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U3As – Expanding Horizons in Europe

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Job Shadowing

L-Università ta' Malta

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Executive summary

The Cyprus Third Age Association (C3A) provides lifelong learning for those in their 'Third Age; i.e. the period of time after the first age of childhood dependence and the second age of full-time employment and/or parental responsibility. It provides its members opportunities to pursue their interests, keep mentally fit & active and make new friends by participating in a range of activities through regular meetings and special interest groups.

Our groups are learning co-operatives that share educational, creative and leisure activities provided by their members.

Our approach to learning is – learning for pleasure. There is no accreditation or validation and there are no assessments or qualifications to be gained. The teachers learn and the learners teach.

The social aspect of C3A is particularly important for those living on their own by helping them to make new friends and share their life experiences.

Established in 2003 as U3A Cyprus, and gaining registration as an NGO with the Interior Ministry in 2008 as the Cyprus Third Age (C3A) Association, we draw members from across the Republic of Cyprus.

This report contains the results of our 5-day study of U3A Malta together with our findings, conclusions and recommendations and how we may adopt some of the new ideas, methods and tools we gained into our organisation.

Since returning from Malta, we have started to implement a programme designed to reduce the administrative burden on our group leaders and committee, which is based on the way U3A Malta operates. This should:

- Help encourage more members to volunteer to lead a group thereby increasing learning opportunities for those in their Third Age.
- Enable the committee to focus more attention onto developing a long-term plan to ensure the long-term sustainability and growth of the C3A.

We will continue to implement the recommendations resulting from our study of U3A Malta when the prevailing restrictions on our meetings and movement have been relaxed.

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Introduction

The job shadowing activity with Malta U3A was undertaken between the 1st March 2020 and 7th March 2020. It formed part of the Cyprus Third Age Association's (C3A) strategic plan to develop greater co-operation and links with both local (Cypriot) adult education organisations and different adult learning and U3A organisations across Europe.

The C3A's long-term goals are to:

- Increase learning opportunities for those in their Third Age.
- Enhance the competency of our volunteer study group leaders and enrich methods of delivery.
- Create an environment that will attract people of the Third Age from the local community and European and third country nationals residing in Cyprus.
- Develop a network with other European lifelong learning organisations that have a structured activity programme to exchange information and good practice.

By job shadowing we hope that our group leaders will be able to gain new ideas, methods and tools to help them improve their techniques. It will also lead to greater understanding of social, linguistic and cultural diversity thus developing a sense of European citizenship and identity through participating in a network of European trainers.

Objectives

Our study group leaders need opportunities to identify new subjects and learning activities offered by our host organisations that can be easily transferred to our environment. This will, hopefully, attract more people in their Third Age in Cyprus to join C3A and pursue lifelong learning activities they value or just provide them with a simple yet meaningful purpose in life and greater social interaction.

We also need to explore methods of engaging more people of the Third Age from among the Cypriot population as well as EU citizens and third country nationals residing in Cyprus.

The study

Our delegates (Nigel Howarth, Pamela Calver and Claudine Snell) had a full week observing lectures delivered by Malta university's lecturers, retired professors and other specialists to U3A Malta members.

They attended four lectures on Geology, Science, Dante's Inferno and Music and had the opportunity to speak with the lecturers and attendees. With the exception of Music, the lectures were delivered in English.

They also observed a U3E line dancing session being held in an activity room in the basement of the Catholic Institute at Floriana.

During their observations they identified aspects of the teaching process some of which may be transferable to our C3A environment in Cyprus. These included:

- The personal qualities of the lecturers.
- The techniques they used to encourage participation from their audience.
- Their audience reactions and contributions to the lecture modules.

During the lecture modules' 15-minute coffee break and at the end of each the delegates interviewed the lecturers and attendees.

Our delegates also interviewed key personnel responsible for the strategic planning, organisation, management, resourcing, lecture scheduling and the general day-to-day management and administration of Malta U3A (and U3E).

- Its Director - Prof. Marvin Formosa
- Its Administrator - Ms Simone Ellul
- Its Deputy Director - Mr Joseph Said
- The President of U3E - Mr James Souness (U3E is a separate entity comprised solely of U3A Malta members.)

