

## A NEW PARADIGM OF INTERGENERATIONAL COLLABORATION

### O NOUĂ PARADIGMĂ DE CONLUCRARE INTERGENERAȚIONALĂ

*Dumitru MICUȘA, email: [dimamicusa@gmail.com](mailto:dimamicusa@gmail.com),*

*Dumitru TODOROI, email: [todoroi@ase.md](mailto:todoroi@ase.md),*

*Rodica BĂRĂNESCU, Vasile BUCUR, Elena CHICU, Boris CHISTRUGA,  
Marina COBAN, Constantin MATEI, Radu MIHALCEA, Nadejda ȘIȘCAN,  
Viorel ȚURCANU, Silvia GHINCULOV, Tatiana PĂȘCHINA, Nolea FILIP*

**Abstract:** *The transition of every man from one stage of activity in life to another is parallel to a more tense state of life. In particular this refers to the stages of transition to retirement: from a pre-retirement activity to another stage - retirement and from there to a third stage - post-retirement, are psychologically very loaded. It's not just the economic side, which is one of the most acute in our time in the space of the Republic of Moldova today. More important are the spheres, which relate to spirituality, intellectuality and sociality. The 8 hours of "personal" activity, which, apart from 8 hours required for sleep and 8 hours of activity in the production units, constitute a third of human life and are very important for each of us.*

*The major objective of the Association "ASEM Seniors" is (a) analysis of the elderly contribution at society developments, (b) investigation of innovative social, economic, intellectual, spiritual and psychological problem-solving technologies of the elderly in (c) the conditions of accelerated ageing of society and (d) the usage of the labour force of the elderly in modern society.*

*The following problems are highlighted in order to be addressed and implemented in enterprises and organizations and, first and foremost, in ASEM: (1) Use of the elderly workforce; (2) Continuity of elderly activity; (3) Improving the social, economic and psychological situation of the elderly; (4) Maintaining and developing the spirituality, intelligence and physique of the elderly; (5) Creation of intergenerational amicable society; (6) Implementation of intergenerational adaptability in ASEM.*

*These issues of general interest need to be solved and implemented primarily in institutions, enterprises and organizations in the field of education, culture and research, one of the first institutions being the Academy of Economic Studies of Moldova through the real involvement of the Association "ASEM Seniors".*

*The research of the above problems and the implementation of the results obtained constitute the work evaluated within the Association "ASEM Seniors", a society of ASEM elders - persons with the title of employees, associates and affiliates of ASEM. The Association "ASEM Seniors" supports and implements the continuous life of all ASEM elders.*

*A new life is envisaged to the elderly in ASEM through their affiliate activities within ASEM, being members of the Association "ASEM Seniors". The consecration of the Association "ASEM Seniors" is linked to the approval by the ASEM Senate of 24 December 2019, confirmed and formalized by the Order of the ASEM Rector of 2 January 2020.*

*The current research results in the field of development of the well-being of the elderly through the evolution of the first steps of activity of the Association "ASEM Seniors" are presented and discussed.*

**Key words:** *Association, elderly, association, affiliation, creativity, emotionality, temperament, sensuality, education, research, intelligence, morality, economics, psychology, robotics*

**JEL CLASIFICATION: B41, C15, D12, E70, J08**

#### **Introduction.**

ASEM collaborators, especially senior professors, are no exception in the problems of age. In ASEM the components of contemporary life, especially of people, who have professionalized a very long stage in ASEM - of senior professors - raises psychic tension of older professors at a very high level, given our specificity as a university professor.

We, ASEM's senior professors, are endowed with intense research and education occupations and are not really involved during ASEM activity in other kind of activities. ASEM professors do not pay much attention to activities other than research and teaching, and at the time of retirement they are faced with the need to interrupt everyday activities, and then the question arises: what should be done?

The ageing process of university professors should not affect psychologically neither people, who are in the period of retirement, nor professors, who are already retired and are also part-time at ASEM, nor professors, who are retired and are still working. These 3 groups of professors form the senior levels of ASEM professors. They are people with great experience in research and in the exceptional teaching sphere, people with a stable culture of great professional and social value exemplary for young generations, not only for students, but especially, and, it is very important, for PhD students and young professors from ASEM – ASEM seniors in perspective.

