UNIVERSITIES OF THE THIRD AGE IN LITHUANIA. SITUATION OF 2018.

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Problem of the survey. In the context of an ageing society, substantial attention is increasingly focused on satisfaction of educational needs of the elderly people. One of ways to achieve this goal is the establishment of special training institutions for the elderly. Special training institutions of this type are also needed because of the needs of the elderly that are specific to their age. Usually, they do not need state-recognised certificates of completion of education, besides, the elderly students have their own requirements for studies because of their health conditions, e.g., lecturers must speak clearly and loud enough, the quantity of information provided may not be too big, relations in such educational establishments must be much more non-formal, liberal if compared with a usual educational institution. The situation has established in Lithuania, where elderly people usually satisfy their educational needs through non-formal education. Enlightened person, signatory Dr. Medardas Čobotas with his co-thinkers registered the first educational institution for the elderly – the university of the third age (U3A) – on 2 June 1995. It was stated in the articles of association of this university that it is a non-profit independent, voluntary public organisation of the republic, engaged in the activities ensuring better social integration into society of the elderly, promoting their effective, productive and substantial life, maintaining their capacity to work, physical activity, raising the level of knowledge and culture, exchanging life experience, maintaining health, having legal entity's status and engaged in educational, social, cultural and other similar fields. Thus, from the very beginning attempts were made in Lithuania to develop an educational institution of much broader profile than usual academic establishment for the elderly.

U3A is among educational institutions experiencing the greatest growth in its popularity in Lithuania. The first U3A was established in 1995. By 2012, there were 24 U3As. In spring 2014, there were 40 third century universities in different towns of Lithuania, while in spring 2018, their number increased to 67 independent U3As in the municipalities of Lithuania. On the other hand, for a long time U3As were not included into the general system of Lithuanian education at all, they essentially operated as autonomous establishments.

First attempt of scientific research of the activities of the Lithuanian third century universities was made in 2012, when during the implementation of the 'Development of adult education system by providing students with general competences (2nd stage)' project co-financed by the European Social Fund and the national budget of the Republic of Lithuania, research was conducted and the research report 'Analysis of the activities of the system of third century universities'[1] was published.

During the research, the following was established:

- The total number of U3A participants in the end of 2012, in Lithuania was about 6 000. In the period of four years, the number of U3A participants almost doubled,

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- but bearing in mind that in early 2012, there were 711 036 sixty year old and older residents in Lithuania, U3As had enormous potential to expand.

- U3As dealing with the issue of teaching premises greatly various, most probably according to the possibilities of municipalities. Third century universities usually choose the following premises for lectures – various municipal premises,
for example, education and culture centres of districts. Possibilities of higher education institutions and general and preschool education establishments are widely used. Less common places include hotels managed by the heads of third century universities or care homes established by municipalities.

- The most convenient time of lectures of third century universities is working hours on working days of the week. Lectures usually start at around 15:00–16:00. In such case, they obviously finish after work. It could be presumed that this time is chosen also because of a possibility to invite lecturers and training supervisors easier by the management of third century universities.

- In the beginning of the academic year of 2012–2013, third century universities had 270 lecturers and teachers ready for work. If compared to 2011–2012, the number of lecturers slightly decreased.

- If assessing the activities of third century universities by the principles of the Common Assessment Framework (CAF), it can be stated that:
  - Participants, lecturers and managers of the third century universities participating in the polls essentially had only positive assessments of the fields of possibilities and results of U3A activities;
  - lecturers of the third century universities, unless they also are the managers of U3As, are poorly engaged into life and activities of the communities of third century universities. It can be assumed that the key function of university of the third age lecturers is to attend the lectures and deliver a lecture to the elderly or otherwise engage the elderly. The whole management of third century universities and activity corrections usually are carried out through direct communication of the managers of third century universities with the participants. Therefore, one of the major perspectives for development of third century universities is development of university communities, first of all, by engaging lecturers and trying to give stronger motivation to participants to take more active part into the activities of university of the third age communities, having equivalent decision-making power on the matters regarding U3A activity directions or other internal life matters;
  - participants of third century universities, even if indirectly, express their aspiration to have stronger decisive power regarding activity directions of university of the third age, other internal life matters of this educational establishment.

- When discussing the peculiarities of university of the third age, as a type of educational establishment, all special features of this type of the establishment can be combined into two main groups:
  - Self-assessment of the participants of university of the third age – persons are much better than usually – more active, curious, orientating not only to education (i.e. diploma, certificate) but to knowledge, opportunity to discuss the knowledge. On the other hand, sixty and seventy year old participants of U3A can essentially differ by their needs and possibilities, which make the activity specific to a certain extent. Especially, if the number of university of the third age participants is small and their distribution to faculties or groups is impossible, work has to be done in a single joint faculty. It must be also noted that lectures of third century universities are attended by the elderly with very different educational backgrounds and very different needs for self-improvement.
  - Peculiarities of work organisation in third century universities – more non-formal than usually, more liberal environment and order in U3As, stronger team spirit of university of the third age community.
- When analysing work of U3A lecturers it was discovered that lecturers themselves, if compared to assessments of U3A participants and managers, have the best evaluation of their activities. Special discrepancies in assessments, when lecturers assess individual aspects of their activities clearly better than U3A participants and managers, are observed when assessing such statements as 'Lecturers apply attractive teaching/learning methods' and 'Lecturers recommend useful learning materials for independent studies'. U3A male participants in largest cities and participants who attended third century universities for a shorter term usually have more critical opinion about the quality of their lecturers' work.
- Typical U3A participant is a female, pensioner, aged from 60 to 75. Usually she completed at least vocational or post-secondary vocational training, but in majority of cases she completed higher education, is married or widow. It can be presumed that majority of U3A participants in largest cities have higher education background, pensioners and single senior persons, while in smaller towns – younger participants with only vocational or post-secondary vocational training background, also with a job or their own business and married persons. More academic direction in U3A is chosen by persons with higher education and single persons, also widows.
- Same as in case of non-formal education of persons of working age, people usually start attending U3A for universal reasons: desire for self-improvement, broadening their horizons and pleasant communication with new people. Aspiration for specific missing knowledge is the smallest impetus to start studies at U3A. According to statistics, lack of knowledge usually bring to U3A persons with only secondary or vocational and post-secondary vocational training, and persons who attend U3A for shorter periods.

- In the first case, information about U3A usually comes from the opinion of friends, acquaintances and neighbours and notices in newspapers. The most reliable source of information about U3A is considered to be friends, acquaintances and neighbours; newspapers and Internet. Participants named the following as the most convenient sources of information about U3A: U3A staff (management and lecturers), newspapers, Internet, friends, neighbours, and acquaintances. Strongest motivation to attend U3A was given by friends. It can be summarised that opinion of friends, acquaintances and neighbours and information in newspapers and Internet play the most important role in agitating studies in U3A. Therefore, strategies for improved provision of information about U3A through these three channels have to be considered and help has to be provided to U3A management in implementation of the latter strategies.

