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VOLUNTEERING

SENIOR

Policy Recommendations for
Supporting Youth Volunteering
through Non-Formal Education in
Intergenerational Contexts

WELLBEING

NON-FORMAL

CHARTER OF INTERGENERATIONAL
VOLUNTEERING

Charter of Intergenerational Volunteering

&

Policy Recommendations

for Supporting Youth Volunteering through Non-Formal Education in

Intergenerational Contexts

throughout EU

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Foreword

Virtues of volunteering are widely quoted not only when speaking about individual development, both personal and professional, but also when speaking about community building, social capital development, even economic development and democracy building. Volunteering is often associated with inclusion and tolerance, with social value and individual satisfaction and is quoted by institutions at all levels as one of the building blocks of the contemporary democratic societies. To what extent all these features are embedded into the way volunteering is put in practice is subject for further research.

There are significant constraints operating in the field of volunteering, from the constraints at individual level, to organizational level constraints and wider systemic and societal constraints. All actors involved in volunteering - from the volunteer her/himself to the beneficiaries, organizations, institutions, donors, funders and decision makers – they all have a responsibility to make volunteering live up to the values it claims to embed and to the contributions it claims to make for the individual and society.

The choice of programs, methods, tools and practices each of these key factors makes on a daily basis has a strong effect on the ability of volunteer opportunities to prove inclusive and fair, open and friendly, meaningful and satisfactory. There is a very thin line between meeting the needs of the community or beneficiaries and safeguarding the motivation

and enthusiasm of volunteers. The line is even thinner when it comes to balancing the necessary respect for restrictive rules and regulations and the limited capacities of volunteer involving organizations operating locally.

Civil society organizations (CSOs) and other training providers have developed creativity in adapting tools and methodologies from various fields into their daily work with the communities and volunteers. This policy paper aims to highlight learning from the CREATYV project with regard to the use of innovative methods, such as creative drama, to create intergenerational non-formal learning opportunities for volunteers and present to selected stakeholders targeted recommendations for their support in developing intergenerational activities.

We live in an ageing world, where young people are fewer and have a harder time making their way in life. We live in a world where technology and digitalization is testing the limits of our human nature and increases the age divide, also in volunteering. Bringing together young and senior volunteers in this project has generated tremendous levels of energy and connection that we want to see preserved and extended, with the use of creative drama and other similar methodologies. We also hope to see the increased capacity of CSOs to provide age-friendly volunteering opportunities, and an enlightened and coordinated contribution of funders and decision makers, in supporting such innovative approaches to mainstream and become sustainable.

This paper will share the experiences from the CREA.T.Y.V. project by providing a brief **glossary of the key terms** used in the text, providing also more details about **the project** and **the implementing partners**.

The paper will provide an overview of the **intergenerational context for volunteering** by sharing the lessons learned from the intergenerational training courses based on the creative drama methodology piloted within the project and the analysis of the existing policies in the four countries where the project has been implemented, **summarizing the reflection** of the project partners, volunteers, beneficiaries and friends into a “**Charter of Intergenerational Volunteering**”, a pledge of 7 principles which aim to make volunteering more age-friendly, regardless of age. The paper also provides a **visual representation of the intergenerational context of volunteering**, built on 5 key areas in which volunteering produces effects, each of them illustrated from two perspectives (one of the young and one of the senior): community contribution, social connection, meaning and purpose of life, health and wellbeing, and livelihood security.

The paper finishes with a set of **tailored recommendations** targeted to three main stakeholders: decision makers, business sector, and civil society organizations on how to take forward the products and learning from this project to mainstream them into the practice of age-friendly volunteering across the European Union and beyond.

**Glossary
of Concepts**

Volunteering

Activity undertaken out of free will, without financial benefits, and for a public purpose, most of the times through a civil society organization

Intergenerational Context

The context that creates purposeful and ongoing exchange of resources and learning among older and younger generations

Non-Formal Education

Non-structured learning activity that takes place outside of the formal education system and produces learning that can be recognized

Youth/Senior Volunteering

Volunteering activity undertaken by youth (14-30) and/or seniors (55+)

Ageism

Prejudice or discrimination on the grounds of a person's age

Creative Drama

An approach specifically developed for educational and awareness raising purposes. It is an improvisational, non-performance driven and process oriented form of drama

About CREA.T.Y.V. Project

This Policy Paper is a part of the materials developed through the project “Creative Drama for Training Young Volunteers in Intergenerational Learning Environments” further named CREA.T.Y.V. The project is funded by the European Commission through A.N.P.C.D.E.F.P under the Erasmus+ Programme Strategic Partnerships in the field of Youth, and implemented by Anziani e Non Solo SC (Italy), Evropská rozvojová agentura, S.R.O. (Czech Republic), the Gaiety School of Acting (Ireland) and Pro Vobis – the National Resource Center for Volunteering (Romania), under the coordination of Asociatia Habilitas – Resource Center and Professional Development (Romania).