The Association "ASEM Seniors" represents a new paradigm of senior life: the **affiliation** within ASEM **of the elderly for life**, without noticing the transition to retirement!!!

### **1. ASEM is MY HOUSE!**

ASEM professors from the 3 retirement groups, like other people's retirement, have a terrible need for support and protection, a roof, which would ensure his life further without noticing, that he has moved into another state of life. ASEM is our home, a home of ASEM' affiliates. Seniors need to be aware that they have a roof, which is called ASEM and which still protects them happily ever after. They are aware that ASEM has a great responsibility to its seniors, their HOME OF EVERYWHERE, which has the intention of advancing towards a University committed in the future.

Seniors from the ASEM' category of **employees** in perspective they move into the category of ASEM **associates**, and from there to ASEM **affiliates**. These 3 categories of professors are equally responsible (perhaps even more responsible) for the things performed by ASEM and in ASEM – their HOME.

The ASEM Seniors Association aims to ensure the continuity of the activities of ASEM seniors and to contribute effectively to the advancement of ASEM – the common home of seniors and young generations.

The purpose of the Association "ASEM Seniors" is that the evolution of ASEM is based on an efficient intergenerational activity with all the rights and obligations of employees – its associates - affiliates. The evolution of the ASEM intergenerational house is based on an activity of ASEM seniors, who have activated, activate and will be able to activate in the future in their HOUSE – Academy of Economic Studies of Moldova!

### **2. MY HOUSE is ASEM!**

ASEM is our home with all the consequences of continuity of teachers' work to maintain and prosper. The attitude of seniors towards their ASEM home is based on the continuity of their activities in the employee-affiliate format of ASEM, its associate-affiliate and/or purely affiliated of ASEM. Such an effective intergenerational activity is a **first in the Republic of Moldova**.

The Association "Seniors ASEM" (AS ASEM) is a structure of ASEM, which ensures the sustainability of the life of the members of the Association, the decent senior life, the active life provided psychologically, socially, economically and morally. The senior has removed from his conscience the notion of "exit from activity". He is convinced of his need for the Academic Society and the sustainability of life within the ASEM collective, in which He has been active for many years, within the intergenerational collective of ASEM.

**The Association "ASEM Seniors" aims to ensure the continuity of the activity of its seniors within the Academy of Economic Studies of Moldova!**

### **3. THAT'S YOUR SHIP!**

In the countries of the World, several schemes of working together of the young generation with seniors – older people – have been experienced.

Captain D. Michael Abrashoff proposed a technique for organizing and managing the intergenerational command of the ship, which he was leading, which brought him the ship to be appreciated as the best performing American ship. In his book "It's Your Ship" the captain reveals the secret: Every sailor on the ship said, "This is my ship."

Yes, the Captain had good knowledge of morality and human psychology!

### **4. SENIORS PRE-RETIREEES – STUDENTS OF "SILVER".**

For almost a year, a training and additional education programme for people of pre-retirement age was broadcast as part of the Russian national project "Demographics"[2] which will evaluate by 2024. "The number of skills in the program has increased from 116 in March to 127 in October-December," said Svetlana Krajcynska, Deputy Director of the Union of Young Professionals (WorldSkills Russia) and Director of the WorldSkills Academy.

The most favorite were web design and development programs, kindergarten, kitchen, graphic design, electrical installations, barbering, car repair and maintenance, entrepreneurship, aesthetic cosmetology and IT solutions on platform 1C ... and most of those who have university degrees, interested in Web design and development, in addition, have chosen pre-school education, graphic design, IT solutions on platform 1C and hairdressing ...

Most of the time, people choose vocational training (42%), i.e. they decide to take on a new profession. And this part of pre-retired students in the service sector comes first, then - construction and construction technologies, and close the first three professional fields with transport action and logistics ... "



And still "... The services sector was also the most sought after for retraining. But there are a lot of people who want to get skills in creative specialties. Representatives of the "silver" age explain their interest in the fact that these professions allow you to work remotely at a convenient time ...

The choice of specialties for professional development is also interesting. These are mainly professions related to intellectual work. The most common are in the fields of education, services and information technology. People who work here are interested in knowing modern trends and opportunities to stay in demand in the labour market."

