



EUROPEAN ASSOCIATION FOR
THE EDUCATION OF ADULTS

WORKPLAN

2022

Index

Index	1
Preamble	3
1 Introduction.....	4
2 Influencing public policy	4
2.1 Advocacy.....	4
2.2 Visibility	5
2.2.1 #weareALE	5
2.3 Taking positions.....	6
2.4 Representation	6
3 Country reports	7
4 Transformative Learning and Values – Theme of the year 2022	7
5 General Assembly 2022	7
6 Internal Processes	7
6.1 Constitution changes.....	7
6.2 Membership review	8
7 International Cooperation.....	8
8 Information and communication	9
9 Lifelong Learning Platform (LLL)	9
10 Capacity building	9
11 Working groups with members	9
12 EPALE	10
13 Projects.....	10
13.1 Ongoing EAEA-led projects.....	10
13.1.1 Recognition, Validation, Accreditation model for basic skills in Spain.....	10
13.1.2 Support for design Lifelong Learning Strategy in Cyprus	10
13.1.3 Regional capacity building for adult learning and education (REGALE)	11
13.1.4 Building Inclusive Lifelong learning systems by Developing a European Understanding of Bildung for the Next Generations (BILDUNG) - co-led by EAEA and DVV International.....	11
13.1.5 Fostering Outreach through Capacity-building for Adult Learning organisations (FOCAL)	11
13.1.6 SMALEi - Sustainability Matrix for ALE institutions	11
13.2 Ongoing projects in which EAEA participates as a partner	12
13.2.1 Professionalisation	12
13.2.2 Social Inclusion	12

13.2.3	Validation.....	13
13.2.4	Sustainability	13
13.2.5	Health	13
13.2.6	Media Literacy	14
13.3	Project Applications 2022.....	14
13.3.1	EAEA as Lead.....	14
13.3.2	EAEA as Partner	14
14	Finances.....	15
15	Membership	15
15.1	Membership Survey	15
16	Staff issues.....	16
17	Meetings of the Executive Board	16
18	Preview 2023	16

Preamble

EAEA is the voice of (non-formal) adult education in Europe. EAEA is a European NGO with 120 member organisations in 43 countries and represents more than 60 million learners Europe-wide.

EAEA's main objectives are:

- Policy advocacy for lifelong learning at a European level
- Provision of information and services for our members
- Development of practice through projects, publications and training
- International co-operation with other stakeholders in the field.

EAEA promotes adult learning and the widening of access and participation in formal and non-formal adult education for all, particularly for groups currently under-represented. The purposes of learning may be competence development for personal fulfilment and in employment related fields; for social change and active citizenship; for sustainable development and gender mainstreaming; for cultural and intercultural awareness and knowledge.

In the tradition of introducing of annual themes, the Executive Board therefore proposes the following theme for 2022: Transformative Learning and Values.

In line with our priorities and by preparing the plans below we hope to fulfil our main tasks: to be the voice of (non-formal) adult education at the European level and to provide services for our members.

1 Introduction

Currently, Europe is confronted with multiple challenges and crisis:

- The pandemic continued into 2022, and while a number of restrictions have been lifted, the situation continues to be difficult.
- Russia has invaded Ukraine; many Ukrainians have fled to other countries. Many of our colleagues in Ukraine are staying and providing support to their people in the war situation.
- Climate change and sustainability remain a key challenge for the world.

We are convinced that ALE has a major role to play in enabling Europeans to deal with these challenges. Based in this, EAEA will continue to advocate for and strengthen ALE in Europe – together with its members.

2 Influencing public policy

EAEA has been successful in establishing itself as a key stakeholder in education and training in Brussels. EAEA is invited to all the key events, working groups and conferences in the area of adult education and lifelong learning and is regularly asked to contribute and consult.

2.1 Advocacy

EAEA as a membership organisation can provide a discussion platform for exchanges between policy-makers on the one hand and adult education representatives, staff, providers and learners on the other. Therefore, our events that bring together these different groups provide the opportunity to influence policy from the bottom up.

