texts and especially images within internet-related activities on the municipal and regional levels. An emphasis on images will facilitate international comparability and allows to analyse apart from language skills.

Expected Results: The role of local policies in maintaining as well as counteracting ageism is often overlooked by research and the public discourse. The project will generate an understanding of policies and practices at the local level as important mediators between the national policies and individual lives. The Swedish example will contribute to the discussion and development of policy efforts and best-practice models within Sweden as well as internationally. Beyond that, an international comparative extension will help to understand the political and cultural embeddedness of ageism in local action and policies as well as the interaction between the meso- and macro-levels in the field of ageism in general.

Bar Ilan University, Israel

Addressing ageism through empowerment and awareness, co-Supervisors: Prof. Ayalon (Liat.ayalon@biu.ac.il), **Dr. Ben-Noon**

Objectives: This intervention empowers older adults through their visual portrayal in a desirable way in public settings. Passerby will be instructed to match "before" and "after" images of older adults to provide a more comprehensive and complex view of old age. Two target groups are addressed: the older adults who participate in the study and the general public.

Expected Results: This study is expected to develop and evaluate an empowerment program, which is also designed to change public discourse and perspectives on older adults. A status report on fighting ageism at the societal and individual levels and a policy paper will be the main products.

AGE Platform Europe, Belgium in collaboration with National University of Ireland Galway (NUIG)

A comparative evaluation of equality legislation, Co-Supervisors: Anne-Sophie Parent, Nena Georgantzi (nena.georgantzi@age-platform.eu), **Maciej Kucharczyk (AGE Platform Europe)** **Eilionoir Flynn and Kieran Walsh (NUIG)**

Objectives: This project will compare the experiences of ageism in countries with and without equality legislation in access to goods and service. Based on an older people-centred approach, the project will provide a bottom-up account of how older people experience ageism in enjoying everyday goods and services and critically analyse the relevance and appropriateness of the equality framework in levying the injustice faced by this group.

Expected Results: The research will provide a fresh perspective to the topic of ageism both in terms of its focus on the impact of law, and because the methodology will be grounded in the realities faced by older people. In addition, the outcomes will provide empirical knowledge of the substantive situations that the law is expected to influence and its actual effectiveness in guiding social change. Lacking EU-wide legislation in this area, there are different standards of protection of age discrimination across the different countries. Based on the findings, we intend to reach out to legal researchers and practitioners to raise awareness of the effects of ageism and the role of the law. Deliverables will include a policy and law-oriented report.

Napier University, Scotland

Addressing the diversity of health and social care staff to reduce discrimination, Supervisor: Dr. Kydd (a.kydd@napier.ac.uk)

Objectives: Many nations are multicultural. Frail older people from other countries and cultures, especially first generation migrants, are exposed to 'double jeopardy' that is they are discriminated against because of age and race. This exploratory mixed methods study will explore the provision of care for people from diverse populations within Scotland, covering the 12 Health Board areas.

Expected Results: Health and social care services could maximise on the use of the skill sets of their existing staff in order to best help those from other cultures and countries. This study aims to provide a new way of thinking about celebrating the diversity of the workforce in order to provide enhanced and targeted services for people who are from different cultures and countries, with special consideration for those who have recently undergone excessive trauma. A status report on interventions that target discrimination and a policy paper on the topic will be the main products.

Fontys University, The Netherlands

Living lab ecosystems for co-design with older people, co-Supervisor: Dr.ir. van Hoof Eur Ing

Objectives: This project is intended to study the added value of working together with recipients of healthcare on the quality of related healthcare services and products. The project focuses on older recipients of care and welfare services as main target groups. The project will investigate the quality of the interaction with the professionals providing healthcare services (for instance, treatment and activities) and products (technologies used for treatment and activities of daily living). Co-creation and co-design between recipients and providers will be used to improve healthcare services and products.

Work packages:

WP1: Systematic review of ageism and inclusion/exclusion of older people in design studies (for health care and welfare).

WP2: Observation studies of current practices with (future) care professionals and care recipients.

WP3: Writing the methodology for an intervention (training and engaging in co-creation). WP4: Conducting multiple small-scale (if possible: personalised) interventions (case studies) with (future) health professionals and developers of healthcare technologies. Evaluation of the interventions through observations and stakeholder analyses.
Expected Results: Each work package has a specific set of deliverables, and given the nature of the project, these are often research papers. The goal here is to identify the true benefits and added value of such collaborations between older recipients of care and the professionals addressing their care-related needs. This should lead to a series of research papers and formal/practical recommendations for education & lifelong learning, policy and practice as main outcomes.
Bar Ilan University, Israel
Reducing self-stigma to increase accessibility to technology, co-Supervisors: Prof. Ayalon (Liat.ayalon@biu.ac.il), Dr. Dolberg
Objectives: This study employs a randomized-controlled trial methodology to examine whether an intervention which reduces self-ageism among older adults results in improved accessibility to technology. The study is fueled by the premise that a major barrier to accessing technology among older adults is self-perceived ageism. Hence, by lifting this barrier, it is expected that older adults will be more inclined to access technology.
Expected Results: In today's world, easy access to technological innovations is a must. By reducing barriers to accessing technology, this study is geared to better connecting older adults with everyday life and to allowing them to be part of a rapidly changing society. Main deliverables: a status report on interventions to reduce ageism, and a policy paper on the topic.

[1] Fontys University cooperates with other universities to award a Ph.D. degree; AGE Platform Europe will collaborate with NUI Galway to award a Ph.D. degree.