"In conclusion," says S. Krajcynska, "the distribution of students' requests for "silver" is somewhat different depending on the locality and is probably related to the presence of "WorldSkills" Learning Centers, the geography of the division of labor and local economies, as well as other factors - the complexity of programs, the ability to put skills into practice, etc."

We have allowed this long quote in order to emphasize some of the priorities of the Association "ASEM Seniors", which are related to the hypothesis "Our House - ASEM" and the hypothesis of the future of seniors "from the group of "SILVER" – the group of PRE-retiree professors", with many of

whom we have discussed and do not really link personal optimism to future developments of the Association "ASEM Seniors".

## **5. WHAT AM I GOING TO GET FROM THE AESM SENIORS ASSOCIATION?**

We have contacted and discussed with many ASEM professors, even many, our colleagues not only from ASEM and, you know, that a good part of our colleagues does not notice the semantics of the new paradigm of continuity of his activity as an employee-associate-affiliate ASEM. There are also those of ASEM senior colleagues, who ask "yes what am I going to get from the Association?", or do they feel like join the ASEM senior association: " ... why do I need such an activity-association or activity-affiliation?", "what am I going to get from the association?", "what does the association give me?", "I'll see what and how things are going and then I'll join the association", " ... now I'm still in activity...", "... maybe next year I will join the association ..." and many others of this kind of attitude towards the Association "ASEM Seniors".

Many want to have something immediately from the Association, to give them something Association, here and now!

We're going through hard times today. We are now and we are active, with regret, at the stage, when in society "in power" is money, material in the foreground and only on the next planes - spiritual, intellectual, moral wealth. For these reasons not the majority of seniors are of those who want in the foreground to develop ASEM – THEIR HOUSE!, to produce something in the continuity of their activity.

## **6. A NEW PARADIGM – CONTINUITY OF ACTIVITIES ... IN AESM!**

We are also conversed with many seniors who have "... a more optimistic attitude" with conclusions of type: "to study and apply an optimistic psychology to life", "... I'm finally going to go through business projects...", "... I'm going to learn French with my colleagues in the association, that I have linguistic misunderstanding with my niece from France, who comes to me and doesn't really possess my native language...", "... I'm going to do an interuniversity seminar, which would bring benefits to ASEM...", "how good... we're going to sit with religious discussions...", " ... yes, it's good to have such an association in ASEM...", " ... I am happy to be adhering to and working as a consultant for the teachers, who will take my courses further, and the students will help them with the individual work, and ....", "... working with PhD students and in the evaluation baskets I like and activate even more intensely...", " ... I'm going to do the research, I have more time and I'm not too busy with teaching...", " ... I will do projects with my disciples ...", "I will participate in the Erasmus+ program...", " ... are a set of European Programmes, as for example H2020, and in the end we had the opportunity to take them seriously ...", "... The European Union practices some Programmes of networks of joint activities in science and technology: COST, they represent a great interest..." and so on.

These seniors represent the majority of professors from ASEM, and, of course, represent the main kernel of our association „ASEM Seniors”!

## **7. AESM – CONTINUITY OF PROFESSIONAL ACTIVITIES.**

I'm optimistic, says one of the co-authors, Professor Dumitru Todoroi, I come from a long-lived family, and I'm sure such an association is arch-necessary to US - senior professors in ASEM. Personally I have been active in ASEM since its founding, in other words – even before the founding of ASEM. We, 4 deputies of the First Parliament of the Republic of Moldova, from the Independence Parliament, came

to the Government (at Prime Minister Valeriu Muravschi) with the initiative to create an Economic University in the Republic, to create AESM. Obviously, I am interested in the situation of AESM and I am thinking about the prospect of the ASEM evaluation "Towards a university engaged in the future", as announced on the Site, right from the moment the computer opens.

The Association "AESM Seniors" is a new paradigm of intergenerational cooperation through its noble purpose: CONTINUITY OF PROFESSORS' ACTIVITIES – SENIORS ASEM --UNTIL A PRETTY HIGH AGE!!!

Through the Association "AESM Seniors" **is taken out the psychological tension** of passing from the state of activity engaged in a vacuum state, in a state of the of university loneliness, in inability to work together in research and education, to which seniors have devoted decades of life, in a state of being of no one, in the state of participation of an old people's home and so on.