- When assessing benefits received by U3A participants from education, a grounded conclusion can be made that U3A offers easiest acquisition of new and useful knowledge and pleasant communication with new people.

- Typical lecturer of university of the third age in Lithuania is a female with higher education, in permanent employment, experienced in working in formal education establishment.

- By age, lecturers of Lithuanian third century universities fall into three clearly-defined groups: 45 year old and younger, 45–60 year old and over 60 year old persons.

- Typical manager of a university of the third age in Lithuania is a female with higher education, retired, experienced in working in formal education establishment, but with no experience of working as a manger of formal education establishment. By age, it was hard to distinguish a typical manager of U3A.

- Lecturers usually started working in university of the third age because of their desire to share their knowledge. Majority of U3A lecturers (especially, younger) were asked to work in third century universities by U3A managers.

- Lecturers and managers of third century universities usually feel satisfied with their work.

- Necessary help most frequently named by U3A lecturers is better financing of U3A. Help needed by U3A managers can be divided into 4 groups:

  - help for U3A managers in improving their qualifications;

  - help when dealing with U3A pedagogical issues;

  - help when dealing with U3A organisational issues;

  - help when dealing with issues related to legal acts, fir of all, by purifying the legal and pedagogical status of U3A.

- U3A managers name acquisition of materials needed for learning and remuneration of lecturers as the main problems.

Second survey of Lithuanian U3As was conducted in 2014, further implementing 'Development of adult education system by providing students with general competences (2nd stage)' project co-financed by the European Social Fund and national budget of the Republic of Lithuania. The survey was called 'Third century universities in Lithuania: analysis of the situation and guidelines for the development'[2]. When assessing organisational aspects of U3A movement in Lithuania, the following was established:

- Clear division of U3A operating in the country has formed by their legal status. On one hand, some U3A operate as more or less independent organisations. Usually they have legal status of association. On the other hand, starting from 2008 third century universities were established at the initiative of natural persons and municipal politicians and specialists and municipal administrations. Some of these U3As can only relatively call themselves as independent third century universities, as they are not some separate organisation but rather a function performed by the other institution –

  – usually education centre or adult school. Manager of U3A established at the initiative of municipalities under an institution operating in the municipality usually do not even plan any legal registration of the establishment.

  – legal arrangement of the status of an institution, under which U3A operates, is sufficient for them. Another mode of establishment of third century universities in Lithuania is the initiative of universities, when a university together with a partner (e.g. public enterprise) or independently establishes a sufficiently independent organisation providing academic and other education services to the elderly, which is managed by the staff of the founder university and usually operates in the premises of the university.

- Roughly one third of institutions providing non-formal education services to the elderly exert efforts not to limit their activities to the municipal centre they are established in. Usually, they expand their activities to other towns and settlements within the municipality concerned, this way reaching the elderly residing not only in the municipal centre but in smaller settlements, as well.

- Third century universities still underuse buildings of general education schools, public libraries, museums operating in the municipalities (and established by the councils of municipalities!) and their material base.

- The number of elderly people interested in non-formal education services is obviously growing in the country.

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[2] http://www.kpmpc.lt/kpmpc/wp-content/uploads/2014/01/Tre%C4%8Diojo-am%C5%BEiaus-universitetai-Lietuvoje-situacijos-analiz%C4%97-ir-pl%C4%97tros-gair%C4%97s.pdf

- Majority of U3A operating in Lithuania have from 100 to 300 participants. A disturbing trend is observed when frequently a U3A capable of attracting bigger numbers of participants and usually established by natural persons has to limit admission of new participants because of shortage of premises and adequate lecturers.

- U3A lecturers can be divided into two groups, in general: some of them are included into U3A activities episodically, for one or two lectures only, for example, a doctor of internal medicine working in city hospital is invited to talk about most frequent diseases to the elderly, or a meeting with some traveller telling about countries visited is organised. The second group of lecturers, which is usually smaller, consists of lecturers who work with U3A participants for a longer period and for example, provide information science course or teach the elderly foreign languages for the whole academic year.

- Another aspect of U3A activity is the nature of activities of managers of third century universities. Managers of U3A founded by private founders or at the imitative of municipalities and universities differ depending whether the management of U3A contains personnel working in other organisations and dealing with problems related to U3A activities. All U3A founded at the initiative of municipalities and universities can boast that, while not everything is so unambiguous in U3As founded by private persons. However, on the other hand, 8 out of 22 polled managers of U3A founded at the initiative of private persons stated that they have people working in other organisations, and dealing with problems related to U3A activities in their management.

- Third century universities, differently than in frequent foreign country, do not limited their activities to organisation of academic lectures only for their participants. Almost all third century universities in Lithuania organise, organised or plan to organise also various practical courses (language learning, art studio, crafts, improvement of IT competences, Nordic walking, etc.) and organise participants' free time (travelling, amateur talent activities, evenings, etc.).

- Almost all third century universities already have or plan to establish U3A self-government bodies of some kind. Such self-government bodies usually have different numbers of members, but usually there are about ten of them. Even without being asked, respondents when talking about the self-government operating in their managed U3A, frequently mentioned general meetings of participants organised in the beginning and end of academic year. Representatives of U3A self-government, according to the respondents, usually are elected at general meetings of participants.

- Managers of all U3A established at the initiative of municipalities and managers of slightly fewer than half third century universities established by natural persons named better or worse relations with the specialists of their municipal administration. While according to the managers of U3A established by universities, no constant relations with the representatives of their municipal administration are maintained.

When assessing financial aspects of U3A movement in Lithuania, the following was established:

- Various private organisations or persons do not provide regular support to the activities of third century universities operating in Lithuania. Municipalities more frequently support third century universities established by the municipality either directly or through its established organisations, or to be more precise – activities of municipal institutions providing non-formal education services to the elderly. Municipalities supported on a continuous basis the activities of approximately one third of U3A established by natural persons. Most U3A established by natural persons can collect funds for its activities from participants' membership fees. Problem of membership fee is known also to managers of U3A established at the initiative of municipalities, however majority of this type of third century universities have not collected membership fee yet.

- When asked about non-material support from various institutions, representatives of third century universities usually named the possibility to use premises and organisational equipment free of charge. Higher education schools (not universities only, but colleges as well) help some third century universities to find free lecturers.

- Almost all U3A established by natural persons were preparing documents for participation in various projects and tried to finance their activities at least partly. Half of third century universities established at the initiative of municipalities and universities used this opportunity. U3As operating in Lithuania target mainly projects announced in their municipality or Lithuania. It must be noted that third century universities established at the initiative of municipalities are obviously more passive in this activity.

- In U3As established by natural persons, use of funds is usually reported to the general meeting of members or U3A council at least. While in U3As established at the initiative of municipalities – more usually to the founder (education centre, adult school) or its council.

When assessing the capability of U3A of strategic planning, the following was discovered:

- Activity plans of some kinds are drawn by almost all U3A – only two U3As clearly stated that they do not plan their activities at all, while representative of one U3A did not answer this question. More than half respondents (24 out of 38) stated that they plan their activities for one year or longer period. On the other hand, planning for one year's period is considered as short-term planning by specialists, which allows aspiration for minor tactical goals only.