State support

Malta's state welfare regime is very different from that of Cyprus and many other countries. It is still very traditional in that it is responsible for the health, education, and welfare of its citizens.

Malta has a number of governmental agencies and NGOs offering a variety of services ranging from social services for the elderly, young, financially challenged and those who require any special help. Most of these services are free to the end user. They include:

- Free education in state schools for all children aged between 4-16 years of age. Transport to and from school is also free, as are books and other materials. (Parents are required to pay for school uniforms.)
- Full-time undergraduate courses are free-of-charge to Maltese and other EU citizens. Maltese students enrolled in higher education in Malta are entitled to a stipend.

- Malta is the only country where long-term care is part of its national insurance system; free at the point of delivery.
- Malta has 28 well-equipped day centres; open 5 days/week, the elderly are free to attend where they take part in handicrafts and have presentations/talks about health and other relevant topics.

U3A Malta background

In 1988 an attempt was made to establish a U3A in Malta based on the UK model. But it floundered because:

- It failed to find the resources necessary to function.
- Older Maltese people, most of whom had recently retired, were not prepared to undertake a job without payment.

Four years later, in 1992, the Maltese government stepped in and the University of Malta funded a part-time administrator (20hrs/week) and premises on the university campus. Unlike many other countries, it is the only U3A in Malta.

The university provided the lecturers and U3A Malta was launched in Valletta on 23 January 1993 using lecture rooms and other facilities on the university campus. But as the university campus was not accessible to everyone, the U3A centre was moved to the Catholic Institute in Floriana.

U3A Malta is open to everyone above the age of sixty, irrespective of any educational or academic qualifications or achievements.

Malta is the first country to recognise and embark on a University of the Fourth Age for older people with cognitive and mobility challenges at their retirement homes noting a change in their Lifelong learning needs and the digital age.

U3A Malta today

Since its launch in 1993, U3A Malta has grown and today has a membership of around 900 third agers and holds lectures in seven centres:

- The Catholic Institute at Floriana – 4 days/week (biggest centre)
- St. Patrick's School at Sliema – 2 days/week
- Resource Centre at Cottonera – 1 day/week
- University Campus at Xewkija (Gozo) – 1day/week (second biggest centre)
- Day Centre at Birzebbugia – 1 day/week
- Day Centre at Mellieha – 1 day/week
- Ċentru Parrokkjali at Attard – 1 day/week

These centres were established to serve members living in the locality. And as well as attending lectures at their local centre, some members travel to other centres to attend other lectures that they find interesting.

During our interviews we noted that local centres were located in areas where there is a higher proportion of disadvantaged residents, others with a higher proportion of elderly residents and other centres are isolated rural communities.

Although U3A Malta is part of University of Malta and operates more in accordance with the French U3A model than the British one that C3A employs, it is worth noting that the range of activities organised by the U3A are central to its philosophy as reflected in its mission statement:

"The Maltese U3A trusts that as long as one lives, one feels a natural yearning to know more, to explore and to understand. The University of the Third Age is making this possible for everyone. The U3A encourages creativity and will propose several projects for this purpose. The U3A also supports the organisation of special interest groups for pursuing hobbies or other interests."

The key endeavour of the U3A in Malta is knowledge and learning for its own sake - as an end in itself rather than a means to improving an individuals' academic credentials

Organisation

U3A Malta employs three people:

A director, **Prof. Marvin Formosa**, who is the Head of the Department of Gerontology, Faculty for Social Wellbeing, University of Malta and is a full-time employee of the university.

An assistant director, **Mr Joseph Said**, who is responsible for U3A Malta's day-to-day operation. Joseph is employed part-time (20 hrs/week) by the university.

An administrator, **Ms Simone Ellul**, who is responsible for running the main U3A Malta office on the university campus. Amongst many other activities she, together with Joseph Said, organises the U3A's events, produces the U3A's Academic Programme and press releases. Simone is employed part-time (20 hrs/week) by the university.

The academics delivering the lectures receive €21.65/hour, which is paid into their salaries by the University of Malta.

Others involved in the organisation and running of U3A Malta volunteer their services at no cost.

Unlike C3A, there is no committee; U3A Malta is managed and run by permanent staff employed by the university. It operates independently of the Dept. of Gerontology.