Our main objectives are:

- Put and keep ALE high on the political agenda in Europe, while using our influence and networks to also promote ALE globally, nationally and regionally
- Strengthen civil society supporters and providers of adult education
- Provide capacity building
- Promote a comprehensive and holistic understanding of adult learning
- Promote quality and professionalization in adult education provision
- Maintain and strengthen the community of EAEA members
- Enable development and the transfer of innovation in adult learning across borders
- Find partners and supporters of adult education at all possible regional, national, and European levels
- Our members at the national, regional and local levels in advocacy for adult learning.

The pandemic continues to have an impact on advocacy work in Brussels. The first meetings in person are taking place, although virtual meetings remain the norm.

In 2021, the Slovenian Presidency presented the continuation for the European Agenda of adult learning, which was adopted in November 2021. EAEA has established and continues its good cooperation with the unit responsible for adult learning in the European Commission.

In the European Parliament, EAEA, together with Lifelong Learning Platform, continues the Interest Group on Lifelong Learning. One of its members, Roberta Metsola, has become president of the Parliament, and EAEA is happy that she continues her support of lifelong learning.

CONFINTEA VII, which will take place in June 2022, is an advocacy highlight for the EAEA, and we are working closely with ICAE for a civil society contribution to the conference.

The European Commission has launched a new generation of working groups, and EAEA is represented in two of them: Adult Learning and Values. Our input is very much valued, EAEA already presented its work on life skills during a peer learning activity of the adult learning WG.

These are the policy-related activities that EAEA will tackle in 2022:

- CONFINTEA VII
- Sustainability and green transition
- Digital Transition
- Solidarity with our colleagues in Ukraine
- The continued impact of the pandemic
- Upskilling Pathways
- New European Agenda for adult learning (NEAAL)
- Quality in ALE
- Financing of ALE
- Improvements for Erasmus+, especially mobility of adult learners
- Transformative Learning and Values
- Participation in two Working Groups of the European Commission
- Feedback on a number of competence frameworks

2.2 Visibility

The voice of (non-formal) adult education needs to be present at meetings, conferences and working groups. We will therefore continue to give inputs at conferences, to lobby to be included in stakeholder meetings and other working groups and to raise the importance of adult education at a variety of meetings and get-togethers. EAEA continues to be recognised as a highly competent partner for adult learning, which is for example illustrated by the fact that EAEA was invited to a presentation at a high-level conference of the French Presidency.

2.2.1 #weareALE

EAEA is continuing to be part of the Campaign, which was launched in 2021:

We are a global alliance of networks, associations and organisations for adult learning and education (ALE). We recognise the fundamental importance of ALE for justice, well-being and change. While Agenda 2030 identifies lifelong learning (LLL) as critical to attainment of the Sustainable Development Goals (SDGs), ALE which is a significant part of LLL, is largely invisible. For ALE to be seen, understood and valued, we need to advocate for greater involvement and investment by governments, donors, private sector, international organizations, and social

movements. For the first time, an open alliance of ALE partners created and accepted a common global definition and a vision of adult learning and education. This includes three key domains of learning and skills: literacy and basic skills, continuing education and vocational skills, including liberal, popular and community education and citizenship skills, for youth and adults including the elderly. The ALE campaign strives to unite ALE advocates, organisations, and practitioners including health, workplaces, communities, universities, and media, to support the campaign and together strive for a healthier planet and a better world.

2.3 Taking positions

In order to be recognised as a policy actor and interesting representative of a civil society sector, EAEA needs to take position, present opinions on policies, offer clear perspectives of strategies and produce convincing policy recommendations, which are based on the EAEA members' experiences. EAEA is also aiming to produce and gather evidence for policy proposals.