- Activity planning documents usually are coordinated with U3A administration or council and U3A participants. Activity planning documents of third century universities established at the initiative of municipalities are coordinated with the management or staff of the founder (usually education centre or adult school). It can be presumed that managers of third century universities when asked about their activity planning usually (almost always?) think about drawing a timetable of events for a certain period (usually for the whole academic year or semester), when with very limited financial resources, premises for the event, organisational equipment needed for the event (e.g. multimedia) must be arranged, free or at least inexpensive lecturer interesting for the elderly must be found. Later, before the event, managers must check if all agreements are still in force. Activity planning of third century universities usually is limited to this.

- Effectiveness of events is continuously or at least periodically researched in majority of third century universities operating in Lithuania. It was discovered that needs of participants are more frequently surveyed than effectiveness of events in third century universities – more than half respondents carry out this on continuous basis. On the other hand, if more than half U3As established by natural persons conduct this on a continuous basis, then according to managers of U3As established at the initiative of municipalities they conduct it sometimes only. The simplest survey methods are usually applied in research of effectiveness of events and needs of participants: questionnaires, interviews, discussions.

- Majority of third century universities operating in Lithuania do not search for any links in education development between themselves and the whole municipality. It must be noted that majority of U3As established at the initiative of municipalities weakly coordinate their plans for development of non-formal education for the elderly with the education development plans of the whole municipality.

- Survey results show that discussion of issues of strategic development in Lithuanian third century universities usually has the form of oral discussion, i.e. without taking strong commitments and hardly recording results of such discussions. It must be further noted that almost one fourth of respondents believe that no attention at all should be devoted to analysis and decisions how to provide U3A managers and lecturers with knowledge needed for their activities and to develop necessary skills.

- U3A managers usually link strengths of their organisation with participants and good satisfaction of their needs, and sometimes with a strong team capable of dealing even with the most difficult problems. When asked about weaknesses of their organisation, respondents usually mentioned lack of financing, lecturers or premises, and only in exceptional cases mentioned organisation problems of their managed U3A or lack of skills by the management. It probably shows that none of the respondents analysed their U3A activities deeply. Respondents associate their U3A development possibilities with some external help which will

probably come one day (financial, recommendation of free good lecturers, etc.) rather than with their actions, initiative. Summarising the indicated threats to the activities of U3A managed by respondents, it is observed that respondents seldom expressed well-though opinion on this matter, which was discussed with their colleagues. When expressing their opinions, respondents mainly targeted external features of potential threats (passive participants), hypothetic circumstances (present managers will get tired, premises may be lost) and though little about deep problems in the activities of their managed U3A. Thus, it is evidently clear that managers of Lithuanian third century universities lack strategic planning skills.

It is stated in the Programme of the Government XVII of Lithuania that the state must guarantee equal opportunities for everyone to quality education, irrespective of nationality, age, social status or place of residence[3]. The Law on Education of the Republic of Lithuania establishes that the purpose of non-formal adult education is to create conditions to a person for lifelong learning, satisfaction of cognition needs, improvement of acquired qualifications, acquisition of additional competences[4]. Law on non-formal adult education and lifelong learning of the Republic of Lithuania clearly defines the essence of university of the third age. It is a provider of non-formal adult education and lifelong learning, its division or programme of non-formal adult education and lifelong learning providing the elderly with non-formal education and lifelong learning, satisfying their needs for knowledge, competence development and culture[5]. Thus, a need arose to determine how non-formal learning of the elderly in Third century universities in Lithuania is provided and how situation in third century universities of the country changed since the survey conducted in 2014.

Survey description. To collect main statistical information about the activities of Third century universities, it was decided to apply statistical survey methodology of 2014. The same object of survey was chosen – managers of U3As and attempts were made to determine progress achieved by those managers in implementation of the activities of third century universities. By using the survey instrument applied in 2014, the main fields illustrating and defining U3A activities and variables of the instrument were selected. In addition to other advantages, it allowed to compare the situations of 2014 and 2018 and to decide on further trends of U3A activities in Lithuania.

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[3] https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/886c7282c12811e682539852a4b72dd4?positionInSearchResults=0&searchModel UUID=1363e857-8fa3-478c-b09d-8b4f23b7af2d
[4] https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/TAIS.395105
[5] https://www.e-tar.lt/portal/lt/legalAct/TAR.CE3B174CA7E6/yLcXICpKBz

The survey was conducted in April – June 2018. When developing the survey instrument, the attention was focused on organisation–systematic problems of university of the third age activities. When analysing information published on the websites of municipalities and searching for information on Internet, 67 third century universities operating in various municipalities of Lithuania were found. Request to answer the questionnaire was sent by electronic mail to their managers. 65 completed questionnaires were received. No answers were sent by the manager of Daugai U3A, while Tauragė U3A suspended its activities during the survey and therefore the manager did not answer the questions of the questionnaire.

Analysis of the survey results. In the beginning of the questionnaire, respondents were asked to name the founder of their represented university of the third age. 32 respondents named a group of natural persons as the founder of their represented U3A, 2 respondents – meeting of members, 26 respondents – municipality or any institution established by the administration of municipality (e.g. youth and adult education centre of municipality, education services centre of municipality, adult school operating in the municipality, etc.), while 5 respondents named a higher education school as their founder. Higher education schools named as initiators of establishment of third century universities include Kaunas College, Kėdainiai Jonušas Radvila Faculty, Klaipėda University, Lithuanian Sports University, Panevėžys College and Rokiškis Branch of Panevėžys College.

Law on non-formal adult education and lifelong learning of the Republic of Lithuania states that an independent provider of non-formal adult education and lifelong learning and lifelong learning programme provided in any institution can name themselves as third century universities, while founders of third century universities can be natural persons and institutions performing any other functions. Only one condition is established – phenomenon called as a university of the third age must provide non-formal education and lifelong learning for the elderly; satisfy their needs for knowledge, competence development and culture. Division of all U3As represented by the respondents into three groups should help for further analysis of collected data:

- U3As established by natural persons or meeting of members;

- U3As established by municipalities or any municipal institutions (usually such institution provides non-formal education programme for the elderly);

- U3As established by higher education schools (they also more often provide non-formal education programme for the elderly).

The same division of respondents and their represented U3As was applied when analysing the survey data of 2014.

Respondents were asked about the date of establishment of their represented third century universities. This question of U3A establishment was very relevant because when collecting initial information before the survey, it was discovered that some U3As were re-registered for several times in the period from their establishment. Therefore, the information collected in 2014 about the years of establishment of U3As operating at that time is no longer very accurate. In the past, the pioneer of university of the third age movement in the country – Medardas Čobotas University of the third age operating in Vilnius tried to help U3As established in smaller towns of Lithuania and allowed them to call themselves as a branch of MČU3A, thus substantially reducing the scope of bureaucratic procedures needed for establishment of U3A. Once such formal division of MČU3A gets well-established, gathers its bigger community, it wants to be registered as an independent university of the third age and usually the date of legal registration or re-registration is considered to be the date of U3A establishment.

