What have we done in 2015?

MC and WG meeting in Dublin

Training School in Lithuania: Developing a research career in geriatrics and gerontology
Faculty of Philosophy at Vilnius University, Lithuania

MC and WG meeting in Berlin

5 STSMs (short term scientific mission): Hosted by The University of Brighton, The Association for Citizens' Participation in Fagaras, The German Centre of Gerontology (DZA) in Berlin and IRCCS San Raffaele Pisana in Rome.

A special section on ageism in the European Journal of Ageing-in process
Handbook on Ageism published by Springer- in process
A COST symposium in IAGG, Dublin, 2015
Plans for the future

Meetings in 2016:

We will hold four meetings in 2016:

1. **WG meeting** in Prague on April 28-29, 2016
4. **Midterm conference** on September 19-20, 2016 in the Netherlands.

NEWS from our Work Groups

WG2 Law, Ageism and Aging

During the last year, WG2 met several times. We started as a very small group (less than 10 members). But since the first meeting in Brussels, we have grown up substantially in both meetings in Dublin and in Berlin. Our working group now consists of 19 members, and it is still growing. Here is a nice picture from our meeting in Berlin:

![Meeting Picture](image_url)

**Specific Group Activities**: During the last meetings of WG 2, the following projects and initiatives have been carried out:
1. **Academic Conference Session**: COST session within the American Association of Law and Society Conference: WG2 submitted a panel proposal to the coming L&S conference in New Orleans, in May 2016. The proposal was accepted and it will be presented within the Law and Aging CRN (Collaborative Research Network).

2. **Edited Book**: The structure of a new edited book, dedicated to the topic of "Law, Aging and Ageism" was finalized by the members of the WG. The edited book will be a collection of chapters written by the different members of the group.

3. **MOOC - Massive Open Online Course**: A new, internet-based course is in the process of being established. The idea is to enable students all around the globe to be exposed to the topic through a MOOC interface.

4. **COST Handbook - Contribution to COST handbook on ageism**: several members of WG2 are preparing chapters for the COST handbook related to law and policies at European and international level.

**Broader Global Developments:**

**Several major developments have occurred in the last year with regards to the topic of law, aging and ageism:**

1. For the first time in history, a new, unique, dedicated and binding human rights convention for the rights of older persons has been established. This was done as part of the resolution of the OAS – Organization of American States to adopt a Convention for the Rights of Older Persons.

2. Along the year of 2015, the UN Independent Expert on the Rights of Older Persons has continued its work and produced various reports and documents on the topic.

3. The UN General Assembly, has decided to continue the mandate of its OEWG – Open Ended Working Group on Aging, as part of the international effort to promote the rights of older persons and move toward a new Human Rights convention in this field.

4. The European Union is still negotiating a new piece of law (a directive) that would prohibit age discrimination in the area of goods, facilities and services (such as health care, financial services, consumer products etc.). When adopted this EU legislation will be a major step in tackling structural ageism.

**Seeking synergies with other groups:**

As discussed during the Berlin meeting members of WG2 on ageism and the law are open to meeting with other WGs and explore synergies and cross-fertilisation of respective
projects. The idea is to discuss how the law influences ageism in their respective areas and how we can improve cross-WG collaboration to strengthen our findings.

To put this into practice a first series of exchanges is planned in the frame of the next meeting in Prague, in order to present WG2 work and listen to the projects and substantive issues of other WGs. WG chairs who are interested in meeting and discussing with WG2 in the future are kindly requested to contact Nena and Issi.

**New Publications & Links to some important External Updates:**
The members of our working group have been involved in publishing various new publications in the field of our interest, and have been involved in following up with various international developments in the field of human rights of older persons:


And here are some recent articles:


WG3 Media and Ageism

**Key Conferences and Publications**

Members of our group have been very active in writing (over 30 new publications in 2015!) and presenting their research at conferences. 1st International Conference on *Human Aspects of IT for the Aged Population*Design for Aging, Los Angeles, 2-8 August and *The Qualitative Research in Communication International Conference on*, Bucharest, 23-25 September were attended by many of us. We are also working on several chapters to the *Handbook on Ageism*.

**Past Activity**

**Short-Term Scientific Mission**

In July 2015, Simone Carlo, Catholic University of the Sacred Heart, Italy visited Maria Sourbati at the University of Brighton, UK to work on a comparative study of post-2010 Digital Agendapolicy discourse in Italy and the UK.

