World Health Organization
Internship Terms of Reference

<table>
<thead>
<tr>
<th>Project</th>
<th>Global Campaign to Combat Ageism and other related research activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duration</td>
<td>4-6 months (ideal start date in February / March 2018)</td>
</tr>
<tr>
<td>Closing date for applications</td>
<td>15 February 2018</td>
</tr>
</tbody>
</table>

**Background**

The existence of stereotyping, prejudice, and discrimination towards people on the basis of their age - commonly referred to as ageism – is highly prevalent worldwide and remains unchallenged in society. Stereotyping affects how people think about older people; prejudice affects how people feel about older people; and discrimination affects how people and institutions act towards older people.

Ageism is a major challenge to Healthy Ageing at both the policy level and the level of the individual, and can lead to the marginalization of older adults, restriction in access to services, and limitations on participation in social and economic opportunities. At the policy level, ageism imposes barriers to developing good policy because it limits the way problems are framed and how they are answered. At the individual level, ageism has important effects on the health and well-being of older adults. For example, existing evidence shows that older adults who hold negative attitudes about getting older tend to live 7.5 years less than adults who hold positive attitudes towards ageing.

Unlike other forms of discrimination, including sexism and racism, ageism is socially acceptable, strongly institutionalised, and largely undetected. Yet, changing the way we think, feel and act towards age and ageing is possible and the World Health Organization (WHO) is leading the way towards this change.

In May 2016, WHO was given a mandate by its 194 Member States to lead a Global Campaign to Combat Ageism (see Global strategy and action plan on ageing and health, and WHA Resolution 69.3). As part of this campaign, the World Health Organization is gathering evidence on what works to tackle ageism at the individual and policy levels. This evidence will inform the development of the campaign communication strategy and the selection of the most effective strategies to combat ageism. At the same time, WHO is bringing together a broad group of stakeholders through a global coalition that will provide the critical mass that is needed to affect positive changes in the way we all think, feel and act towards age and ageing.

This internship will assist in providing the evidence to support the development of the Global Campaign to Combat Ageism.

**Internship Objectives**

- To gain experience in ageism related research, including in the conduct of one literature review on the topic.
- To gain experience in the coordination of an international research group.
Internship Deliverables:

- Conduct a review of the literature to assess prevalence of ageism in one or two domains where ageism may be expressed (e.g. access to health care, access to jobs). This will include collecting and analysing data, and drafting summary of findings.
- Support the development of the Global Report on Ageism, including through the cleaning of records extracted from the various databases included in the set of systematic reviews (i.e. removal of duplicates and completely irrelevant hits).
- Support the coordination of the group of research leads responsible for the conduct of the set of systematic reviews that will inform the development of the Global Report on Ageism. This may include:
  - Monitoring the project work-plan, assessing and reporting on progress on a regular basis
  - Organizing and attending project related meetings/teleconferences, drafting agendas and summarizing key points for broader dissemination to the group
- Perform any other tasks as required.

Skills required

- Excellent analytical skills
- Excellent written communication skills in English
- Attention to detail
- Interpersonal skills
- Organizational skills, including ability to manage tasks from initiation to end
- Self-management

Experience

- Research experience, especially in the conduct of literature and / or systematic reviews, and including all phases of the review from paper identification to analysis.
- Publication writing, including peer-reviewed publications and / or scientific or evidence-based reports.

For further information contact Dr Vânia de la Fuente-Núñez at delafuentenunezv@who.int
To learn more about ageism and the campaign click here: http://www.who.int/ageing/ageism/