Funding

Funding for U3A is derived from two sources:

- The government, which provides funding to the University of Malta. Some of this is used to fund the Department of Gerontology (which includes U3A Malta).
- Membership subscriptions.

Accommodation costs

The University of Malta pays a monthly rent of €1,500 to the Catholic Institute at Floriana for a permanent office for U3A Malta's assistant director and its administrator. The rent includes the use of a lecture theatre 4 days/week and the occasional use of a room in the basement for U3E activities, such as line dancing and keep fit classes.

The Maltese Government pays €400/month for the use of the centre at Attard and €16/session (of which there are two a week) at Sliema. The Government also pays for the use of the day centres at Birzebbugia and Mellieha.

Promotion

In the past U3A Malta has promoted itself on local TV and radio stations.

The administrator produces 'press releases' for the national daily – the Times of Malta. These consist of bios of members and their reasons for joining U3A. The Times of Malta publishes schedules of upcoming seminars and public lectures.

The Times of Malta also publishes a monthly supplement 'Senior Times', which include articles about U3A, including a number on the wider aspects of aging and the needs of the elderly by Prof. Marvin Formosa.

However, the majority of new members find out about U3A through word-of-mouth.

(U3A Malta used to publish a magazine, but this was discontinued due to the expense.)

Membership

U3A Malta has a membership of around 900, the majority of whom are women.

Male members are in the minority; around a half of them do not renew their membership and drop out after their first year. Men have other interests to occupy themselves whereas women, on the other hand, tend to occupy themselves with shopping, household chores, etc. Some 80% to 90% of Maltese women have never worked outside the home and are eager for the new experiences that U3A Malta has to offer.

Approximately 70% of members are middle-class with a high socio-economic status; i.e. having a higher level of education and earning a higher than average salary in their working lives.

Unlike the C3A U3A Malta doesn't provide something for everyone in society.

(There are around 105,000 Maltese over the age of 60; U3A Malta has 'captured' 0.86% of its potential membership.)

Subscription fees

Those wishing to register with U3A Malta are required to pay an annual subscription of €12.00, which includes 18% VAT. Payment is by cheque, which is made payable to University of Malta. Cheques, together with completed registration forms are handed in or sent to the U3A Centre at the Catholic Institute in Floriana.

Details are published in the Times of Malta - [University lectures for the elderly](#).

There are no checks to ensure members have paid their subscription. However, members volunteer to act as a liaison between members attending the centres and the administrator. If they identify a new person, who is usually brought by a friend, they will encourage them to join.

It's accepted that some members do not pay their subscriptions; some have little money to spare and others are 'stingy'. Some non-payers consider that it's the Government's responsibility to provide learning opportunities for them in their Third Age.

Lecture programme

The lectures are delivered throughout the academic year, which runs from October to June the following year.

During May, U3A members are asked for the subjects that they are interested in learning. Their replies are collated by the administrator who passes them to the director.

The director contacts specialist academics at the University of Malta to identify those who are willing to prepare and deliver a series of lectures. However, finding an academic to deliver a particular series of lectures is not always possible and the director will find an academic prepared to deliver lectures on a relevant subject. E.g. A gap in the lecture programme was filled with a course 'The Art of Public Speaking'; it was very well attended as it gave members more confidence, including those taking part in the 'Voices of U3A' (see 'Lectures' below.)

When the lecture programme is finalised in July/August, the administrator prepares a programme for the academic year, which is printed and sent to all current members by mail. This provides members and others who may wish to join with sufficient time to decide if they want to enrol for lectures to be delivered in the forthcoming academic year.

The administrator also prepares a monthly schedule of lectures, which confirms the schedule of lectures for the following month; some lecture modules have to be changed for various reasons or postponed to a later date.

Lectures

U3A Malta organises, schedules and coordinates the delivery of lectures throughout the academic year.

The lectures are delivered by university lecturers who have agreed to present on a specific subject and who have developed a series of six or eight modules on their subject. The modules are designed to be an accumulative learning process in the topic and maintain interest.

The lecturers receive a fee of €21.65/hour, which is paid into their salaries by the University of Malta.

Some retired professors volunteer their services to present if their subject is needed.

U3A members are invited to deliver one 2-hour talk/year on areas of interest in which they are knowledgeable. Known as 'Voices of U3A', eight members are selected to talk.