2.4 Representation

EAEA continues to represent ALE at the European and other levels as much as possible. EAEA also receives invites regularly (from the European Commission, but also other bodies like National Agencies, the EESC, CEDEFOP, OECD etc.) to represent non-formal adult education at conferences and workshops. The EAEA president, board and secretariat are therefore representing the voice of ALE in Europe and beyond. A good example are the working groups of the European Commission: President Uwe Gartenschlaeger represents EAEA in the WG on Values, and Secretary General Gina Ebner in the WG on adult learning.

In order to have a stronger and wider influence, it is necessary to be represented in different networks, fora and platforms at the European and global levels.

- Representation in the Lifelong Learning Platform
- Representation in the Social Platform
- Representation in CONCORD, the European NGO Confederation for Relief and Development
- Representation in the Civil Society Convention on the Future of Europe

Other networks and associations, where EAEA is a member and represents adult learning and education, include the SDG Watch Europe, the Bridge 47 policy network, and the Eastern Partnership Civil Society Forum.

Increased advocacy and cooperation at the national and regional levels:

EAEA is increasingly working with some member organisations at the national level in order to support their advocacy work. Due to three DG REFORM projects (in Portugal, Spain and Cyprus), EAEA has had the opportunity to contribute to some key adult education and lifelong learning strategies in these countries. EAEA has also started working on the regional level through the REGALE project.

3 Country reports

EAEA will continue its **long-term strategy** that was launched in 2014, and will do another annual survey where our members give us feedback on important events, challenges and developments concerning adult education in their country.

The report will:

- Inform colleagues across Europe – but also policy makers at different levels – on what our members think about the main developments in adult education in your country
- Make it possible to compare the situation of adult education providers across Europe
- Propose ideas and good practices to colleagues and policy-makers across Europe

The reports have proven very useful in recognising trends in Europe or in European regions and in recognising the key challenges that adult education in general and our members in particular face.

We are grateful to the Finnish Ministry of Education and Culture, which has enabled us to move the reports online to the EAEA website.

4 Transformative Learning and Values – Theme of the year 2022

It has become more and more obvious that we will not be able to manage the necessary transitions of our society without transforming them. Green and digital transitions, democracy and citizenship can only be achieved with a paradigm shift in values how we approach them. The annual conference and the Grundtvig Award will be dedicated to this topic.

5 General Assembly 2022

The EAEA General Assembly was planned to take place in Mechelen, Belgium and will bring together the members in person for the first time in three years. Due to a change in Belgian legislation, it will be necessary to adapt the EAEA constitution.

6 Internal Processes

6.1 Constitution changes

The Belgian law for non-profit associations was changed a few years ago, which has made it necessary for us to change the constitution in some technical aspects. The procedure to do so will start after the General Assembly and will be as follows:

1. The Board calls for an Extraordinary GA. This GA will take place via e-mail.
2. After the GA, all ordinary members will receive the new constitution and a special proxy for the Extraordinary GA.
3. The ordinary members will have time to send the filled in proxy, which will indicate their approval of the constitution, to us and we forward them to the solicitor (notaire).

4. On the agreed day, the notaire will sign off the new constitution and take the necessary steps that it's registered properly.

The constitution and the procedure were developed by a solicitor and are in line with Belgian law.

6.2 Membership review

The Executive Board proposes to review and possibly adapt the membership structure. The aim is to achieve a more just structure. The review will be done in two steps:

1. In 2022, the secretariat will ask all members to provide their up-to-date turnover numbers. The membership fees are based on the turnover of organisations and are decided then. As the numbers might have changed, it is necessary to have a realistic estimation of the current situation.
2. In 2023, the secretariat and board will propose a new membership structure and fee system, which will be discussed and then proposed to the 2023 GA.

7 International Cooperation

The highlight of the year will be CONFINTEA VII, the Seventh International Conference on Adult Education by the UNESCO, taking place in Morocco in June 2022. EAEA is working closely with ICAE to contribute to a strong civil society voice before and during the conference. EAEA and its members have already participated in the consultation launched by UIL.