1 table. Year of establishment of Lithuanian U3As by their founders (pcs.)

	Total (N=65)	U3A founders – natural persons	U3A founders – municipalities or municipal institutions	U3A founder – higher education school
1995	1	1		
1999	3	1	2	
2000	1	1		
2002	3	3		
2005	1	1		
2006	1	1		
2007	1			1
2008	3	1	1	1
2010	5	2	1	2
2011	6	4	2	
2012	8	4	4	
2013	9	3	5	1
2014	6	3	3	
2015	10	5	5	
2016	2	2		
2017	3	2	1	
no answer	2	-	2	

When assessing the establishment years of U3As, it is discovered that during the first decade after the establishment of the first university of this type, i.e. Vilnius MČU3A, until approximately 2008 U3As established by natural persons prevailed. In other words, during the first stage of U3A establishment, mainly initiative of active elderly people dominated. In the second stage of U3A establishment, approximately half of U3As were founded at the initiative of municipal administration or educational divisions of municipal administrations. It can be stated that U3As of the second type usually were established in the municipalities where active elderly people willing to establish U3A by their own

initiative were absent.

Due to different modes of U3A establishment, representatives of different U3As made different decisions regarding the need to have their university of the third age registered. In general, the survey of 2018 showed that only approximately 60 per cent of the U3As operating at that time were legally registered or planned to be legally registered.

2 table. Registration of Lithuanian U3As in 2014 and 2018 (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Yes, registered	22	34	21	29	0	5	1	0
Not yet, but registration is planned	1	4	0	1	1	3	0	0
No and registration is not planned	15	27	1	4	13	18	1	5

It is obvious that necessity for legal registration of U3A is usually determined by the type of establishment of a university of the third age. If U3A was established as non-formal adult education programme provided by any institution, legal registration is not needed in most cases. On the other hand, if U3A is not legally registered, submitting independent applications for various national and international programmes and projects is usually more difficult. Table 2 shows that great majority of the respondents representing U3As established by natural persons stated that their U3As are legally registered or planned to be legally registered, while the respondents representing U3As established by municipal institutions and higher education schools stated the opposite. The same trend was observed when analysing the findings of the survey conducted in 2014.

During further analysis of legal registration of U3As, the respondents were asked about the legal status chosen by their represented U3As during registration. Referring to Table 3, practice shows that third century universities operating in the country and pursuing legal registration consider association as the most convenient legal status. Findings of the survey of 2018 show that the latter legal status was chosen more frequently also by U3As established by municipalities, members of which decided to have their universities registered legally. If compared to the survey results of 2014, it can be stated that the situation has not changed in the period of four years – association was and still is the legal status most frequently chosen by U3As during legal registration. The other legal status chosen by minority of legally registered U3As was public enterprise.

3 table. Legal status of legally registered U3As (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Association	20	31	19	27	1	4		
Public enterprise	2	4	1	2		2	1	
No answer	16	30	2	5	13	20	1	5

Very important circumstance describing U3A activities is presence of affiliates or branches in other locations. Practice shows that only strong and sufficiently large U3As can afford affiliates or branches and essentially split their resources and capacities. On the other hand, in respect of regional education policy, in order to include the biggest possible number of elderly persons into U3A activities and reducing social exclusion of the elderly residing in smaller settlements, opportunity for participation in U3A activities simply must be provided in smaller towns and villages. A branch or affiliate of a larger U3A in a small town or village is an excellent way for expansion to smaller settlements. Objectively, U3As established by municipalities or municipal institutions should be more concerned about the aspects of regional education policies, because such U3As likely were established to deal with the challenges of adult education faced by municipalities.

4 table. U3A with affiliates or branches in other locations (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Yes	7	15	6	4	1	11		
No, but planning to establish	6	9	1	4	4	5	1	
No, and not planning to establish	25	41	15	26	9	10	1	5

Table 4 shows that the same trend continues since the survey in 2014 – U3As established by municipalities or their institutions more frequently establish affiliates or branches in other locations. On the other hand, approximately two thirds of currently operating U3As do not have the need for expansion into other locations yet. It must be noted that such U3As include all five U3As founded by higher education schools. Referring to the collected data it can be stated that most frequently U3A affiliates and branches operate in the same municipality as the U3A.

To ensure full operation of a university of the third age, self-government in it is a must. With fully

operating self-government, U3A can be called as a truly sustainable phenomenon. It is in particular important for U3As founded by natural persons. They are usually founded by the elderly who are much concerned about the situation of health of their own and their close relationships. Properly operating self-government of U3A helps to ensure replacement of managers no longer capable of devoting the same efforts and time as before with co-thinkers and continuation of their launched activities. Therefore, during the survey it was researched if a U3A represented by the respondent has any kind of self-government in place.

5 table. Existence of senate, council or any other self-government body in U3A (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Elected	33	57	19	31	12	22	2	4
No, but planning to elect	2	2	2			1		1
No, and not planning to elect	3	5	1	3	2	2		
no answer		1				1		

Table 5 shows that great majority of currently operating U3As have a senate, council or other self-government institution elected or plan to elect. Less than one tenth of currently operating U3As do not have self-government.

Another prerequisite for sustainable operation of U3A is possibility to use proper premises satisfying all self-improvement needs of the elderly without any bigger difficulties. Municipalities have wide networks of general education schools which are usually occupied until late afternoon only, public libraries and museums. Thus, if U3A operates with support of the representatives of education division of municipal administration, if a university of the third age receives attention from local politicians, then they have no problems with the place for the activities of university of the third age.

Table 6 shows that U3As usually choose premises of various organisations established by municipal administrations (e.g. youth and adult education centre of municipality, education service centre of municipality, etc.) as the place for their activities (respondents could give several answers), the second place by frequency is premises of general education schools and preschool education institutions.

When assessing the answers of the respondents by their founders, only U3As founded by higher education schools stand out. Their established U3As usually choose premises of higher education schools for their activities.