The aim of CREA.T.Y.V project is to provide non-formal learning opportunities for young people (18-25 years old) with fewer opportunities through a mentoring and an intergenerational training programme in the volunteering field. We believe creative drama to be a valuable and efficient method in connecting two different generations and at the same time in enhancing the civic engagement and increasing social inclusion.

One of the priorities in the EU is increasing the social inclusion of all young people based on European values, through stronger participation of all young people in democratic and civic life in Europe and an easier transition of young people from youth to adulthood. A particular emphasis is dedicated to young people at risk of marginalization and young people with migrant background. 29.8% of young people 18-24 years old were at risk of poverty and social exclusion in 2011 in

the EU, but this figure rises to 43% for Romania¹. In Romania, only 13% participated in volunteering actions². In the Czech Republic, 15.4 % of young people aged 18-24 are at risk of poverty of social exclusion. In Italy, in Emilia Romagna Region, there are over 60.000 young people at risk of social exclusion, 1/3 migrants, and 7.2% Italians aged 18-24 are volunteers. On the other hand, Europe is facing an accelerated aging process, which puts a high burden on the socio-economic systems of EU member states³. Older people are longer active in society, and play a crucial role for boosting economic growth: mentoring for younger generations, being examples for youth and putting their potential and resources in the service of the community. They also face social exclusion, loneliness, and discrimination (ageism). Lifelong learning is one of the priorities in the EU, and non-formal education is one form of education that can offer advantages for people at risk and can develop skills to be used in professional life and for social integration.

Our common goal is to create new practices in non-formal youth education field, targeting young people with specific needs, and to promote volunteering, in particular intergenerational volunteering, to different stakeholders, on a large scale. The impact will be an inclusive society, improvement of public policies, a better employability of young marginalised people, increased intergenerational cooperation and active ageing promotion at wider scale.

¹ Eurostat News release (2012) : <http://ec.europa.eu/eurostat/documents/2995521/5155586/3-03122012-AP-EN.PDF/824d3bad-8692-41f8-83c2-cac1c061ada6>

² Study on Volunteering in the European Union – Country Report Romania http://ec.europa.eu/citizenship/pdf/national_report_ro_en.pdf

³ Eurostat, Population structure and aging (2017): http://ec.europa.eu/eurostat/statistics-explained/index.php/Population_structure_and_ageing

THE Intergenerational CONTEXT OF VOLUNTEERING

Volunteering occurs in any kind of community in various forms. Based on traditions, culture, and legal provisions of different countries, some forms of community contribution or mutual help may not be considered volunteering. However, the context in which the volunteering activities and other forms of community contribution occur is similar and the effects on the individual and the society can also be similar.

This section highlights some of the main areas in which volunteering produces effects on the individual and the community, explored from the point of view of the young volunteers and the point of view of the senior volunteers, aiming to show the deep connection between the generations and the different ways in which engagement in volunteering activities benefits all generations differently, but on the same dimensions.

Out of the many dimensions where the impact of volunteering can be identified, we have chosen the following: community contribution, social connection, meaning and purpose of life, health and wellbeing, and livelihood security. On each of these dimensions both young and senior volunteers are making a significant contribution and are gaining significant individual benefits. These dimensions should be considered by the providers of volunteering opportunities in order to design age-friendly volunteering opportunities and create intergenerational contexts in which each generation brings its contribution and supports the other generation to enjoy the benefits of volunteering.