Moreover, EAEA will strengthen its cooperation with the UNESCO through the Collective Consultation of NGOs on Education for All (CCNGO/EFA), UNESCO's key mechanism for dialogue, reflection and partnerships with NGOs in the framework of the EFA movement. Christoph Jost, director of DVV International, represents European civil society in adult learning in this body and works closely with the EAEA secretariat.

EAEA will also continue to actively contribute to the work of the International Council for Adult Education (ICAE) and collaborate with its regional sister associations such as the American Association for Adult and Continuing Education (AAACE) and the Asia South Pacific Association for Basic and Adult Education (ASPBAE). Bernhard Grämiger is Vice-President for the European Region on the ICAE board, and EAEA's former President Per Paludan Hansen its treasurer.

Since 2015, EAEA has been an associate member of CONCORD Europe. As such, EAEA will continue to contribute to the inclusion of non-formal adult education in development. Furthermore, EAEA will continue to be active in the SDG Watch Europe for the implementation of the Sustainable Development Goals in Europe. In addition, EAEA will cooperate with the Bridge 47 network that promotes the implementation on SDG 4.7 on global citizenship education (GCE) in Europe and beyond.

8 Information and communication

Fortunately, the Finnish government through its Ministry of Education and Culture continues to support a staff member of EAEA. This position including the support of the Finnish government is situated at the Finnish organisation KVS (Kansanvalistusseura, The Finnish Lifelong Learning Foundation) in Helsinki. Sari Pohjola is the EAEA Communications Officer and supports the office in Brussels. EAEA is very grateful for the support of the Finnish ministry and KVS.

9 Lifelong Learning Platform (LLLP)

EAEA has been an active member of LLLP from the beginning. The current representative in the LLLP steering committee is Susana Oliveira. The close cooperation between the two associations will continue. It brings together 42 members from different lifelong learning sectors.

LLLP provides useful papers, positions and events (e.g. the Lifelong Learning Week at the European Parliament) and represents the lifelong learning sector in a number of bodies. EAEA's secretariat contributes to the work of LLLP through participation in their working groups, especially those dedicated to Erasmus+ and the European Education Area. EAEA has always participated in Lifelong Learning Week, either with events of our own or by providing speakers to LLLP events. The Interest Group on Lifelong Learning is another shared activity of EAEA and LLLP.

10 Capacity building

In 2022, EAEA will continue to improve its capacity-building for members. As members have consistently asked for more policy updates, new webinars and online events are already planned to inform members about European and international policy initiatives (such as the new Erasmus+ programme or the upcoming CONFINTEA VII) and to provide a space for discussion. Some events, for example one bringing together non-EU members, will have specific target groups in mind for a more focused discussion. Recordings of all inputs will be made available to all members.

EAEA will organise its successful Younger Staff Training in September 2022. It will also offer the Executive Staff Training. EAEA is also offering an increased number of webinars that cover a wide range of topics. The Erasmus+ KA3 project REGALE provides new opportunities for capacity-building for adult learning stakeholders in Europe, in particular building bridges between adult learning providers and regional/local authorities.

11 Working groups with members

In order to facilitate better cooperation with our members, EAEA has launched a number of working groups. These groups meet online and discuss key issues and challenges. The groups will agree on the outcomes, for example statement or background papers. We hope that the groups will increase the cooperation between members and between the EAEA secretariat, board and members. This way, we can also make the most of the capacities, knowledge and experience of our members, and build our understanding of the particular situation and approach of our members.

Currently, the following groups are taking place:

- ALE outside of the EU
- Digitalisation
- Financing of ALE
- Sustainability and green transition
- Quality of non-formal ale
- CONFINTEA VII taskforce

12 EPALE

EAEA continues its contract with EPALE as adult education experts in its Central Support Service. We provide blog posts, either written by the secretariat or someone in our network. We participate in meetings with the national support services (= the EPALE representatives in the different countries), we do podcasts and interviews. EAEA also helps prepare conferences and contribute to the overall strategy of EPALE. EAEA sees this as an additional opportunity to work with the adult education communities in Europe and to support cooperation between adult educators, institutions, countries and the European level.

