

Mainstreaming Ageing

PORTUGAL

About

Despite the ageing of the Portuguese population, the current elderly population is living longer and in better living conditions than in the past. Indeed, developments in the social protection and health of the older population, resulting from policy measures, instruments and legislation, as referred to throughout this report, have increased the safety and health of older people. Portugal has made major adjustments to pension systems in line with demographic changes and labour markets and has created conditions for active and healthy ageing.

Portugal has embraced opportunities and challenges related to the ageing of its population through greater and better cooperation between government and social solidarity institutions. The challenges facing Portugal are to reverse the demographic impact (measures to support the birth rate, reconciliation of work and family life, improved support for ageing and dependency), while guaranteeing the quality of the policies and social responses for all citizens and ensuring their sustainability.

Portugal is proud of **the many and very important multilateral initiatives** promoted through both the United Nations and the European Union in which it has participated, **particularly under the United Nations Economic Commission for Europe (UNECE)** in the Working Group on Ageing and the Ministerial Conferences on Ageing, at the International Labour Organization and the International Social Security Association.

Portugal attended the UNECE Conference on Ageing in León (2008) and supported the efforts of Member States to strengthen the existing rights of older people through better implementation and promotion of MIPAA.

Portugal has also participated in a number of conferences and working groups on demographic trends, pensions and ageing, organised in the context of the European Union, with a view to sharing experiences and good practices. The various European Union groups and projects in which Portugal has participated include the national representation in the Working Group on Ageing of the Social Protection Committee and in the Economic Policy Committee responsible for drawing up of the Ageing Report.

Since the 2002 the Second World Assembly on Ageing and the approve of Madrid International Plan of Action on Ageing (MIPAA) as well as its Regional Implementation Strategy approved in the Berlin Declaration, Portugal have been reporting in a **single document the approach concerning** age carried out in our country. Portugal has been highly committed with a mainstream approach on ageing and that is why we welcomed, in September 2017 the Conference of Ministers of the United Nations Economic Commission for Europe (UNECE) on Ageing, which has resulted in the Lisbon Declaration.

In Portugal, the issues of ageing are transversal to the intervention areas of the various Ministries and are included in the various action programmes and measures in a coordinated manner

Policies and concerns regarding age precedes MIPPA/RIS, the fact is that the impact of ageing has increased through the years the awareness of Governments to the need of creating an enabling environment for older people to live longer and better, on the one hand and to deal with the challenges raised by ageing societies, on the other.

For instances the different strategies took by the different Portuguese governments in the area of social protection and social inclusion or the ones who deal with employment and qualifications have put in place measures concerning ageing and elderly people. The models of the social responses are changing and ageing must be assumed whilst a challenge that is put in the different fields of political action.

The measures reported in the previous **MIPPA|RIS** report and those currently in force are part of a cross-disciplinary policy on ageing. This policy maintains the following priorities: i) Access to the labour market and life-long learning for the elderly; ii) Adjustment of social protection to demographic and social changes; iii) Promotion of higher-quality independent living; iv) Active participation of the elderly in society; v) Expansion of the network of social services and facilities, promoting greater integration into communities; vi) Promotion of solidarity intergenerational; vii) Promotion of the community voluntary work; viii) Adaptation of the health care services to older people; and; ix) Expansion of the National Network for Continued Integrated Care.

Measures

Structures

In Portugal, issues related to the elderly involve all levels of government (national, regional and local) and the private sector. Most of the policies concerning aging were developed under the Ministry of Labour, Solidarity and Social Security and Ministry of health. There is not a special ageing organism responsible for coordinating ageing issues. Nonetheless, there is a mainstreaming approach to ageing issues from the different governmental areas, such as health, social security and labour among others.

Portugal has been developing a series of measures and intergovernmental initiatives aimed at the elderly by the Ministry of Labour and Social Security, Ministry of Health, Ministry of Internal Affairs, in order to deal with social wellbeing; social inclusion; income adequacy; active ageing; lifelong learning; access to social services /equipment's; long term care; security and loneliness of elderly people.

However, it should be mentioned that in the National Reform Program, that settles the medium-term strategy of the government for all areas and where the objectives of a decade of convergence with the European average are reiterated in a coherent logic of convergence with Europe and internal convergence, the challenge of demography is clearly taken on.

Laws, Policies, and Strategic Framework

Under this topic it should be mentioned the Cooperation between the State and social economy entities, in particular private or legally equivalent institutions which is of central and vital importance in the implementation of social protection programs, measures and services. In the area of social solidarity, the area of cooperation between the State and the Private Social Solidarity Institutions (IPSS) is of central importance in the implementation of social protection measures and services, in particular in what concerns elderly and dependant people.