The CREA.T.Y.V. project has created the space to experience intergenerational contexts of learning and exchange for young and senior volunteers. The main aim of these workshops has been to create an intergenerational context in which creative drama, as a non-formal educational tool, has been used to facilitate intergenerational dialogue. The experience of the intergenerational workshops has proved extraordinary. The evaluation of the workshops has illustrated that the intergenerational workshops have had strong impact on the development of competences of both young and senior volunteers on all its components (knowledge, skills, attitudes) as summarized in the table below:

Critical thinking	Imagination	Self-discovery
Problem solving	Concentration	Self-development
Decision making	Conversation	Self-discipline
Relationship building	Creativity	Try new things
Team work	Spontaneity	Overcome prejudice
Public speaking	Courage	Change perspectives
Overcoming difficulties	Inspiration	Handle emotions
Having fun	Diversity	Share life experiences
Openness / tolerance	Inclusion	Establish social connections

One of the main lessons from the workshops has been the value of the organized intergenerational contexts to facilitate the dialogue between generations and inspire both youth and seniors to overcome prejudice and stereotypes, to become aware of the shared values and the extraordinary potential of both generations brought together.

The intergenerational context of volunteering is marked, in all four countries involved in the CREA.T.Y.V. project (Romania, Ireland, Italy, the Czech Republic) by the existence of several policy documents and strategies dealing either with volunteering, or the quality of life of the ageing population. The degree of integration of these strategic approaches is not very clear. In some countries, like Romania, there are many sector-specific strategies and projects that treat each age separately, while Ireland distinguishes with the integrated approaches towards working across ages in various fields, including volunteering and welfare.

In the Czech Republic volunteering falls under the jurisdiction of the Ministry of Internal Affairs, which has issued several rules, regulations and publications about volunteering, the most well-known being about volunteering in emergency situations. The seniors fall under the jurisdiction of the Ministry of Work and Social Affairs, where several policy documents approach ageing and the quality of senior life. Among the guiding principles of these policies are senior participation in public life and decision making and intergenerational dialogue. The Ministry of Education, Youth and Sports is dealing with support for youth, also advancing as guiding principles the youth participation in public life and decision making, while intergenerational dialogue is not mentioned among the guiding principles of the youth support strategy. Further evidence is needed to assess the degree of integration and cooperation among the different ministries responsible with volunteering, youth and seniors with regard to the effectiveness of intergenerational dialogue and the scope, size and efficiency of the projects that aim to implement the intergenerational approaches in the Czech Republic.

Ireland distinguishes itself with several public policy documents displaying intergenerational approaches towards participation in public life, including volunteering and active aging approaches in fighting ageism. The concept of active ageing in Ireland is built around the labor market, the social inclusion policy and health, as main fields by which the senior population is significantly affected. Although Ireland is a frontrunner in relation to equality legislation, ageism can still manifest as prejudicial attitudes and practices against older people. This is fought against by promoting positive images of ageing, promoting intergenerational solidarity and dialogue.

Italy has regulated volunteering by law and defined it as the expression of participation, solidarity and pluralism, with social, civic and cultural aims. Several legal provisions from the educational field are impacting on the volunteering movement. For example, high school students have to be involved in a certain number of hours of non-formal educational activities. Significant percentages of students choose to meet such requirements with the help of the volunteer centers. However, their activity falls short of the definition of volunteering regulated by Law 266/1991 which defines volunteering as “an activity done personally, spontaneously and for free, through the volunteering organization of which the volunteer is part of”. Active ageing is the subject of a public debate started in Italy around the year 2000 and still ongoing. The law on Active Aging dating since 2016 recognizes the role of elder people within the community, promotes their active role in the society by giving value to their professional and human experiences, and aims to fight exclusion and discrimination by promoting a real social inclusion, promoting age transition paths in the workplace, supporting trainers who work for the professional requalification of elder people etc. There is no evidence with regard to the degree of connection and

integration of the approaches to youth participation and senior participation in community and public life in general, and in volunteering in particular. The existing legal framework does not contain any indication of bridging initiatives between youth and seniors, rather confirms an age-specific approach in policy making.

Romania is another clear example of limited connection and coordination among the different policies dedicated to age-specific groups such as youth and seniors. The Ministry of Youth and Sports is guiding its activity based on the National Strategy for Youth 2015-2020, launched by the Ministry in early 2015 in accordance with correspondent European youth policies and, after consultations with the NGO sector, it is aiming to stimulate participation of young people in public life, including volunteering, with a clearly stated target of increasing their degree of employability. The strategy is highly focused on the promotion of informal and non-formal learning opportunities for young people and, although it mentions the importance of intergenerational solidarity, no specific measures are foreseen to put this into practice. The National Strategy for Promoting Active Aging and Protection of Seniors for period 2015-2020 (launched in 2015 by the Ministry of Labour, Family, Social Protection and Seniors) focuses on improving the quality of life of older people, promoting active and dignified social participation of the elderly and achieving a high degree of independence and security for seniors with long-term care needs.