13 Projects

Due to the COVID-19 crisis, some of the projects will have to be amended, meetings and conferences might have to be cancelled or postponed or held online. The duration of projects might also be extended.

13.1 Ongoing EAEA-led projects

13.1.1 Recognition, Validation, Accreditation model for basic skills in Spain

- 2019 - 2021; Funded by and implemented in cooperation with the Structural Reform Support Directorate-General of the European Commission (DG REFORM).
- The project aims to improve the integration of low-skilled adults in education and, in the long-term, in the labour market in Spain. Its main activities include the drafting of a diagnostic report on the state of play of basic competences and an international report on European good practices; the development of a proposal for a reference framework and of an evaluation and accreditation model of basic competences; and the undertaking of a pilot.

13.1.2 Support for design Lifelong Learning Strategy in Cyprus

- 2020 – 2021, funded and implemented in cooperation with the Structural Reform Support Directorate-General of the European Commission (DG REFORM).
- The project aims to design a Lifelong Learning Strategy for 2021-2027 and an Action Plan for its implementation. The Commission agreed to provide support and financing to the Ministry of Education, Culture, Sport and Youth in Cyprus as part of the Work Programme for year 2020 of the Structural Reform Support Programme. The project's final goal is to increase participation in adult education and training and employability of young people in Cyprus.

13.1.3 Regional capacity building for adult learning and education (REGALE)

- 2021 – 2024 / ERASMUS+, KA3 AE Networks
- RegALE aims to set up or reinforce networks of adult education organisations and to create synergies with regional/local authorities in order to increase their impact and sustainability. This will be achieved by increasing the partners' capacity (and of their networks, stakeholders, partners and members at their level of action) to respond to their challenges, build cooperation structures, and promote an adult education culture in communities, cities and regions.
- www.regalenetwork.eu

13.1.4 Building Inclusive Lifelong learning systems by Developing a European Understanding of Bildung for the Next Generations (BILDUNG) - co-led by EAEA and DVV International

- 2020-2023/ Erasmus+ KA2
- The Bildung project contributes to innovation of the European adult education sector by adopting the holistic concept of 'Bildung' and exploring its political and practical potential for adult learning and education. The concept, rooted in the tradition of the enlightenment and the Nordic Folkbildning envisages an education, targeting all aspects of development of individuals, communities and societies, including e.g. ethical, emotional and scientific dimensions in a holistic manner.
- <https://eaea.org/project/bildung/>

13.1.5 Fostering Outreach through Capacity-building for Adult Learning organisations (FOCAL)

- 2020 – 2022 / ERASMUS+, KA1
- The project responds to two key challenges faced by the ALE sector: the need for improved outreach strategies to include learners from disadvantaged backgrounds, and the need for more capacity-building opportunities for adult education staff. The role of adult learning providers is key in identifying the existing barriers, removing them and reaching out to learners in their everyday environment, and the project aims to support the consortium and their members in this process.

13.1.6 SMALEi - Sustainability Matrix for ALE institutions

- 2022 – 2025
- Erasmus+ / KA2 Centralised
- The project aims to improve the sustainability of adult learning and education (ALE) providers and organisations all over Europe and increase their capacity to contribute to forward-looking (and sustainable) societal development.

13.2 Ongoing projects in which EAEA participates as a partner

13.2.1 Professionalisation

13.2.1.1 SUPport of Problem-solving mentality in lifelOng leaRning for Trainers

- 2019 – 2022 / Erasmus+ KA2
- The project enforces a bottom-up inclusion, retention and outreach in the adult learning environment in order to maximize the positive effect for the direct and indirect target group.
- <https://eaea.org/our-work/projects/support-support-of-problem-solving-mentality-in-lifelong-learning-for-trainers/>

13.2.2 Social Inclusion

13.2.2.1 Measures for Adults to Support Transition to further Education and Re-skilling opportunities (MASTER)

- 2019 - 2022 / Erasmus+
- The project facilitates the reintegration of adults from disadvantaged groups into further formal education programmes or into the labour market, by improving their basic skills.
- <https://eaea.org/project/measures-for-adults-to-support-transition-to-further-education-and-re-skilling-opportunities-master/>