6 table. Owner of a building (buildings), in which U3A activities are carried out (pcs.)
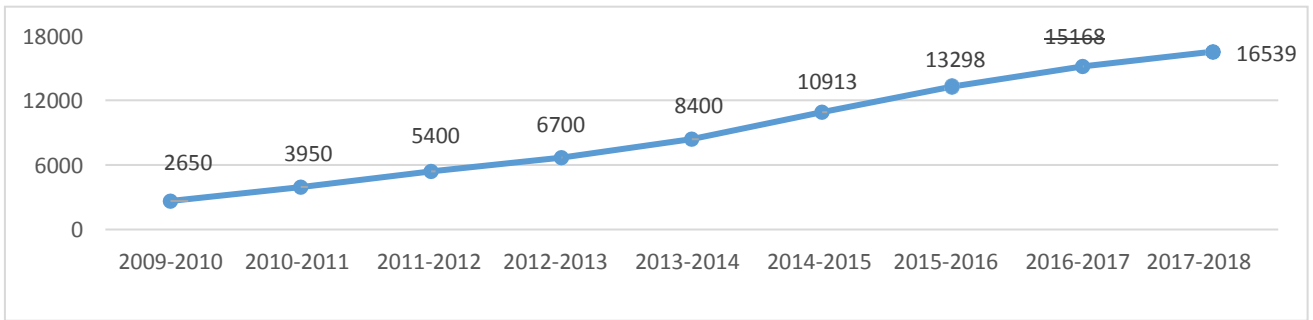
	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Higher education school	10	10	8	4		2	2	4
School/kindergarten	7	21	7	9		12		
Library/museum	7	10	7	3		6		1
Other organisations established by municipality	27	41	13	21	14	20		
Other organisations	4	3	3		1	2		1
No answer	1		1					

The respondents were asked other important questions about the number of U3A participants, which is a good descriptor of university of the third age. Since the activities of university of the third age are attributed to non-formal education, it is rather difficult to determine the exact number of elderly people attending U3A every year. Sometimes discussions arise regarding mode of calculation of this number of U3A participants:

- According to the quantity of applications submitted to U3A in the beginning of an academic year;
- calculating the average statistical number of elderly persons attending U3A;
- analysing flows of the elderly paying membership fee;
- by the number of U3A certificates issued in the end of an academic year.

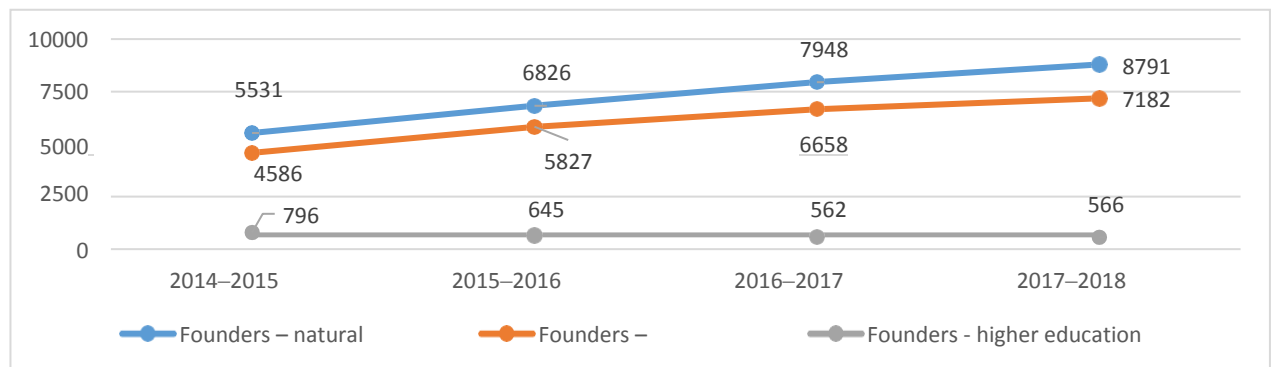Calculations become even more complicating knowing that the elderly can and frequently attend courses in several faculties of the same U3A. Findings of the survey show that the respondents usually calculate the number of their participants by the number of applications submitted to U3A in the beginning of an academic year. Respondents' poll results show that the number of U3A participants is growing every year.

On one hand, Picture 1 shows that the number of participants of all known third century universities in the country is equal to the number of students of undergraduate, integral and graduate studies of the largest university in Lithuania – Vilnius University. On the other hand, U3A development still has immense reserves available – only very small part of the elderly residing in Lithuania attend third century universities.

Picture 2 Change in the number of U3A participants by founder (pcs.)

Picture 2 shows that U3As founded by natural persons have the biggest numbers of the elderly participants, U3As founded by municipalities and various municipal institutions have slightly fewer participants. U3A established by higher education schools have smallest numbers of the elderly. It must be noted that U3As founded by natural persons and municipalities continuously experience the growth in the number of participants, however third century universities established by higher education schools do not experience growth in the number of participants, the number was even decreasing a few years ago.

Practice showed that the number of participants in a university of the third age often is determined by activity directions, forms of activity and even perspective of activity of a specific U3A. Simply because of small number of elderly persons choosing studies, U3As with small numbers of participants frequently try to restrict possible directions of activity (otherwise minimum number of participants will not apply), on the other hand a small number of participants does not set higher requirements for premises needed for their activities. At the same time, U3As gathering bigger numbers of the elderly usually are much better visible in their municipalities; they do not find it hard in finding support from administration of their municipality or lecturer. True, U3A with a bigger number of participants also

requires bigger number of lecturers. Because of all these above-stated reasons, third century universities currently operating in the country were typologized by the number of participants. Theoretical construct applied in analysis of the survey results of 2014 was used for typologization. Survey results of 2018 showed that approximately half of the U3As in operation received from 101 to 300 participants in 2017–2018, approximately one third – under 100 participants, and only 13 U3As had over 300 participants in 2017–2018. 21 U3As must focus special attention of employees of education divisions of municipal administrations who according to the Law on Education are responsible for non-formal adult education development in their municipalities, which managed to attract fewer than 100 participants in 2017–2018. Two thirds of the latter universities were founded by natural persons, and practice shows that they find it in particular difficult to develop their activities. It must be further noted that U3As established by higher education schools do not receive big numbers of participants either. If compared to the survey of 2014, it is observed that the great majority of U3As manage to attract from 100 to 300 participants, while the number of U3As with fewer than 100 participants increased during last four years.

Table 7. U3A by the number of participants (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Very small U3As (under 100 participants)	7	21	5	13	2	6		2
Small U3As (from 101 to 300 participants)	23	31	12	13	9	15	2	3
Medium U3As (from 301 to 500 participants)	5	6	2	4	3	2		
Large U3As (over 500 participants)	3	7	3	4		3		

Shortage of premises and lecturers capable of working with the elderly mainly restricts the ability of a U3A to admit all elderly persons aspiring self-improvement. Therefore, the respondents were asked if their managed U3A is capable of admitting all elderly persons aspiring self-improvement. Same as during the survey in 2014, it was established that great majority of U3As are capable of admitting all willing elderly and only 6 U3As are incapable of that. If compared to the survey in 2014, despite increase of the total number of U3As, the number of U3As incapable of admitting all willing elderly was decreasing. It must be noted that 2 U3As established by municipal institutions are incapable of

admitting all willing elderly.

Table 8. Ability of U3A to admit all willing elderly (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Capable of admitting all	30	58	18	30	10	24	2	4
Incapable of admitting all	8	6	4	3	4	2		1
No answer		1		1				

Participants of U3As were examined during the survey. It was discovered that majority of U3A participants are pensioners. If compared to the findings of the survey in 2014, the share of third century universities inviting representatives of other social groups as well (unemployed, people with special needs, persons of pre-retirement age) has not changed. Approximately half of U3As operating in 2017–2018 invited not only pensioners but representatives of other groups as well.