Association "AESM Seniors" ensures the continuity of AESM **senior activities** with the transition of seniors to the **associate-affiliated** state of ASEM, **still being a member of ASEM**, being under the guardianship of ASEM, working on behalf of AESM, still working for the prosperity of AESM, knowing that „**I am still in my HOUSE**” – within the Academy of Economic Studies of Moldova!

## **8. ASSOCIATION "AESM SENIORS" ... BEGINNING**

The activity of the Association "ASEM Seniors" started with the proposal of the Initiative Committee for the creation of the ASEM Seniors Association from 31 October 2019 and continues with the proposals of actual activity from the very first days and the first year of activity of AS ASEM.

The ASEM's activities were voted on by the First General Assembly of AS ASEM on 21 November 2019.

We're just counting a few of the activities of the Associations "ASEM Seniors", voted at its 1st General Assembly: "Organization of the round table with the theme: **Psychology of teachers in the period of senior transition**"; "Organization of intergenerational evenings for the celebration of winter (Christmas, New Year, etc.) celebrations", "Organization of the senior round table with the theme: **Economic forecasts**"; "Organization of **language courses for seniors**"; "Creation of mixed groups – intergenerational – **consulting** year's and bachelor's thesis, master's thesis, doctoral thesis, **individual work** of students in university courses in ASEM"; "Organization of **senior courses of studies and training** in the design of **SME projects** for the Moldovan economy"; "Planning activities to maintain the constant **spiritual, social, intellectual and material life** of seniors".

They confirm that the actions envisaged in the Agenda are directed towards achieving the **Noble Goal of achieving the continuity of senior life within AESM**.

## **9. ROUND TABLE: "SENIORS FROM THE USA VERSUS SENIORS FROM THE REPUBLIC OF MOLDOVA"**

Seniors Rodica BĂRANESCU and Radu MIHALCEA are active members of the Association of Seniors of Chicago, USA received special invitations to participate in the discussions within the ROUND TABLE with the theme: "Seniors of the USA and Seniors of the Republic of Moldova", organized by the Board of Directors of the Association "AESM Seniors".



Ms. Rodica BARENESCU is Academician of the American Academy, Prof. Univ., Dr. , University of Illinois, Chicago, USA.

Mr. Radu MIHALCEA is Doctor Honoris Cause of AESM, Prof. Univ., Dr. Dr., University of Illinois, Chicago, USA.

Seniors Rodica BĂRANESCU and Radu MIHALCEA have a permanent activity in the Chicago Seniors Association, which is composed of about 250 retired people, retirees with different specialties, with different education, representatives of different nationalities and confessions in Chicago.

Frequently seniors of the Association of Seniors of Chicago participate at various activities, such as: (a) organizing and spending **informative seminars** on various topics of interest of the Association, (b) participating jointly in **shows, concerts, museums, exhibitions**, etc. with the **joint discussion** of the events that took place, (c) organizing and spending **birthdays**, (d) preparing **essays and publishing** them in the Association's newspaper and other Romanian and English publishers, (e) organizing **courses and trainings** of common interest for special senior groups, (f) making mutual **contacts and helpers**, (i) organizing and actively participating in different **sports, dance, musical** interpretations, (j) spending different **competitions and landscaping activities** of the Association, (k) co-participation in the design and implementation of **economic, social, cultural projects**, etc.

The Seniors Association of Chicago is a voluntary organization with several decades of activity and huge experience, which can serve as a coordinator with **great experience** at future developments of the Association "ASEM Seniors".

Seniors of the Association "AESM Seniors" are represented at ROTUND TABLE both by the active members of the Association and by the candidates for the member of AS AESM, and, first of all, by the members of the Board of Directors of AS AESM headed by Dumitru TODOROI, President of the Association "ASEM Seniors", Prof. univ., dr. hab., m.c. ARA, who communicated the following.

The Association "AESM Seniors" has a specific activity, given that the members and candidates of the **AESM membership are teachers**, has a homogeneous professional structure, oriented towards **research and the effacing of teaching** processes in AESM.