Each lecture module lasts for about 2 and a half hours, which includes a 15-minute comfort break and coffee after an hour.

Lecture subjects are often requested because of the popularity of the lecturer.

Questioning is encouraged with input from members throughout the lecture.

Lectures are delivered to the educational level of the members.

Lectures are delivered in Maltese unless the lecturer is a non-native speaker.

U3A members are not required to enrol for any of the lectures, they merely arrive at the appointed time.

Content & quality of lectures

First class lectures, that the lecturers clearly enjoyed delivering. Much interaction with those attending through questioning from lecturer and attendees. The lectures took a standard form:

- This is the topic we covered at our last session.
- This is our topic for today.
- The topic.
- A summary.
- This is the topic for our next session.

This approach provided 'encouragement' for members to attend the next session/module (much like someone following a TV drama series.)

One lecturer, who was giving two sets of lectures for the second year, remarked how much he enjoyed it – the 'students' were receptive and eager to learn and there was no pressure on him for his 'students' to gain qualifications and no pressure on those attending to qualify. Good relaxed atmosphere.

Another lecturer is a well-known personality in Malta, who has been awarded the Medal for Service to the Republic, is a composer, music teacher, journalist, lecturer, radio presenter enthralled his 'students' and played them videos of 'serious music'.

All the lectures were well attended. The lecture theatre at the Catholic Institute at Floriana was very well equipped with a sound system and three projection screens; around 80 U3A members attended the Geology lecture.

We visited other facilities at Attard, Sliema and Cottonera. These were adequate; on a par with the Third Age Observatory in Limassol.

(During the 15-minute coffee breaks and after the lectures our delegates interviewed students and lecturers.)

Members' view

The members our delegates spoke to were very enthusiastic about the U3A and enjoyed the lectures. Some attend a number of lectures at different locations to get as much as they could from the lifelong learning experience.

Members feel involved as they have their say on which subjects/topic should be included in the programme for the academic year ahead and provide feedback to the administrator on the lectures.

The organisation of the lectures and the published timetable enables members to plan their activities into their daily lives.

The form of the lectures (see above) also encourages them to attend as they are advised the topic for the next session/module (much like someone following a TV drama series.)

Members enjoy the flexibility of joining any lecture at any venue and they are held in their locality.

Members feel they are exploring their own potential whilst building a knowledge of a topic

In different venues they meet and make new friends even when they attend with another friend.

They have favourite lecturers and get to evaluate them.

However, some members view it as a service. They phone to complain when the service is not as good as they expect and when they consider that the service is lacking. E.g:

- A member expected transport to take her to a centre. This was achieved by the Director pulling a few strings and getting the local authority to fund transport.
- Another member who writes profusely asked for a special chair at which he could write. University agreed to provide a chair and other members were advised it was a special case. Must not make such things a precedent.

Certification

Members attending the lectures receive no certificates or awards. A 'Certificate of Attendance' used to be awarded to members who attended 75% of a lecture's, but this practice was discontinued; it served no purpose and imposed a significant administrative burden on the administrator.

Director's view

Meetings with Prof. Marvin Formosa were particularly useful in helping to formulate our recommendations and the way forward for C3A.

Prof. Marvin has vast experience in the field of acting aging and is also Director, International Institute on Ageing, United Nations - Malta (INIA) and Chairperson, National Commission for Active Ageing (Malta). A brief overview of Prof Marvin is attached at Annex A.

Although U3A Malta is very successful, he believes that it cannot continue to grow indefinitely. It currently has 900 members, but if the numbers were to increase to 2,000, 4,000+ it would become unsustainable.

The logistics would take up too much time and the number of lecture venues, the costs of which are paid for by the university and the government, would have to increase.

Discussions have already taken place on restricting the number of members to a manageable number.

Director's analysis and recommendations for C3A

Although Prof. Marvin has not been involved with Cyprus, he has spent several months in Greece and other countries advising on Gerontology.

People tend to have positive ties with people who are similar to themselves; sharing the same language, thoughts, customs, beliefs, values, ethnicity and religion. (E.g. There are no non-Maltese members of Malta U3A.)

Cypriots have a top bottom culture which can be hard to change or adjust.

Cyprus is a patriarchal society with middle class emphasis and a good socio-economic standard.