Several other strategies and public policy documents are touching upon youth and/or senior related objectives, without having dedicated objectives or planned activities explicitly aimed at facilitating the intergenerational dialogue, such as the Public Agenda for Volunteering in Romania 2012-2020 (adopted during the European Year of Volunteering

2011) or the Life-Long Learning Strategy 2015-2020 (adopted by the Romanian Government in 2015). Youth and seniors come together in the public policy in Romania under the National Strategy on Social Inclusion and Poverty Reduction for the period 2015-2020 (also adopted by the Ministry of Labour, Family, Social Protection and Seniors), which is focused on increasing employability skills for all ages by stimulating life-long learning, professional reconversion, digital literacy and social participation.

Despite the separate approaches towards youth and seniors in the majority of public policy strategies in Romania, we find a good practice example at the Bucharest municipality level, where in 2017 a **Local Strategy for Supporting the Senior Volunteering** was adopted, based on a proposal from Asociatia Habilitas CRFP, covering the period until 2021. The strategy aims to:

- Extend the level of involvement of seniors in volunteering at local level
- Gradual diversification of volunteering activities tailored to the needs of the community
- Recognition of senior volunteer status and promotion of the active role of seniors in community

The implementation of this local strategy has great potential of becoming a scalable good-practice example that can be taken forward with the support of municipalities across the country and across Europe, provided that it is documented and upgrade, based on learnings and specificities of each community, with the aim to adapt the model and implement it locally.

Charter of Intergenerational Volunteering

8 PRINCIPLES to make VOLUNTEERING AGE-FRIENDLY (regardless of age)

1. Volunteering opportunities should **make best possible use of individual strengths** of each volunteer
2. Volunteering opportunities should **allow for appropriate sense of ownership and control** by the volunteer
3. Volunteering opportunities should **take an age-friendly instead of age-specific approach**
4. Volunteering opportunities should **aim to connect generations** and strengthen social capital and social solidarity
5. Volunteering opportunities should **consider the needs** of the beneficiaries and the needs of the volunteers
6. Volunteering opportunities should **be free of any practical barriers** (such as cost, transportation, physical access etc.)
7. Volunteering opportunities should **be free of any systemic barriers** (rigid recruitment, inflexible hours, unfriendly spaces, heavy bureaucracy, lengthy training, digital supremacy etc.)
8. Volunteering opportunities should **be free of any emotional barriers** (reasonable commitment requirements, stereotype-free approach, limited self-confidence pressure, valuing the small contributions etc.)

*The following recommendations are made from the experiences of the partners of this project, and their wider activity in the field of volunteering, who have considered some of the main trends relevant for the topic: **ageing** of the population,*

digitalization and the digital gap between generations, the increased number of geographically dispersed families, and the increased mobility of population.

RECOMMENDATIONS for Decision Makers

- Create policies which will contribute various age categories, that acknowledge the diversity of competences, beliefs, abilities and capacities of those targeted
- Support the decrease in the distance between generations that can be sometimes a side effect of the public policies
- Address policies that only target age-related issues regarding the senior community, and promote a wider perspective of ageing, taking into account are the multiple capacities and needs of seniors
- Consider the volunteering schemes involving seniors and addressing seniors' needs when designing health and social policies
- Create opportunities for volunteering and non-formal training, that are adequate to people of all ages, in terms of infrastructure, funding, staff, applicability of the acquired competences

- Set in place local or regional programs that apply the European Youth Strategy 2019-2027, which asks for enabling environments to engage, connect and empower all young people, and specifically promote intergenerational solidarity within voluntary activities
- Address ageism in connection with other attributes that are currently considered grounds for discrimination and prejudice (beliefs, sexual orientation, ethnicity, etc.)
- Extend the existing legislation to cover anti-age discrimination in all segments of life (employment, services, social benefits etc.)
- Consider designing senior mobility schemes as part of social inclusion policies
- Encourage approaches to lifelong learning, through education and engagement of all beneficiaries whom the policy is aimed towards
- Consider seniors as a resource for the provision of peer-care services as added value to professional care
- Move away from the purely economic centered approach when designing social inclusion, active ageing, or health care policies
- Include age-friendly concerns into the existing funding schemes; accept coverage of inclusion related costs