The diversity of activities in the US Senior Association is to the liking of AS AESM seniors. Many of the **activities of seniors in the USA can be taken over**. The activities of the "AESM

Seniors" Association are **largely a successful projection** of the activities of the USA Seniors Association. The difference lies in the **homogeneous specificity of the members** of the Association "AESM Seniors" plus the **difference in time of activity**: the ASEM Seniors **Association activates slightly less than a month** and the seniors of the Seniors Association of Chicago - for decades.

We emphasize that **we have a great need to work with the seniors of the Association of Seniors in Chicago, USA**, to accommodate the Republican specifics and the specifics of AESM with a permanent advice from both the U.S. Seniors Association and **other senior collectives and associations in Europe**.

#### **10. THE FUTURE OF SENIORS IS THEIR AESM HOUSE**

Obviously, the continuity of the work of senior professors in ASEM is parallelized and supplied by the **production of goods**, which emphasize academic production. It constitutes, first of all, the peace of mind of teachers, the psychologically positive social morality of life continuously in the workplace, to which they have learned to act for a number of years. It is highlighted in the belief that **Pensioner did not interrupt his usual activity**, but has passed into the category of ASEM associates. **AESM elders in such a way are still affiliated** with ASEM, still working in an intergenerational friendly society.

All **ASEM Seniors produce goods** in the context of their university's employment in the future: a national or international conference organized within the framework of ASEM's intergenerational activity is produced by ASEM.

A **language course** for seniors is an **ASEM product**. A **training course** in the design of SME projects for senior activity is another **ASEM product**. A soul-sitting and thematic **workshop** is another **ASEM product**. A trip, a tour, a shared viewing of a spectacle, a festive **celebration, an anniversary, a commemoration**, a Christmas and a New Year spent together also represent another set of **ASEM products**.

A **celebration of the oldest professors-retirees** is a product of the Association "AESM Seniors". Next image represent one of the soul celebration of the 4 Emeritus Members of AESM, retired professors of AESM, **pensioners-affiliates of AESM**, who have turned 80 years since their birth (from left to right):

Vasile BUCUR, univ. prof. dr. hab,

Constantin MATEI, univ. prof. dr. hab,

Dumitru ZAMBIȚCHI, Ass. prof., dr., DHC of the Moldovan Transport Academy, and

Dumitru TODOROI, univ. prof., dr. hab., m. c. ARA, Vice President of The American Romanian Academy of Arts and Sciences.



• A set of activities were generally **proposed in the article** "Intergenerational cooperation from the public Romanian in the **"Economic Courier"** Magazine, No. 7-8 of October 2019, such as:

**A. Training of staff**, to ensure the conduct in good working conditions above;

**B. Organizing events** (conference, symposiums, exhibitions, courses, cultural and news manifestos, competitions);

**C. Making audio-visual** documents, printing newsletters, publishing in special reviews, and other **media**;

**D. Initiating and exchanging experiences** with the person, associations and institutions with similar activities, in the **Country and abroad**;

E. Initiation and conduct of **intergenerational research and educational programs** for the purpose of lifelong research and learning, especially for the elderly.

Spiritual, intellectual and material cooperation in the scientific, educational, economic and social fields of seniors is a **psychological activity to fulfill the goals of their lives in ASEM**. Romanian **"Economic Courier"** Magazine, No. 7-8 of January 2020 published the a poem with a semantic similar to that of the current research, carried out by the members of the Association "AESM Seniors":

**CASA NOASTRĂ e ASEM  
Cu aceasta ne mândrim.  
Că toți muncim la un stan,  
Făcând parte dintr-un clan.**



**Belostecinic dintr-un foc,  
Inventând o Lege nouă,  
Activează cu noroc –  
A deschis o Eră nouă:  
Asociație de nou Gen  
- Seniorii de la ASEM –  
Care'i o cetate nouă  
Unde pe vârstici nu-i "plouă".  
• Specialistul antrenat  
Și la ASEM ANGAJAT  
Chiar dacă-i ASOCIAT  
Tot aici e AFILIAT.  
Ambii sunt AFILIAȚI  
Rămânând tot angajați  
La aceiași instituție  
Doar c'o nouă CONSTITUȚIE:  
Angajare, asociere  
Ambele's AFILIERE.  
În ASEM liniște și pace:  
Seniori cu CONTINUITATE!**