Through the current model, the State provides IPSS with the necessary technical and financial support to ensure that they provide measures / services within the framework of social action / protection that the State considers to be “sharing / cooperating / transferring” in organized civil society by establishing cooperation agreements and management agreements and not developing them directly, provided that the conditions for such exercise are observed.

It is recognized that the extension of the social equipment network is, in the Government's view, a determining factor for the well-being and improvement of the living conditions of citizens and families, meeting the most pressing needs of the populations and territories, rigorously and transparently prioritizing social facilities located in territories with low coverage, in order to correct existing asymmetries in the distribution of installed capacity in the territory.

In this context, with the publication of Ordinance No. 100/2017, of 7 March, the Program for the Conclusion or Extension of Cooperation Agreements for the Development of Social Responses (PROCOOP) was created, which is based on the opening of competition procedures with selection of social responses promoted by social and solidarity sector entities. PROCOOP aims to effectively introduce mechanisms to ensure greater predictability and transparency in the selection of entities and social responses to be included in the Program

Budget by clearly defining priorities, criteria and rules for prioritizing social responses by ceiling of the budget allocation shall apply to the notice.

Furthermore an **interministerial working group** was set up (Governmental order n.º12427/2016) and a proposal for a **National Strategy for Active and Healthy Ageing (ENEAS)** was submitted in July 2017. The ENEAS consolidates itself in a set of Action Guidelines and Measures structured from four strategic axes, focused on the implementation of interventions in health, social and other systems, based on the intersectoral and multidisciplinary approach, always taking into consideration the values and principles that should guide the action.

The Implementation, monitoring and monitoring of the strategy includes the definition of priorities and action plans at national, regional and local levels in articulation with the various stakeholders, in an intersectoral work. A National Interministerial Commission for Active and Healthy Aging, and a scientific and advisory council should be set up for the purpose of monitoring and evaluate this strategy. The ENEAS was the result of the working Group created by the Joint Order¹ signed by the Minister of Labour, Solidarity and Social Security and the Minister of Health, with the aim of defining a strategy for active and healthy ageing, through cooperation between the different sectors. Ageing has been assumed as a challenge in different areas of political action. The measures that have been putted in place during the last years (some of them already reported in MIPPA are part of a cross-disciplinary policy on ageing issues). The initiatives foreseen in Strategy for Active and Healthy Ageing will be carried out in conjunction with already existing programs and strategies to ensure policy coherence.

It should be mention the recent **law of September 6th nº 100/2019** that approves the Status of Informal Caregiver that regulates the rights and duties of the caregiver and the caregiver, establishing the respective support measures.

Meanwhile the recent approved Programme of the Government for 2019-2023 identifies as one of the main challenges for this period, the Demography. In this context on of the priorities is the Ageing process and the quality of life and it is foreseen an **Action Plan for Ageing Population** containing a structured set of answers. As was already mention the National Reform Program is an important political framework for the development of ageing policies.

Methods and tools

¹ Order no. 12427/2016, of 17 October.

Data collection and analysis

In Portugal, the National Statistical Office (INE) is the main body responsible for producing, official statistical information, relevant for the society, while promoting the coordination, the analysis, the innovation and the dissemination of the national statistical activity and ensuring integrated data storage. INE delegates power to other national entities for the production of some official statistics, guaranteeing methodological coordination, quality of statistics, as well as their dissemination. In this context there are a wide range of statistic, both surveys and administrative data that are disseminate by different organisms (like the ones on Ministry of Labour, Solidarity and Social Security), including INE, illustrating the different dimensions of dealing with ageing process (health; work ; social protection; education; living conditions and wellbeing ; leisure activity, and so on).

The indicators in different areas are usually disaggregated by age, however we recognize the need to develop work in this area, mainly in what concerns surveys so that the sample sizes allows accurate and robust analysis in ageing studies.

INE is also is the reference body in Portugal for compiling and disseminate data. The Ministry of Labour, Solidarity and Social Security, disseminates through the Office for Strategy and Planning (GEP) statistic information concerning Labour Market and Social Benefits desegregate by age, <http://www.gep.mtsss.gov.pt/estatistica> , and also information concerning the Coverage rate of elderly support services <http://www.cartasocial.pt/>. Besides it is also available under the social security website <http://www.seg-social.pt/idosos> information concerning programmes and social support for elderly. The Ministry of Health also disseminates a wide range of statistic information concerning the elderly <https://www.sns.gov.pt/>

Concerning research, the foundation for Science and Technology FCT (In the scope of the Ministry for Science, technology and Higher Education) supports the scientific community in Portugal through different funding instruments. The support that FCT promotes is open to researchers of any nationality, in all areas of knowledge.