13.2.2.2 Diversity

- 2019 - 2022 / Erasmus+
- The project accompanies the AE systems in the mentality shift from focussing on migrants as distinct target groups and preparing them for integration into the society around them, towards including migrants into the providers' regular programmes as an equal target group to actively and directly foster diversity and inclusion in AE and in society.
- <https://eaea.org/our-work/projects/archive-social-inclusion/diversity/>

13.2.2.3 Safe spAces For lEarning (SAFE)

- 2020 – 2023 / ERASMUS+
- The project improves and extends the provision of high quality learning opportunities for adults by designing a comprehensive guide for creating and maintaining safe spaces for learning.

13.2.2.4 Motivating Low-Skilled Adults in Accessing Upskilling Pathways to Increase Job Opportunities (MOTIV-ACTION)

- 2020-2023 / Erasmus+ KA2
- The project creates new career opportunities for unemployed adults by increasing and improving digital guidance services in Europe.
- www.motiv-action.eu

13.2.2.5 All Inclusive – Adult Education and Inclusion: new cooperative approaches (ALL IN)

- 2020-2023 / Erasmus+ KA2
- The project fosters inclusive adult education by analysing and transferring the success factors of the most inclusive adult education institutions to the other providers and organisations of the sector all over Europe.
- <https://eaea.org/our-work/projects/all-inclusive-adult-education-and-inclusion-new-cooperative-approaches-all-in/>

13.2.2.6 Smart against Ageism

- 2022 – 2024 / Erasmus+ KA2
- The overall objective of the project is to strengthen the competences of volunteers and staff of different professions in social and healthcare organisations, older adults themselves, and the broad public in becoming aware of the pervasiveness of ageism in all spheres of society.

13.2.3 Validation

13.2.3.1 Guidance for Low-skilled Adults towards Skills Assessment and Validation (GLAS)

- 2020-2022 / Erasmus+ KA2
- The project aims to develop inclusive methodologies and guidelines for adult education practitioners for the assessment and validation of basic skills and guidance services.
- <https://eaea.org/our-work/projects/glas/>

13.2.4 Sustainability

13.2.4.1 ENGAGE4BIO

- 2022 – 2025 / Horizon
- The project will promote the understanding and intensified engagement in bio-based systems with fostering training and skills development

13.2.4.2 GreenerAge - Climate-change and environmental literacy for urban citizens 55+

- 2021 – 2024 / Erasmus+ KA2
- The GREENERAGE climate-change and environmental literacy for urban citizens 55+ project will promote environmental literacy and behaviour change, while also aiming at enhancing digital skills and competence development in the target group through the development of a digital gamification platform as a playful literacy tool.

13.2.5 Health

13.2.5.1 COPE - Culture on Prescription in Europe: Health promotion through cultural learning experiences

- 2022 – 2024 / Erasmus+ / KA2

- The main objective of the COPE project is to show that combining topics of culture and health promotion can create new paths in adult education and reduce loneliness and social exclusion among vulnerable population groups, such as older people living alone or people with mental health challenges.

13.2.6 Media Literacy

13.2.6.1 DisinfoEND - Developing critical thinking to counteract disinformation across Europe

- 2022-2024 / Erasmus+ / KA2
- The main objective of this project is to face this inequality and promote an inclusive society through the media alphabetization of digitally excluded groups.

13.3 Project Applications 2022

13.3.1 EAEA as Lead

13.3.1.1 Partner-Up – Forward Looking Projects

- The project aims to analyse and establish partnerships and cooperation mechanisms for the implementation of Upskilling Pathways.

13.3.1.2 AI4AL – KA2 centralised

- The project aims to upskill ALE trainers to the new operational context determined by the advent of Artificial Intelligence technologies so that they can improve assessment and self-assessment procedures for the basic digital skills of adult learners and better define personalized individual training.