**Ongoing Activities**

**New research project kick-off**

*Ageing well? A cross-country analysis of the ways older persons are represented at websites of associations for older people* - is the title our new project that compares representations of older people online in Scandinavia (Finland), Anglo-Saxon Europe (UK), north-western Europe (the Netherlands), southern Europe (Spain and Italy), and central Europe (Poland and Romania).

**Special Issue of MedieKultur**

We are editing a special issue of MedieKultur which will address the linkages between media and ageing. *Media and ageism: Growing old with and through media* will focus on the exploration of the processes and practices of growing old with and through media. Submission deadline: September 2016.

**Collection of ageist images**

We welcome submissions of images of ageing, old age, older men and women available in various types of media. Our aim is to build a repository of ageist images that can be used for anti-ageism educational and activist purposes.

**New Profile Text**

We updated our profile text that reflects the scope and breadth of research conducted by the members of our group. Details on the website.
WG4 Ageism in the Workforce

**To date, WG4 had three meetings:**
1. The first meeting was during the Action's kick-off meeting in Brussels (November 2014), and included four members.
2. On our second meeting in Dublin (April 2015), 12 WG-members attended.
3. Our WG has continued growing, as 21 WG-members attended our last meeting in Berlin (September 2015).

As of January 2016, our WG consists of 33 members, from the following countries: Austria, Bosnia Herzegovina, Bulgaria, Denmark, Estonia, Finland, Germany, Iceland, Israel, Lithuania, Netherlands, Norway, Poland, Portugal, Slovakia, Spain, and Sweden. Two of our members are Observers, from "AGE Platform Europe" International Organization and from China.

**The following aspects have been discussed:**

I. **Ageism in the workforce: concepts and measurement** (Pirjo Nikander)
II. **Ageism in the Polish labour market** – (Justyna Stypińska)
III. **Various causes of ageism**— like: *The extent to which retirement generates intergenerational conflicts and support ageism?* (Per Jensen)
IV. **An overview paper on definitions and concepts of ageism in the workforce** (Justyna Stypińska)
V. **Mapping the ways of measuring ageism on the labour market** (based on indicators of existing quantitative surveys) – Jolanta Perek-Białas and Lilly Abuladze
VI. **Experiences of ageism in the workforce. Results from the German Ageing Survey** – Julia Simonson
VII. **Age Discrimination at the Workplace and Company Sizes – What we can learn from Small Companies?** – Laura Naegle& Moritz Hess
VIII. **Ageism in the healthcare workforce** - Ursula Trummer
IX. **Ageism at the workforce against older immigrants** - Pnina Dolberg

Visit Our Website: [http://notoageism.com/](http://notoageism.com/)
Our Activities:

**STSM:** One of our WG members, Dr. Maria Isabel Clímaco from Polytechnic Institute of Coimbra, Portugal, was an STSM guest of another WG member, Dr. Julia Simonson from German Centre of Gerontology, Berlin (DZA). The STSM Topic was "Health and labour market issues" (June 2015).

**TS:** Four of our WG members have attended the Actions' last Training School in Vilnius, Lithuania (June 2015), "Developing a Research Career in Gerontology and Geriatrics”. The WG members are Prof. Sarmite Mikulioniene, Dr. Justyna Stypińska, Dr. Pnina Dolberg, and Mr. Andrzej Klimczuk (June 2015).

**Ad-hoc meeting of some WG members during Prague, ESA Conference** – June 2015 – Discussion about plans and joint initiatives.

Joint initiatives:

1. A joint accepted symposium at the Nordic Congress of Gerontology and Geriatrics (June 2016)- Title: *Ageism in the Workforce: Interdisciplinary and Conceptual Perspectives* (Chairs: Pirjo Nikander, University of Tampere, Finland)
   - *Mapping research on ageism and age-discrimination in Sweden* (Andreas Motel-Klingebiel & Annika Taghizadeh Larsson)
   - *Individual consequences of ageism in the workforce – How do older workers differ in dealing with discrimination experiences?* (Julia Simonson & Oliver Huxhold)
   - *Occupational ageing: On stereotypes of older workers as ornamental, institutionalised and productive discourses* (Clary Krekula)
   - *Facing redundancy/early retirement: Evidence from a qualitative longitudinal study* (Pirjo Nikander and JariLuomanen)

2. **Submitted and accepted papers on ISA FORUM** in Vienna, July, 2016
   "*Economic Crisis and Ageing- Gendered Evidence from Poland*“ (M. Wilińska and J. Perek-Białas)
   “*The Risks of System Transition and Their Impact on the Life Course Regime*” (J. Stypińska, K. Turek, J. Perek-Białas)

3. One member of our WG (Justyna Stypińska) jointly with Dr. Nanna Notthoff, organize a mentoring program for the Action’s members.