In his opinion it will be very difficult to increase the number of Cypriot members as there are colonial, cultural and language barriers that will be very difficult to overcome. However, Prof. Marvin suggested a couple of avenues that we could explore:

- Establishing a sub-committee of Cypriot members, who are respected in their community, tasked with extending lifelong learning into Cypriot society.
- Encouraging Cypriot members to join the committee so we have a 50/50 mix of Cypriots and other nationalities.
- Explore the collaboration of Government support gaining credibility for C3A even though autonomy may be lost.

C3A should not be discouraged if take-up by Cypriots is slow.

Summary of findings

Although C3A and U3A Malta serve the same need, i.e. To provide individuals in their Third Age with knowledge and learning for its own sake as an end in itself, there are a number of key differences; for example:

U3A Malta

C3A

Membership criteria

Members must be aged 60 or over.

Open to individuals interested in furthering the work of C3A. No minimum age stipulated.

Management

President is an unelected University professor.

Chairman is elected from the C3A membership each year.

Assistant Director is an unelected member of the University H&S committee.

No equivalent position.

Administrator – holds B.Psy (Hons) unelected responsible for the main campus office of U3A Malta.

Secretary is elected from the C3A membership each year.

Funding

Majority provided by the State & University plus a small subscription from members.

Member subscriptions.

Organisation

Timetable/schedule organised by the administrator.

Timetable/schedule organised by Group Leaders.

Content (with member input) organised & scheduled by administrator.

Content organised & scheduled by volunteer Group Leaders

Delivery

Undertaken by paid university lecturers and academics.

Undertaken & facilitated by volunteer Group Leaders.

Annual programme of lectures, each delivered in 6-8 two-hour modules over a period of 6-8 weeks.

Open meetings delivered by specialist volunteer speakers on different topics.

Location & facilities

One office & seven lecture rooms + two offices and facilities on university campus. Excellent facilities at Floriana venue

Room at 3rd Age Observatory, hotel conference room, room at Environmental centre for educational talks/presentations.

Conclusions and recommendations

Although U3A Malta operates on the French model it shares the same objectives as the C3A in that we both exist to enable those in their Third Age to acquire new knowledge. However, where the C3A has no minimum age requirement, members of U3A Malta must be aged 60 or more.

Bearing in mind the activities set out and agreed with Erasmus+, it is clear that the organisation & scheduling of activities employed by U3A Malta are completely different from those of the C3A. However, it should be possible to:

- Investigate the possibility of collaborating with another group, association, organisation, etc.
- Minimise (removing where possible) the administrative tasks undertaken by C3A group leaders. This may encourage more members to volunteer to lead a group thereby increasing the learning opportunities for our members – and if we had more groups, new members would be encouraged to join.
- Raise Groups' content, quality and delivery.
- In some groups, it may be possible for group leaders, in conjunction with their members, to produce a schedule of events. E.g. The environmental group could decide that each meeting will focus on one aspect of the environment such as climate change, air pollution, plastic, etc. The gardening group could look focus on the seasonal aspects of gardens – spring, summer, autumn, winter – and techniques such as propagation and pruning. The photography group could deliver meetings on aspects such as composition, lighting, portraiture, still life, landscape. This may encourage more members to attend and help increase membership.
- Group leaders could also encourage their members to research a specific topic and bring it to the group for further discussion. (This has been done successfully by the archaeology group for example.)
- Group leaders could arrange meetings with their members to agree a schedule of events. This could be undertaken at the start of the season, perhaps developing a 3-monthly or seasonal schedule.
- Leaders of the environment, archaeology and gardening groups have invited academics, researchers and specialists to speak at their meetings. Other groups may benefit from this approach.
- Group leaders need encouragement to plan their meetings, where needed in conjunction/with the support of the Group Coordinator.
- Each group should have a small committee drawn from its members to help the group leaders plan and possibly deliver the group meetings. (This should help reduce the burden on group leaders.)
- The C3A, which is predominantly an expatriate organisation, needs to expand or forge links with the Cypriot community and possibly the academic community. We know that there is a demand in the Cypriot community, but have no idea of the size of that demand or what subjects they would like to know more about. This needs to be investigated, possibly by a survey.