13.3.2 EAEA as Partner

13.3.2.1 InfoALE – KA2

- The project aims to develop an online tool that provides freely accessible information and helps institutions of adult education to make a good choice in context of application for EU funding

13.3.2.2 TALE – KA2

- The project aims to develop a strong partnership to further the green transition through action in the adult learning and education sector. The main objectives are to identify challenges, opportunities and needs of learners and communities in the field of green transition / sustainable development.

13.3.2.3 E-engAGED – CERV

- The project aims to improve digital, social and political participation of older adults by developing ad-hoc workshops and trainings.

13.3.2.4 esmALLE – KA2

- The project analyses the situations in which the adult learning professionals deliver learning contexts to marginalized learners and how many of those situations are migrating to the digital environment.

13.3.2.5 LEVERS – Horizon

- The project delivers Learning Ventures, a replicable model for expansive science learning through multi-stakeholder regional partnerships that collaboratively explore challenges and design science learning experiences to address local issues.

14 Finances

Due to technical reasons, the call for civil society cooperation, EAEA's core funding, was unfortunately not for a framework contract but an annual one. Although EAEA and LLP had been advocating for a raise of the grant, which has remained the same since 2013, this did not happen and the amount continues to 125.000 Euro. Since 2018, EAEA has also done work for DG REFORM on national developments in ALE. EAEA also works for EPALE through a sub-contract. EAEA also receives a subsidy from the Belgian MARIBEL fund, which is a joint fund with the aim to foster employment in the socio-cultural sector.

The secretariat is supported by the accountant Dimitri Dupont, the external auditor Pierre Lerusse and the internal auditors Gerhard Bisovsky and Manel Romà.

15 Membership

In 2021, EAEA has put a new effort in getting members more involved in the work of the secretariat. As colleagues have become more accustomed to online working, EAEA has introduced working groups, which continue in 2022, some others will start in 2022.

15.1 Membership Survey

The annual membership survey has been conducted since 2013. The most recent results show that satisfaction with EAEA among members has stayed high, with 91% of the respondents either "satisfied" or "very satisfied". The two areas that members appreciate the most are advocacy and information / communication. The survey results also show that most of the respondents use EAEA templates, statements and infographic for their advocacy work, to illustrate and strengthen their arguments.

EAEA members are involved in the activities of EAEA through News from Brussels, which concern European policy developments and are sent by the EAEA Secretary General, as well as the general newsletter and e-mails regarding topics of particular interest to the members (such as new calls or project partner searches within the network).

16 Staff issues

Currently, the following staff members work for the EAEA:

Brussels:

- **Gina Ebner**, Secretary General (80%)
- **Francesca Operti**, Deputy Secretary General and Head of Projects (maternity leave until April 2022)
- **Raffaella Kihrer**, Head of Policy
- **Aleksandra Kozyra**, Head of Capacity-building
- **Matthias Jespers**, Operations Coordinator
- **Christin Cieslak**, Head of Programmes and Stakeholder Engagement
- **Tina Mavrič**, Project Coordinator (until December 2022)
- **Sima Alía Ramos** (CIP until August 2022)
- **Davide Muraro** (trainee until June 2022)

Helsinki (financed by the Finnish Ministry of Education and Culture):

- **Sari Pohjola**, Communications Officer

17 Meetings of the Executive Board

The meetings of the Executive Board are necessary for the decision-making of EAEA. These meetings are held in different countries, which enables the Executive Board to meet with policy makers and (potential) member organisations in order to learn more about the situation, challenges and needs of adult education organisations in their respective countries. In 2022, due to teleworking becoming the new norm, one of these meetings (BM February 2022) will be held online. The board members have been and are very active and committed. EAEA believes that these meetings are crucial to create informal exchanges between the board members but also foster valuable communication between the board and secretariat.

18 Preview 2023

The Executive Board of the EAEA proposes the following themes for next year:

2023:

Education for Sustainability Development and Greening in ALE