The Ministry of Labour, Solidarity and Social Security (MTSSS), in 2017 proceeded to create an award, where recognition and fair value is given to **research in the Ministry's areas of intervention**, including aging (Prémio António Dornelas).

In addition, the 'Santa Casa da Misericórdia de Lisboa' promotes several initiatives to recognize, value and distinguish people and institutions that, in various areas, work with objectives clearly associated with the mission of Santa Casa. Within this context delivers **annually awards in the area of Scientific Research**, Social Action, Health and other related areas. It should point out the the Santa Casa Longevidade award that aim to

create innovative and well-being-promoting methodologies, as well as fostering the autonomy, self-determination and participation of the 65+ population in the community.

Awareness raising, advocacy and education

Through the last years there were different **public campaigns targeting the elderly** mostly dealing with health and social support issues.

For instances in order to increase CSI Solidarity Supplement for the Elderly take-up which is a monetary benefit that aims address the need to correct existing income asymmetries among the Portuguese, the Government presented a publicity campaign in November 2016, with information on who can receive the benefit, access rules, the documents required and the locations where applications can be submitted. It also informed the public that CSI beneficiaries are entitled, in addition to the monthly pension supplement, to discounts on medicines, glasses and dental prostheses, as well as social tariffs on electricity, natural gas and transport.

Within the context of the National Strategy for Equality and Non-Discrimination 2018-20302 "Portugal + Equal" was launched the campaign "Never is too late" which is directed against domestic violence against older people, especially older women, in order to raise awareness of this problem. This campaign fits in with the objectives of strategic area 1 - Prevent, raise awareness and educate - of the V PNPCVDG (2014/2017), which advocates, among others, the prevention of domestic and gender violence, the promotion of equality, citizenship and a culture of nonviolence, the elimination of gender stereotypes that legitimize unequal relationships and discriminatory behaviours, and the raising of awareness and awareness of domestic violence against older people.

Stakeholder engagement

The **Economic and Social Council (ESC)** is a **constitutional body** for consultation and social concertation. Its main goals are to promote the participation of economic and social agents in decision-making procedures of the organs of sovereignty, within the scope of socioeconomic issues. It is the space for dialogue between the Government, Social Partners and remaining representatives of an organised civil society for excellence. Within this context we can find the Specialized Standing Committee on Social and Economic Policy (CEPES), where several bodies are represented among whom the cooperative sector and organizations representing retirees and pensioners.

There is also a **Council where the different stakeholders are presented and which monitors** the implementation of the 'Cooperation commitment for the 2019-2020 biennium' which was celebrated between the Ministries of Education, Labor, Solidarity and Social Security, Health and the Union of Portuguese Mercies, the National Confederation of Solidarity Institutions, the Union of Portuguese Mutualities and the Portuguese Cooperative Confederation. It must be said that the National Cooperation between the State and social economy entities, in particular private or legally equivalent institutions, is of central and vital importance in the implementation of social protection programs, measures and services. In the area of social solidarity, the area of cooperation between the State and the Private Social Solidarity Institutions (IPSS) is of central importance in the implementation of social protection measures and services, in particular in what concerns elderly and dependant people.

Age-sensitive analysis Generation-proof / age-sensitive / age-responsive policy development

There are not specific tools to screen and evaluate laws, policies and programmes to ensure that the needs of all generations are taken into account; nor age-sensitive analysis. However under the National Reform Program an evaluation of structural measures is provided, even those that deals with social cohesion <https://www.portugal.gov.pt/pt/gc21/governo/programa/programa-nacional-de-reformas.aspx>.

On the other hand every five years the Cabinet for Strategy and Planning from the Ministry of Labour and Social Security compiles and prepares the National MIPAA/RIS report in the framework of UNECE Working Group on Ageing, where the main policies achievement concerning age is reported.

Generation-proof / age-sensitive / age-responsive budgeting

In order to comply with the provisions of paragraph 4 of article 93 of the Basic Law on Social Security (law nº 4/2007) In recent years, the Office of Strategy and Planning has been preparing projection exercises that support the technical annex to the State Budget on the financial sustainability of Social Security, in which the projections for the main components of the pension subsystem revenue and expenditure <http://www.gep.mtsss.gov.pt/estudos-seguranca-social>

In addition the Ministry for Labour, Solidarity and Social Security and The Ministry of Finance, cooperate with European Commission in periodic reviews : i) Ageing Report: Economic and budgetary projections for the EU28 Member States; ii) Pensions Adequacy Report’.