- There are cultural and language differences between UK and Cypriot nationals and it will be a very difficult task to encourage Cypriots to join a predominately expatriate organisation given the United Kingdom's colonial past.
- Have a separate day for English-speaking Cypriots to enable them to understand the concept of C3A/lifelong learning. This will give them an opportunity to see whether joining C3A (or setting up a Greek-language equivalent) would be appropriate for them.
- As Prof. Marvin remarked, people have a tendency to have positive ties with people who are similar to themselves in socially significant ways. There are no non-Maltese members of Malta U3A.
- C3A cannot change overnight and we recommend we establish a sub-committee of Cypriot members, who are respected in their community, tasked with extending lifelong learning into Cypriot society. But we should note that there are colonial, cultural and language barriers that we may never overcome.

As first step I suggest that our Greek-Cypriot members (ideally these should be committee members) arrange a meeting with Klitos Symeonides, President of the Cyprus Adult Education Association, to see:

- What the Cyprus Adult Education Association offers for third-agers.
- If there's a possible bridge between the Cyprus & British communities for Greek and English language learning opportunities.
- If organisations, groups, etc. exist that offer learning opportunities (rather than education) for those in their third age.
- What opportunities may exist for a Cypriot U3A-type lifelong learning organisation.

Klitos has been in post for 25 years.

(Cyprus developed a National Lifelong Learning Strategy for the period 2014-2020 – see http://www.dgepcd.gov.cy/dgepcd/dgepcd.nsf/page41_en/page41_en?OpenDocument . However, it appears to focus on increasing the education and qualifications of individuals to increase their employment opportunities rather than learning to improve one's self-worth and value in the community in their Third Age.)

More research in this area is needed to see what (if anything) is wanted.

But the outcome of this, assuming a Greek speaking C3A/U3A organisation is established in the Cypriot community, will be out of the C3A's hands.

Long-term goals

One of our long-term goals is "To create an environment that will attract people of the Third Age from the local community and European and third country nationals residing in Cyprus."

We may be able to improve and increase what the C3A has to offer and the approach, planning, etc. used by group leaders. However, creating a suitable physical environment is just as important if we wish to attract new members.

Our physical environment is the use of a room at the Third Age Observatory, a room at the Atlantica Miramare Beach Hotel for open meetings and our AGM and the use (in the afternoon and for educational purposes only) of a room at the Environmental Centre at Akrotiri.

Ideally, we should have a permanent home with:

- Adequate parking facilities.
- Accommodation for 100 people.
- Equipped with audio visual (AV) system.
- Hearing loop.
- Disabled access.

The Atlantica Miramare Beach Hotel and the Environmental Centre at Akrotiri are both equipped with an AV system and hearing loop and both have disabled access. The Third Age Observatory has a good meeting room with a TV that can be connected to a laptop for presentations, etc. Street parking is an issue during working hours but there is a paid car park at the end of the street.

(U3A Malta pays €1,500/month for an office and the use of an excellent lecture theatre 4 days/week at the Catholic Institute in Floriana.)

This needs further investigation. It has been suggested that we come to arrangement with the Third Age Observatory to rent their room. Perhaps by refurbishing the room we could get a good deal. This will require some investment but members could help with the refurbishment work. The end objective is to get a permanent home for C3A.

Other areas to investigate

- Members reluctance to contribute.
- Membership static/slowly declining.
- Training for group leaders.
- Some group leaders reluctant to do basic admin of their group.
- Develop a 'funnel' and encourage members to volunteer as group leaders/serve on committee.
- Identify members' needs.
- Develop a strategic plan for long-term growth and sustainability.
- Developing an E-course for distance learning.
- Making more sub committees in the groups.
- Look at the advertising strategy and formulise a plan. Where and who are we targeting. The use of other languages in advertising.
- Brain storming sessions with groups to discover their needs and offer solutions to change; open and frank discussions are required.

Annex A – Dr Marvin Formosa PHD

Marvin Formosa Ph.D. is Associate Professor and Head of the Department of Gerontology and Dementia Studies, University of Malta. He holds the posts of:

- Chairperson of the National Commission for Active Ageing (Malta)
- Rector’s Delegate for the University of the Third Age (Malta)
- Director of the International Institute on Ageing United Nations - Malta (INIA)

Prof. Formosa directed a number of training programmes in gerontology and geriatrics in the Philippines (2), China (11), India, Turkey, Malaysia, Belarus, Kenya, Argentina, Azerbaijan (2), Dominican Republic, and the Russia (2).