Table 9. Participation of various groups of persons in U3A activities (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Almost all U3A participants are pensioners	19	34	11	15	7	15	1	4
Pensioners form majority of participants	19	30	11	18	7	11	1	1
No answer		1		1				

One of the major problems of third century universities and one of the greatest challenges of U3A managers is ability to find adequate lecturers, teachers, session supervisors willing to work voluntarily and free of charge. True, some respondents indicated that their represented U3As pay small, usually symbolic remuneration to lecturers, teachers, group supervisors, and funds for payment of such remunerations are usually collected from participants' membership fee. It was inquired during the survey about lecturers, teachers, session supervisors working in the U3As represented by the respondents.

Table 10. U3A lecturers, teachers, session supervisors by main activity in 2018 (pcs.)

	Total	U3A founders – natural persons	U3A founders – municipalities or municipal institutions	U3A founder – higher education school
U3A managers	34	17	14	3
U3A attending elderly	34	18	15	1
Library, museum employees	28	15	11	2
Teachers	36	20	14	2
Employees of U3A founder organisation	23	9	10	4
Other persons	42	22	16	4

Table 10 shows that quite often teachers and employees of libraries and museums are invited to work as U3A lecturers, teachers, session supervisors, very often U3A managers and U3A attending elderly provide lectures. U3A managers, if possible, try to attract employees of their managed organisation, but the respondents usually stated that other persons are also invited to work as lecturers, teachers, session supervisors, including: municipal or national politicians, students – volunteers, and students in various practical training programmes, doctors, specialists of municipal administration, entrepreneurs, book authors, police officers, priests, sometimes even senior pupils of general education schools. When inviting U3A lecturers, teachers, session supervisors, initiative, communication of U3A managers and sometimes even trickiness strongly determine the outcomes.

Since third century universities usually base their activities on volunteering, it is very important and useful for U3A if there is a possibility to have an employee whose work in U3A is included into his/her job functions in any budgetary institution – in such event, daily activities of the university of the third age are better organised and less dependent on various uncertainties. For example, education centre of municipality can assign full-time or part-time job to an employee engaged in daily management of U3A operating in the municipality or any other municipality, in which U3A is established under adult school, where deputy directors of the school have management of daily activities of U3A defined as one of their job functions. During the survey, the respondents were asked about the extent of help received from their municipalities.

Table 11. Presence of U3A employees, with handling of U3A problems included into their job functions, working in other institutions

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Yes	24	24	8	8	14	13	2	3
No	12	39	12	24		13		2
No answer	2	2	2	2				

Table 11 shows that if compared with the findings of the survey of 2014, the number of U3As with employees of other institutions, who are responsible for U3A activities, has not changed in general. It is easy to explain the bigger number of such U3As among the ones established by municipalities, and smaller number among third century universities established by natural persons. On the other hand, two out of five respondents representing U3As established by higher education schools stated that they do not have their employees in charge of handling of U3A matters who would work in their founder higher education school.

All possible activities of U3As can be divided into three groups> Practice showed that lectures can be organised (e.g. healthy living, international relations or history), various practical workshops can be held (e.g. art studio, Nordic walking or yoga group), or leisure of the elderly can be organised (establishment of a song and dance ensemble, organising evenings or trips) in third century universities. The respondents were asked about activities organised by their represented U3As.

Table 12. Forms of activities carried out by U3A (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Lectures delivered in lecture halls	38	64	22	33	14	26	2	5
Various practical workshops	33	62	18	32	13	26	2	4
Leisure organisation	36	64	21	33	14	26	1	5

Table 12 shows that practically all respondents indicated that their represented U3As organise lectures in lecture-halls and various leisure events for the elderly. Two fewer respondents (but it is still practically all U3As) indicated that their represented U3As organise various practical workshops for the elderly. Thus, it can be stated that U3As operating in Lithuania organise more diverse activities than in some foreign countries, where U3As usually limit their activities to academic activities (lectures).

Table 13. U3A by their <u>continuous</u> sponsors (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Various private organisations	3	2	3	1		1		
Various private persons (other than U3A managers, lecturers, or participants)	1	2	1	1		1		
Municipality directly or through its organisations	14	35	8	17	6	18		
State (not municipal) institutions or organisations	2	7		2		5	2	
U3A managers, lecturers or participants (not through membership fee)	8	16	5	11	1	5	2	
U3A participants through membership fee	22	45	18	30	3	12	1	3

Various financial aspects of U3A activities were examined during the survey. The respondents were asked to state if activities of their managed U3A are supported by various persons and organisation financially or through various material help. The respondents were asked the same question during the survey in 2014. When assessing specific contribution of sponsors, the respondents could choose one of the following answers: yes, continuous support; yes, support was received once or several times; used to support continuously, no stopped; no support yet but we negotiated on this type of support; no, no support. To present all answers of the respondents by founders of their represented U3As, and to show

the findings of 2014 for comparison, would be rather complicated. Therefore, general findings of the answers to this question are presented in the annex to the report, while the report contains division of two most important answers – Table 13 contains distribution of answers of the respondents stating that a specific sponsor is supporting them on a continuous basis, while Table 14 contains distribution of answers of the respondents stating that no specific sponsor ever supported them.

Table 14. U3A by their sponsors <u>never</u> supporting their activities (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Various private organisations	21	46	9	22	10	19	2	5
Various private persons (other than U3A managers, lecturers, or participants)	26	50	14	27	10	18	2	5
Municipality directly or through its organisations	10	12	6	6	2	3	2	3
State (not municipal) institutions or organisations	31	52	17	29	14	19		4
U3A managers, lecturers or participants (not through membership fee)	22	38	11	14	11	19		5
U3A participants through membership fee	12	20	3	4	8	14	1	2

Based on the data of Table 13, it can be stated that majority of U3As represented by the respondents were continuously supported through U3A participant's membership fee and by their municipalities directly or through their various organisations in 2018. Clear correlation is observed – representatives of U3As established by natural persons more frequently stated that they are continuously supported through U3A participant's membership fee, while representatives of U3As established by municipalities more often indicated continuous direct support or indirect support by their municipalities. It is interesting that representatives of U3As established by natural persons often mentioned continuous support by U3A managers, lecturers or participants. In other words, based on the

answers of the respondents it can be stated that in U3As established by natural persons volunteering by U3A managers, lecturers and participants is much wider spread, they more usually go to U3A for not only taking but for giving as well.

When analysing answers of the respondents who stated that a specific sponsor never supported them, it is observed that U3As established by higher education schools are frequently among the U3As who have never been supported by any specific sponsor at all. Based on the findings of Table 14, it can be stated that according to U3A managers, U3As operating in Lithuania receive least help from state (not municipal) institutions or organisations, private persons not related to U3A and private organisations.