Our Contribution to the Action’s handbook on Ageism (Editors: Liat Ayalon & Clemens Tesch-Roemer) Our WG members are currently working on nine different chapters of the handbook:
Ageism, Social Class and Ethnicity: Bill Bytheway, Pirjo Nikander
Gendered Ageism: Clary Krekula, Pirjo Nikander & Monica Wilinska
Work Environment and the Origin of Ageism: Wouter De Tavernier, Laura Naegele & Moritz Hess
Demographic Changes and the Origin of Ageism: Kamellia Lillova and Marta Sugareva
Economic Cycles and the Origin of Ageism: Per Erik Solem and Svein Olav Daatland
Ageism and Technology: Andrzej Klimczuk, Łukasz Tomczyk
Ageism in the Labour Market: Pirjo Nikander, Justyna Stypinska
Ageism in Immigration Policies: Pnina Dolberg, Ursula Trummer, Sigurveig H. Sigurdardóttir
Researching Ageism in the Labour Market: Lillii Abuladze, Jolanta Perek-Białas

Some of our members’ relevant publications in 2015:


Ageism Mentoring Program

As discussed in the Berlin meeting, one of the outputs of the COST Action IS1402 on Ageism will be a mentoring program. It will be organized by Justyna Stypinska and Nanna Notthoff who are drawing on their own involvement in mentoring programs as well as their experience designing and implementing professional development and didactic skills trainings. The program will be launched in spring 2016. Formally, it will run for one year. Throughout that time, Justyna and Nanna will facilitate the mentoring relationships, e.g., by making suggestions related to mentoring agreements, being available for individual consultations, and organizing group seminars/discussions at the COST meetings or online if there is interest.

As a first step, a survey was conducted to assess interest among the members of the action and to collect some information from prospective participants. Thirty people expressed interest in joining the mentoring program. They represent 19 of the action member countries: Austria, Belgium, Croatia, Cyprus, the Czech Republic, Denmark, Germany, Ireland, Israel, Lithuania, Norway, Poland, Portugal, Romania, Scotland, Spain, Sweden, Turkey, and the United Kingdom. They are familiar with the work conditions in an additional ten countries in- and outside of Europe. A wide variety of disciplines was represented as well: Architecture and Urban Planning, Biology, Computer Science, Economics, Gerontology, Law, Media and Communications, Nursing, Political Science, Psychology, Public Health, Social Policy, Sociology. The majority (20 people) reported that they also have work experience outside of the academic setting.

In the spirit of the action, the survey allowed people to self-select themselves into the role of mentor, mentee, or both. Sixteen people indicated that they would take on a mentor role, and 20 were looking to be a mentee. Thus, some survey participants are interested in both roles.

The most prevalent expertise among the potential mentors relates to career and professional goals (n = 12) as well as working in academia (n = 12), followed by working and studying abroad (n = 7) and work-life balance (n = 7), working outside of academia (n = 5), and soft skills (n = 3). As such, they are well-prepared to coach the mentees, most of whom are seeking advice related to working in academia (n = 10).
and career and professional goals (n = 9), followed by working and studying abroad (n = 7), work-life-balance (n = 5), working outside of academia (n = 5), and soft skills.

As a next step, Justyna and Nanna will make suggestions for potential mentorship pairings. For those who are able to attend the Prague meeting, an informal gathering will be facilitated.

Abstract Papers accepted to Tampere University conference FHNW

**Older people and urban life** Carlo Fabian and Olaf Schnur

**The sense of home of older nursing home residents: a multi-perspective analysis**
Joost van Hoof and Eveline J.M. Wouters

**Challenges of ageing-in-place in urban places: the case of the city of Tarragona (Spain)** Blanca Deusdad

**Elderly presence in the city’s streets and commercial center** Rinat Ben Noon

Abstract symposium: Ageisms and the City: Representations of Older People in Urban Development Chair: Carlo Fabian, Olaf Schnur

The Israeli group of our Action has presented their research in The Israel Gerontological Society 21st Conference in the beginning of the month in Tel Aviv: Liat Ayalon, Israel (Issi) Doron, Benny Spanier, Pnina Dolberg, Sharon Shiovitz-Ezra, Ehud Bodner and Yoav Bergman.