His interests include active ageing, social class dynamics, critical gerontology, educational gerontology, Universities of the Third Age, fourth age learning, and older adult learning.

His key interests are critical gerontology, sociology of later life, social class dynamics, and educational gerontology, on which Dr. Formosa published 7 books and various chapters in edited volumes and peer-reviewed journals. Recent publications include Lifelong learning in later life:

- A handbook on older adult learning (with Brian Findsen, 2011)
- Learning across generations: Contemporary issues in older adult education (with Schmidt-Hertha and Jelenc Krašovec, 2014)
- Social class in later life: Power, identity and lifestyle (with Paul Higgs, 2015)
- Population ageing in Malta: Multidisciplinary perspectives (with Charles Scerri, 2015)
- Ageing and later life in Malta: Issues, policies, and future trends (2015)

Dr. Formosa took part in various international research projects that included the European Union’s funded studies on ‘Services for supporting family carers of elderly people’.

He has been appointed as an international tutor by the International Institute on Ageing (United Nations - Malta) on its missions to Thailand (1998) and Qatar (2008), as well as Visiting Scholar at the Ontario Institute for Studies in Education of the University of Toronto (2009-2010).

Annex B - U3E (The Association of U3A Members)

Although it was not on our delegates' programme, they took the opportunity to investigate the U3E.

Founded in May 1993, U3E Malta (L'Universita' tat-Tielet Eta') provides social, cultural and religious activities and events, which are organised by its members. These include keep fit and line dancing classes, a choir and drama and the history of art groups. Like our C3A, it is self-funded and self-managed.

It is connected to U3A Malta, but operates as an independent entity that is managed, funded and run by its members

It presently has 590 members who:

- a) Must be members of U3A Malta.
- b) Pay €3.00/annum membership fee.

U3E generates an annual income of around €1,800.

Organisation

The U3E has a 13-person committee, which is elected by its members every two years. The committee comprises:

- President.
- Vice president.
- Secretary.
- Assistant secretary.
- Treasurer.
- Assistant treasurer.
- Public relations officer.
- Six area representatives.

Election of committee members

Elections are held every two years at an AGM, which is held on the last Friday in October, at the Catholic Institute at Floriana. A minimum of fifty members must attend; only those who attend may vote.

However, the position of President is decided at a meeting that is held on the first Wednesday following the AGM. Those wishing to be elected to the position must be proposed and seconded – and the successful candidate has to be voted into office by 50% +1 of the membership.

Mr James Souness is its current elected president. He and the other members of its committees are volunteers. When necessary he liaises with **Mr Joseph Said**, the assistant director of U3A Malta.

Its Statutes were established in 1993 by U3A Malta and are revised by U3E as the need arises. (Most recent changes enable U3E to register as an NGO, which will make them eligible for Government finance.)

In addition to the main Committee, U3E has a Sub-Committee, which organises social, cultural and religious activities and events for its members. This comprises:

- President.
- Vice president.
- Treasurer.
- Public relations officer.
- Newsletter editor.

(The Public relations officer maintains a membership database.)

The Newsletter editor produces an 8-page quarterly newsletter, which is paid from member subscriptions and sent to all members in the post.

Activities

The Sub-Committee organises two events/month, but due to the high demand, the numbers attending some events have to be limited. U3E members pay to take part in these activities and events.

Events include visits to archaeological sites in Malta, trips overseas, dances, etc. One of the Sub-Committee organises transport, accommodation and tickets where necessary.

In addition, U3E members may attend line dancing and keep-fit classes held at the Catholic Institute in Floriana. Members pay the instructors directly.

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Ms Simone Ellul - Administrator - University of the Third Age.

Mr Joseph Said - Assistant to the Director - University of the Third Age.

Mr James Souness - President - U3E (The Association of U3A Members).

Dr Sebastiano Damico - Senior lecturer - Department of Geosciences - University of Malta.

Prof. Joseph M Brincat - Faculty of Arts - University of Malta.

Mr Paul Ciantar - music teacher and lecturer, broadcaster, composer/musician, journalist and writer.