## **CONCLUSION.**

A set of ideas initiated, collected, developed, implemented and popularized by the members of the AESM Association are presented in [Todoroi, D., 2020, pp. 104-109]

Recently on August 28, 2020, at *The 1st INTERNATIONAL SCIENTIFIC CONFERENCE "DEVELOPMENT THROUGH RESEARCH AND INNOVATION – 2020"* were presented some original results [Micușă, D., 2020, p. 71-80] evaluated in the research of the adaptability of the elderly, in which the members of the Association "AESM Semiers" participated:

- Elders psychologically require to act in an entourage of production and consumption of spiritual, intellectual and materials goods in society;
- Demand for the well-being of the elderly requires research innovative technologies into social, economic, intellectual, spiritual and psychological problems of the well-being of the elderly in the conditions of accelerated ageing of society.

In order to ensure the well-being of the elderly, it is psychologically necessary for the elderly to continuously activate in the process of producing and consuming spiritual, intellectual and material goods. In order to achieve this goal, it is necessary to survey and to analyze a broad spectrum of the needs of the elderly to carry out activities without interruption at the 'parent' enterprise, which would ensure the production and consumption of goods in and for society.

The idea of the present research consists in measurement, maintenance and improvement of psychological well-being of retired seniors. The aims is to gather information accumulated in an international environment (Moldova-Netherlands) by questioning elderly people, processing the data obtained, in order to define, maintain and improve the level of their psychological, intellectual and emotional well-being.

It is analyzed the use of the labor force of the elderly in modern society. It is investigated, and discussed (a) the process of continuity of the elderly activity, (b) the improving the social, spiritual,

and psychological situation of the elderly, (c) the development of the moral spirituality and intelligence of the elders, and (4) the necessity of creating for elderly the intergenerational amicable environment, first of all, at the education, culture and research types of institutions, enterprises and organizations.

Based on the data obtained during the research, it comes after the development and implementation of innovative solutions that logically conclude the research carried out, and which in turn will create a more productive, healthier, more comfortable society for the elderly.

The **results will contribute to solving problems and actions** carried out within the **COST CA 16226**, Indoor living space improvement: **Smart Habitat for the Elderly (SHELD-ON)**, **this way creating a better society for everybody.**

#### REFERENCES

- [1] **It's Your Ship.** Management Techniques from the Best damn Ship in the Navy. By Captain D. Michael Abrashoff, Business Plus Publishing, 2002, New York, Boston, 212 pages.
- [2] **Vinogradov, N.** "A new case at 50. How the school year has passed for pre-retirees" ("Новое дело в 50+. Как прошёл учебный год у предпенсионеров", Rus), In "Аргументы и Факты" № 49, December 2019, p. 28
- [3] [https://aif.ru/money/business/novoe\\_delo\\_v\\_50\\_kak\\_proshyol\\_uchebnyygod\\_u\\_predpensionerov](https://aif.ru/money/business/novoe_delo_v_50_kak_proshyol_uchebnyygod_u_predpensionerov)
- [4] **Todoroi, D. (2020)**, , **Mcușa, D-V., Bărănescu, R., Bucur, V., Chicu, E., Chistruga, B., Matei, C., Mihalcea, R., Șișcan, N., Țurcanu, V., Moraru, M., Capățina, V., Pișchina, T., Coșlev, N., Filip, N.**, "ASOCIAȚIA "SENIORII ASEM" – O NOUĂ PARADIGMĂ DE CONLUCRARE INTERGENERAȚIONALĂ", In: **Society Consciousness Computers, Volume 6, 2020**, Bacău, România, pp. 104-109, ISSN 2359-7321, ISSN-L 2359-7321, Publisher, Editura Academiei Româno-Americană de Arte și Științe, University of California Davis, <http://www.AmericanRomanianAcademy.org>
- [5] **Micusa, D. (2020)**, „Activities to ensure the moral and ethical well-being of the elderly”, In: Proc. of „The 1st INTERNATIONAL SCIENTIFIC CONFERENCE “DEVELOPMENT THROUGH RESEARCH AND INNOVATION – 2020”, Chisinau, 28 august, 2020, ISBN (To be published)