In daily activities, managers of third century universities regularly face various organisational and other problems. Operating third century universities contribute to fulfilment of non-formal adult education function attributed to the competence of municipalities by the Law on Education, therefore it is important that U3A managers could deal any activity problems arising directly with the staff of education division of the administration of municipality. Therefore, the respondents were asked if they have a contact person in education division of the administration of municipality or other municipal institution, who can be contacted when needed. The data published in Table 15 shows that managers of approximately two thirds of U3As operating in the country do not have any questions regarding a contact person in municipality. On the other hand, approximately one third of U3A managers do not have such contact person in the administration of their municipality. It must be noted that the number of U3As that established good relations with the administration of their municipality has not changed since the survey in 2014. Bigger problem in search for contacts in the administration of their municipality arises more often for managers of U3As established by natural persons and higher education schools. At the same time, managers of as many as 6 U3A established by municipalities indicated that they have no proper contact with the administration of their municipality.

Table 15. U3A, managers of which can contact a person working in the education division of municipality, other municipal institution (pcs.)

	Total		U3A founders – natural persons		U3A founders – municipalities or municipal institutions		U3A founder – higher education school	
	2014	2018	2014	2018	2014	2018	2014	2018
Such person is	24	41	10	19	14	20		2
Such person is not available	14	24	12	15		6	2	3

In the end of the survey, the respondents were asked an open question whether their represented U3As encounter problems in their activities, which could be solved at municipal level and problems that cannot be solved at municipal level, but in the respondents' opinion, could be solved at national level. It was a provoking question in essence, by the help of which difficulties encountered in U3A activities were analysed and ideas for development of U3A activities at national level were searched.

Table 16. U3A, which according to their managers have activity problems that could be solved by external subjects in 2018 (pcs.)

	Total	U3A founders – natural persons	U3A founders – municipalities or municipal institutions	U3A founder – higher education school
Have problems that can be solved at municipal level	37	19	15	3
Do not have problems that can be solved at municipal level	24	11	11	2
Have problems that can be solved only at national level	34	21	12	1
Do not have problems that can be solved only at national level	27	9	14	4

Table 16 shows that more than half respondents indicated that they have problems related to U3A activities that could be solved at municipal level. Summarising it can be stated that very often it was stated that U3A managers wait for help from the administrations of municipalities in dealing with issues of premises for U3A activities. Another very urgent problem of U3A is an attempt to receive paid or at least partly-paid positions of U3A activity coordinator and U3A managers from municipality. Some municipalities (e.g. Marijampolė) showed a good example by appointing paid and younger helper to organise daily activities of U3A, thus leaving more time and forces for U3A managers for strategic planning of the activities of their managed U3As. It turned out that sometimes a big and hard-to-overcome problem is payment of public utilities for the premises rather than finding premises for U3A activities. Some U3As are forced to assign substantial part of the funds collected from membership fee for that.

Among problems to be solved at national level the respondents mentioned the need to assign more funds for tender organisation of projects at national level, when U3A operating in individual municipalities could prepare applications and secure additional financing for their activities. Some respondents stated that documentation of such tenders should be simplified, so that elderly people would not find preparation of a proper application difficult. According to the respondents, legally unregistered U3As should be allowed to claim support. The other group of proposals by the

respondents discussed methodological help to the U3As currently operating in the country. According to the respondents, development of qualification improvement programme for U3A managers would be useful. Respondents' activities would be facilitated also by the list of volunteer lecturers who could be invited covering their travel expenses only.

Conclusions and summaries.

- When assessing founders of third century universities operating in Lithuania, the pattern formed on the basis of the results of the survey in 2014
  is observed – establishment of third century universities in Lithuania is initiated by three subjects: natural persons, municipal administrations and higher education schools.

- Mostly third century universities established by natural persons seek legal registration. In legal registration, legal status of association is usually chosen. Practice showed that if U3A is not legally registered, submitting independent applications for various national and international programmes and projects is usually more difficult.

- Only approximately one third of currently operating U3As have their affiliates and branches established in other locations and reduce the social exclusion of the elderly residing in smaller settlements. Branches or affiliates are more often established by U3As founded by municipalities or their institutions.

- Great majority of currently operating U3As have a senate, council or other self-government institution elected or plan to elect. Less than one tenth of currently operating U3As do not have self-government and have no plans to have.

- In 2017–2018, 65 third century universities operating in Lithuania have 16 500 thousand participants. The number of elderly people attending U3As is growing every year.

- Approximately half of the U3As in operation in 2017–2018 received from 101 to 300 participants, approximately one third – under 100 participants, and only 13 U3As had over 300 participants in 2017–2018.

- Great majority of U3As operating in Lithuania are capable of admitting all elderly persons willing to improve themselves and only 6 U3As are incapable of that for various reasons. It must be noted that among these six third century universities incapable of admitting all willing persons two U3As were established by municipalities.

- Quite often teachers and employees of libraries and museums are invited to work as U3A lecturers, teachers, session supervisors, very often U3A managers and U3A attending elderly provide lectures. U3A managers, if possible, try to attract employees of their managed organisation, but the respondents usually stated that other persons are also invited to work as lecturers, teachers, session supervisors, including: municipal or national politicians, students – volunteers, and students in various practical training programmes, doctors, specialists of municipal administration, entrepreneurs, book authors, police officers, priests, sometimes even

senior pupils of general education schools.

- The number of U3As having an employee whose work in U3A is included into his/her job functions in any budgetary organisation has not changed since 2014. Representatives of administrations of municipalities do not show bigger initiative in helping third century universities to deal with the problems of daily activity organisation.

- Practically, all U3As operating in the country welcome the elderly to participate in lectures delivered in lecture-halls and various practical workshops (art studio, Nordic walking, etc.), and to choose other ways of spending their free time (trips, engagement in amateur artistic activities). Thus, U3As operating in Lithuania organise more diverse activities than in some foreign countries, where U3As usually limit their activities to academic activities (lectures).

- In 2018, majority of U3As were continuously supported through U3A participant's membership fee and by their municipalities directly or through their various organisations. Clear correlation is observed – representatives of U3As established by natural persons more frequently stated that they are continuously supported through U3A participant's membership fee, while representatives of U3As established by municipalities more often indicated direct or indirect support by municipality. According to U3A managers, U3As operating in Lithuania receive least help from state (not municipal) institutions or organisations, private persons not related to U3A and private organisations.

- Approximately one third of U3A managers still do not have a person in the administration of their municipality to join forces in handling problems arising for university of the third age. It must be noted that the number of U3As that established good relations with the administration of their municipality has not changed since the survey in 2014. Bigger problem in search for contacts in the administration of their municipality arises more often for managers of U3As established by natural persons and higher education schools.

- More than half polled respondents stated that their represent U3As have problems that could be solved at municipal level. Summarising it can be stated that very often it was stated that U3A managers wait for help from the administrations of municipalities in dealing with issues of premises for U3A activities. Another very urgent problem of U3A is an attempt to receive paid or at least partly-paid positions of U3A activity coordinator and U3A managers from municipality.