- Recognize the significant contribution of active senior engagement to improved health and social connection and consider this in designing public policies
- Facilitate the connection and interaction between care institutions managed by public authorities such as day-care centers and retirement homes, which have as their beneficiaries seniors or disadvantaged youth
- Support intergenerational cooperation and volunteering through dedicated funding schemes for intergenerational activities and projects in cross-sectorial contexts
- Support local initiatives and small community projects proposed by youth groups with little or no experience, through training, funding, and guidance, using both local and European financial resources, such as the Solidarity projects within the newly established European Solidarity Corps (https://europa.eu/youth/solidarity_en)
- Create mechanisms to support seniors and/or newly retired citizens in becoming youth workers, mentors, coaches and role models for youth with less opportunities or coming from disadvantaged backgrounds, thus ensuring an intergenerational approach to educational programs on a national and/or European level (such as, but not limited to, Erasmus+ mobilities for youth workers, European Solidarity Corps projects – either the volunteering strand or the traineeships and jobs)

Recommendations for Business Sector

- Make use of the skills and experience of senior employees by means of mentoring schemes, pre-retirement arrangements, employer supported volunteerism etc. In addition, enhance young generations' skills and competences and also their involvement in volunteering and professional development, through a system of skills transfer and inspiring coaching
- Voluntarily adopt internal standards and procedures that promote diversity and equal opportunities, regardless of age
- Embed volunteering into the pre-retirement preparatory processes
- Provide adequate training opportunities to active seniors to overcome gaps in their skill-set, such as the digital divide and language barriers, as well as to young employees, based on sound needs analyses
- Pay increased attention to the intersection of inequalities that add age to other criteria such as disability, ethnicity, gender, sexual orientation, religion, etc.
- Acknowledge and respect the rights of all employees of the company as fundamental rights that must be respected, especially during times of concern by the employer
- Open their premises for community action led by young or senior volunteers and their organizations
- Facilitate intergenerational connections among your employees in different formats, such as meaningful contributions to community organizations or local causes, teambuilding, peer-support schemes, internal competitions aimed to support social causes etc.

Recommendations for Civil Society Organizations

- Program design should consider the necessary minimum time required to create meaningful intergenerational relationships
- Both young and senior volunteers should be involved in the program design, being an equal stakeholder and not just the beneficiary
- Consider and prioritize age-specific differences when designing programs to address community needs
- Intergenerational approaches should also consider the middle generation (30-55), not only the youth and the seniors
- Support the development of mixed youth-senior or senior-led civic initiatives and organizations
- Encourage expression and creativity among young people through experiential learning and dynamic training within their communities, through volunteering and other means of contributing to society
- Campaign and promote social rights of all people (youth and seniors) as human rights they have and should be recognized by the governments, which must make efforts to ensure these rights not because of a social assistance intervention, but because they are entitled to have them
- Avoid designing age-specific programs that can intensify emotional barriers related to ageism; design age-friendly programs instead, regardless of age
- Review existing programs and approaches to be inclusive and age-friendly, especially with regard to volunteering
- Ensure seniors and young people are included in the representation structures of the civil society organizations
- Celebrate the contributions brought to community and society by people of all ages

- Document, appropriately, the benefits of senior volunteering to inform policy processes adequately
- Consider seniors and youth when designing programs aimed at facilitating the social inclusion of refugees and migrants
- Initiate non-formal training programs for youth from disadvantaged backgrounds, based on their individual needs using creative, innovative, participatory approaches, such as creative drama, storytelling, theater, socio-educational animation, visual expression, which can include more generations
- Include in project proposals, and apply in daily functioning, the recommendations of the EU Youth Strategy 2019-2027 with a focus on inclusion of youth, intergenerational solidarity and participation of youth from all socio-economic categories within consultations on policies concerning them, through means of the Youth Dialogue scheme
- Advocate and lobby your local, regional and national decision makers to operationalize the new EU Youth Strategy and its recommendations within specific measures, programs and facilities addressing youth you work with
- Promote and advocate for the EU Youth Goals and their concrete applicability in the projects and programs implemented by CSOs, with a special focus on intergenerational cooperation and consideration for seniors as valuable and relevant contributors to reaching many of the 11 youth goals set out (<http://www.youthgoals.eu/>)