**CALL FOR PAPERS**

**AGEING IN EUROPE** European Sociological Association Research Network Conference:

**AGEING IN EUROPE: BEYOND THE WORK-CENTERED LIFE COURSE?**

**TOPIC**

In modern European societies, work has become a key aspect in both structuring individual lives as well as in determining socio-economic well-being. Looking at recent ‘active ageing’ reforms, it is intended to become an even more central aspect for older individuals. This work-centred perspective – that also has been reflected in ageing research – provides the starting point for the Conference. It acknowledges work as a main focal point in later life by considering for example the questions of how and how long older people should and could
be encouraged to stay active on the labour market. At the same time, it also intends to look at developments in other domains of social life, such as intergenerational relationships, volunteering or leisure. Against this background, the scientific committee particularly encourages submissions of papers on the following topics:

- **(Past-retirement) Activities**: Labour Market Participation, Social Encouragement, Advanced Training
- **Retirement**: Decisions, Expectations, Legal Framework
- **Social Inequalities**: Old-Age Poverty, Ageism, Quality of Life, Dependency, Active Ageing-Policy
- **Images of Ageing**: Culture, Values of Age(ing), Ageism, Stereotypes
- **Theoretical Concepts**: Concepts of Ageing, Life Course Models, 4th Age

**KEYNOTE SPEAKERS**

Prof. James Nazroo, University of Manchester, England

Prof. Asghar Zaidi, University of Southampton, England

Assistant Prof. Kathrin Komp, Helsinki University, Finland

Dr. Jonas Radl, Universidad Carlos III de Madrid, Spain

Dr. Jolanta Perek-Bialas, Warsaw School of Economics, Poland (requested)

**SUBMISSION**

Papers with a cross-national, comparative focus are particularly welcome. Submissions from early-career researchers are also encouraged. Please note that individuals should not be the first author (i.e. the presenter) of more than one paper.

Abstracts should not exceed 250 words. Please submit electronic pdf-versions of extended abstracts to esa-midterm-aging2016@soz.uni-frankfurt.de until February, the 14th 2016. You will be notified on acceptance of your paper until March, the 31st 2016.

**FEE**

For all participants the conference fee will be about 80€. There will be a discount for Members of the Research Network Ageing in Europe. For more details please visit the conference website.
CONTACT AND INFORMATIONS

Conference coordinators:
esa-midterm-aging2016@soz.uni-frankfurt.de

Research Network:
www.ageing-in-europe.net

ESA:
www.europeansociology.org

International Meeting and Training school “EUROPEAN PERSPECTIVES IN INDIVIDUALIZED DRUG THERAPY IN OLDER PATIENTS AND AGEISM- PRIORITIES FOR NEXT DECADES”, April 25-27th 2016, Prague, Czech Republic

Rational prescribing in older patients and medication misusein the elderly are highly prevalent in Europe and associated with discrimination of older adults and ageism. Up to 40-60% of older patients are prescribed medications potentially inappropriate in the elderly and up to 10-20% of older adults are hospitalized because of adverse drug events. To emphasize and discuss these problems, the European COST Action 1402 organizers in cooperation with the University Educational Centre in Clinical Pharmacy, Faculty of Pharmacy, Charles University in Prague, Czech Republic the International meeting and Training school entitled “European perspectives in individualized drug therapy in older patients and ageism- priorities for next decades”. This event will take place at the main hall of the Czech Medical and Pharmaceutical Society of J. E. Purkyně, Prague, Czech Republic on April 25-27th, 2016 (Mon-Wed). Particularly early stage researches (up to 8 years after finalization of the PhD degree) and clinicians interested in this topic are welcome to participate. One of the main aims of this International meeting and Training school is also to learn and discuss main problems in inappropriate medication use and ageism and create a collaborative group for future international cooperation and EU research projects. Early-
stage researchers can apply for financial support from the EU COST Action 1402. For more information please see: http://www.faf.cuni.cz/Drug-Therapy-in-Older-Patients-and-Ageism/ or www.notoageism.cz.

For the organizing team: Fialová Daniela, MS, PharmD, PhD, BCCP - main coordinator and WG1b COST Action 1402 Chair, University Educational Centre in Clinical Pharmacy, Faculty of Pharmacy, Charles University in Prague, Czech Republic, e-mail: daniela.fialova@faf.cuni.cz, phone: + 420 731 029 291