- Among problems to be solved at national level the respondents mentioned the need to assign more funds for tender financing at national level, when U3A operating in individual municipalities could prepare applications and secure additional financing for their activities. Some respondents stated that documentation of such tenders should be simplified, so that elderly people would not find preparation of a proper application difficult. According to the respondents, legally unregistered U3As should be allowed to claim support. Other proposals of

the respondents are related to provision of methodical help to U3As currently in operation in the country. According to the respondents, development of qualification improvement programme for U3A managers would be useful. Respondents' activities would be facilitated also by the list of volunteer lecturers who could be invited covering their travel expenses only.

Aggregate data of the poll of the U3A managers

Completed questionnaires were sent back by the managers of 65 U3As out of 67 currently known third century universities. Survey results are presented by specifying the exact number of the respondents who chose the answer.

2. Is you managed U3A legally registered?

Yes, registered	34
Not yet, but registration is planned	4
No, and registration is not planned	27

3. If your managed U3A is already legally registered or you are planning to do so, which legal form of your managed U3A is or will be (public enterprise, association, budgetary institution, private limited company, etc.)?

Association	31
Public enterprise	4
No answer	30

4. When was your U3A officially founded?

1995	1
1999	3
2000	1
2002	3
2005	1
2006	1
2007	1
2008	3
2010	5
2011	6
2012	8
2013	9
2014	6
2015	10
2016	2
2017	3
no answer	2

5. Who are the founders of your U3A?

Natural persons	32
Meeting of members	2
Municipality or any institution established by municipality	26
Higher education school	5

6. Do you have your affiliates or branches in other locations of your municipality or other municipalities?

Yes, we have	15
No, we do not have but plan to establish	9
No, we do not have and have no plans to	41

7. If you have your affiliates or branches in other locations of your municipality or other municipalities or plan to establish them, please specify the present or future exact location of your U3A affiliates or branches.

Affiliates, branches operate in the same municipality	18
Affiliates, branches operate in the other municipality	3
No answer	44

8. Do you have U3A council, senate or otherwise named self-government institution of the elderly elected?

Yes, we have	57
No, we do not have but plan to elect	2
No, and we have no plans to elect	5
No answer	1

9. Who is the owner of the building (buildings) where U3A activities take place?

	Yes	No
Higher education school	10	55
School or kindergarten	21	44
Library or museum	10	55
Other institutions established by the Council of	41	24
Other organisations	3	62

10. What is/was the total number of participants in your U3A in different academic years? If the same participant studies/studied in different faculties at the same time, please count him/her only once. Please specify the average number of participants in specific academic year. If counting is complicated, please indicate at least approximate number of such participants. *Summarised number of participants indicated by the respondents is presented.*

2014–2015	2015–2016	2016–2017	2017–2018
10913	13298	15168	16539

11. What methodology for calculation of your U3A participants gives the best representation of the real situation? Please give only one, the most important answer.

The true number of participants is best to count according to the number of studies completion certificates issued in the end of an academic year	10
The true number of participants is best to count according to the number of elderly persons enrolled in the beginning of an academic year	30
The real number of participants is best to count according to the average number of participants attending classes	17
Other answer	6
No answer	2

12. Can you admit everyone willing to attend U3A?

Yes, we can	58
No, we cannot	6
No answer	1

13. If you are unable to admit everyone willing to study, what are the obstacles?

Shortage of premises	2
Shortage of lecturers	1
Shortage of premises and lecturers	2
No answer	60

14. Are the activities of your U3A attended exclusively by people of old-age pensioner's age?

Yes, almost all participants of U3A are elderly people of old-age pensioner's age	34
They are the majority of participants	30
No answer	1

15. If the activities of your U3A are attended not only by people of old-age pensioner's age, representatives of which groups of population also attend your U3A classes?

	Yes	No
Unemployed	17	40
Approaching old-age pensioner's age	38	19
Disabled persons	8	49
Other persons	7	50

16. Who usually are lecturers, teachers, session supervisors in your U3A? Please indicate all modes of attraction of lecturers, teachers or session supervisors usually used by you.

	Yes	No
U3A managers	34	26
U3A elderly persons	34	26
Library, museum employees	28	31
Teachers	36	23
Employees of U3A founder organisation	23	35
Other persons	42	18

17. Do you have staff (paid) employees at U3A? If yes, how many of them do you have and what is their specific job?

Yes	6
No	58
No answer	1

18. Do you have U3A employees who are formally employed in the other organisation (e.g. education centre of municipality, higher education school, etc.), but their formal or non-formal functions include handling of U3A problems? If you have such employees, how many of them do you have and where are they formally employed?

Yes	24
No	39
No answer	2

19. Does your U3A carry out any of the activities listed in the table? Please mark one answer in each line.

	Yes, this kind of activity is carried out this academic year.	This kind of activity was carried out in the past, but not anymore.	This kind of activity is not carried out yet, but we plan doing it.	This kind of activity is not carried out and we do not plan doing it.
Lectures delivered in lecture halls	64	1	0	0
Various practical workshops (language courses, art studio, crafts, IT capacity improvement, Nordic walking, etc.)	62	2	0	1
Leisure organisation (travelling, amateur artistic activities, evenings, etc.)	64	0	1	0

21. Do the subjects specified in the table support the activities of your managed U3A financially or through various material help? Please mark one answer in each line.

	Yes, on a continuous basis.	Yes, they supported once or several times.	They used to support in the past, but not anymore.	They do not support yet, but we are negotiating this kind of support.	No, no support.
Various private organisations	2	17	0	0	46
Various private persons (other than U3A managers, lecturers, or participants)	2	13	0	0	50
Your municipality directly or through its organisations	35	13	2	2	12
Various state (not municipal) institutions or organisations	7	6	0	0	52
U3A managers, lecturers or participants (not through membership fee)	16	10	1	0	38
U3A participants through membership fee	45	0	0	0	20

Let's talk about the relations of your managed U3A with external partners.

23. Does education unit (education division), education centre of the administration of municipality or other unit of the administration of municipality have an employee whose duties include handling of U3A problems and who can be contacted for help at any time? If there is such employee, please specify his/her forename, surname, employer and position.

Yes	41
No	24

24. With which other external organisations does you managed U3A cooperate most?

With other U3A	3
With various institutions and organisations operating in municipality	50
With other organisations operating in municipalities	7
No answer	5

25. With which other institutions and organisation are you trying to coordinate and adjust your activities, plans?

With the administration of municipality or its established organisations	12
Not trying to coordinate with anyone	10
With other organisations operating in the municipality	37
No answer	6

26. With which U3As do you cooperate, implement joint activities mostly?

Cooperating with other U3A	49
Not cooperating with other U3A	15
No answer	1

31. Does your U3A have activity problems, which you believe could be solved by representatives of the administration of the municipality in which the U3A operates or other institutions operating in the municipality? If you have such problems, please specify them.

Such problems can be seen.	37
No such problems can be	24
No answer	4

32. Does your managed U3A have activity problems, which you believe cannot be solved by representatives of the administration of the municipality or other institutions operating in the municipality, but could be solved by representatives of any institution at the national level? If you have such problems, please specify them.

Such problems can be seen.	34
No such problems can be	27
No answer	4