ABOUT the PROJECT PARTNERS

Asociatia Habilitas – Centrul de Resurse si Formare Profesionala (ROMANIA) is a non-governmental organization created in 2007, which has as mission the development of projects and programs in lifelong learning, social innovation and volunteering, the development of social economy and services (home care) for older people in Romania, and improving public policy within the social sector. Our target groups are disadvantaged / vulnerable persons: older persons, youth, unemployed persons, women at risk, migrant workers and we are accredited by the National Authority for Qualifications (ANC) as a provider of training programs in the occupation “Home caregiver for elderly”. Asociatia Habilitas collaborates with other NGOs at national and European level, with associations representing the elderly rights, with central and local public authorities and aims to be a factor of change and innovation at social level and improving the quality of life of disadvantaged persons.

Pro Vobis - National Resource Centre for Volunteering (ROMANIA) has over 20 years of experience in the field of volunteerism, and works towards promoting and developing volunteerism as a viable and irreplaceable resource in solving the problems the Romanian society is facing, through training, consultancy, and research activities and facilitating networking among all stakeholders.

Pro Vobis fulfils its mission by implementing several programs according to 5 main lines of action:

1. National and international training and tailored consultancy
2. Enhancing the quality of volunteering activities – facilitating the exchange of experience and know-how in the field of volunteerism, among professionals
3. Developing the infrastructure for volunteering, at national and European level
4. Resources on volunteerism topics – publications, articles about the concept of volunteering and the state of volunteering in Romania, and ways of improving quality of volunteer work and volunteer management, major contributions to volunteering standards / ethical code, development of innovative pilot programs in the large volunteering field
5. Relaying of information – presentations, seminars and workshops, conferences on volunteerism topics, informing the mass-media and general public, stimulating interest for volunteering among potential volunteers of different ages, sectorial research.

Anziani e Non Solo (ANS) (ITALY) operates in the field of social innovation, with a specific focus on management of project and realization of services and products in the field of welfare and social inclusion, antidiscrimination and promotion of equal opportunities, abuse prevention, support to employability and to social inclusion of disadvantaged groups, including migrants and young people.

ANS is part of the Italian Network of Organizations working on antidiscrimination (UNAR). ANS is also an active member of the Emilia Romagna Antidiscrimination Network, being the only focal point in Carpi District it has the duty to act for monitoring and preventing cases of discrimination as well as to provide support for alleged victims. ANS is also active in intergenerational education programmes, aimed to create opportunities for younger and older persons to be engaged in meaningful activities together and to create bonds and connections at community level. ANS believes in networking and is active in national and international networks.

EUDA European Development Agency (CZECH REPUBLIC) is an EU-wide network of experts in regional development, innovation, education and evaluation based in Prague. EUDA was founded in 2008 and its team brought over €40 million from EU funds to its clients. ERA has project partners in all EU countries and in many non-member states around Europe. With such a network, it became a reliable partner for both developers and participants in international co-operation projects. The EUDA Network includes cities, regions, public bodies, educational institutions, NGOs, companies and other entities interested in international cooperation, who do not need to deal with any unnecessary paperwork during all phases of the project life cycle, as this is taken care of by our experienced project managers. The European Development Agency acts as an intermediary organisation for internships financed through the EU's Erasmus+ programme in Prague and the rest of the Czech Republic.

Gaiety School of Acting – The National Theatre School of Ireland (IRELAND) is a Not for Profit organisation founded in 1986. Through a committed and dedicated staff, the school has developed and expanded to its current position where over 5000 students are involved in a wide range of courses from our intensive two year full time actor training programme to a range of courses available to students from overseas. The Education and Outreach Department at the Gaiety School of Acting, the National Theatre School of Ireland, delivers specially tailored programmes to meet the creative and social needs of multiple sectors within the community. Numerous Education and Outreach Projects have been successfully rolled out at local, National and International levels. The Gaiety School of Acting has expertise in providing learning opportunities for primary and post-primary students, teachers, educators and professionals and has a broad reach in terms of networks extending from policy makers, schools, teachers and students. Each year over 800 schools participate in ongoing educational programmes developed and delivered by the Gaiety School of Acting.

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YOUNG

**AGE-
FRIENDLY**

VOLUNTEERING

SENIOR

WELLBEING

NON-FORMAL

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