Monitoring and performance assessment

An interministerial working group was set up (governmental order n.º12427/2016) in order to present and monitor a National Strategy for Active and Healthy Ageing (ENEAS) was submitted in July 2017 ; Under the MIPPA|RIS report a monitoring exercise, concerning the main ageing policies is presented.

Good practices

Universities of the Third Age

Among civil society initiatives, the “senior universities” project aimed at students over 50 years of age are still particularly important. These offer learning, culture, leisure and solidarity activities and include Universities of the Third Age Network Association (RUTIS), a member of the Economic and Social Council and a Private Institution of Social Solidarity and Public Utility that supports the community and the elderly, of national and international scope, created in 2005. RUTIS currently has 236 Universities of the Third Age (members), 38 000 senior students and 4 500 volunteer teachers at the senior universities. One of the main aims of RUTIS is to promote active ageing and Senior Universities^{®3} and to encourage the social participation of elderly people in society.

“Added value” – senior volunteer

This volunteer project⁴ for people over 55, created in November 2012, operates in the field of development cooperation in Portuguese-speaking African countries, and is promoted by the Calouste Gulbenkian Foundation. It brings together experienced professionals who volunteer to join ongoing projects, responding to the needs identified by partners working in Portuguese-speaking African countries. Candidates must have a specialised academic or technical background, professional experience and availability to join missions expected to last two months. In 2015, 107 applications were received to select the 15 candidates to be included in the “added value” volunteer pool, in the fields of health, education and engineering, comprising 47 members, carrying out 13 missions, 7 in São Tomé and Príncipe, 4 in Mozambique and 1 in Guinea Bissau.

³ Name registered by RUTIS as a Certified Collective Mark with the Instituto Nacional da Propriedade Industrial

⁴ <https://gulbenkian.pt/grant/mais-valia/>

Solidarity Supplement for the Elderly

The Solidarity Supplement for the Elderly (CSI), in force since 2006, is a monetary benefit of the solidarity subsystem aimed at combating poverty in the elderly population. The CSI aims to address the need to correct existing income asymmetries among the Portuguese, which are particularly penalising for the elderly, based on a policy of social minimums for the elderly, differentiating situations, with the aim of increasing the efficacy of the fight against poverty among the elderly.

In 2013, the reference value of the CSI was reduced from €5 022/year to €4 909/year, which led to a significant reduction in the coverage and level of protection of this support. In 2016, the amount of €5 022/year was re-established and the State Budget determined a further increase (to €5 059/year), effective as of 1 April 2016, bringing the level of access closer to the poverty line.

As of December 2016, the CSI supported around 161 000 thousand beneficiaries, although it should be noted that there had been a sharp reduction in recent years: Between December 2012 and December 2016, the number of beneficiaries fell by 29.8%.

In order to increase CSI take-up, the Government presented a publicity campaign in November 2016, with information on who can receive the benefit, access rules, the documents required and the locations where applications can be submitted. It also informed the public that CSI beneficiaries are entitled, in addition to the monthly pension supplement, to discounts on medicines, glasses and dental prostheses, as well as social tariffs on electricity, natural gas and transport.

Safe and healthy workplaces” Campaign

In the context of occupational safety and health, the European Agency for Safety and Health at Work (EU-OSHA), implementing the EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020, launched in April 2016 the ‘Safe and healthy workplaces’ 2016-17 Campaign⁵, focusing precisely on *healthy workplaces for all ages*, in which Portugal participates as focal point and main disseminator, through the Authority for Working Conditions. The Campaign’s main message highlights the fact that safe and healthy working conditions throughout the whole working life are good for workers, businesses and society as a whole. It includes four objectives: (i) promoting sustainable work and healthy ageing from the start of the working life; (ii) preventing health problems throughout the working life; (iii) providing ways for employers and workers to manage occupational safety and health in the context of an ageing workforce; and (iv) encouraging the exchange of information and good practice.

Validation of skills in Companies

In the context of Validation of Non-Formal/Informal Learning (VNFIL) and in line with the recommendations of the document “European guidelines for validating non-formal and informal learning” published by CEDEFOP, particularly notable is the pilot project for validation of skills in companies that aims to develop professional RVCC processes in a real work context, with a view to encouraging the participation of companies and social partners in RVCC processes. This project was launched in 2015 and is being developed by the National Agency for Qualification and Vocational Education and Training (ANQEP) in conjunction with the SONAE Group and the CQEP of the Trade Union and Occupational Improvement Training Centre (CEFOSAP). It has already certified SONAE employees in the professions of “Logistics Operator” (QNQ level 2) and “Logistics Technician” (QNQ level 4).

The development of this project aims to create benefits for both employees and the company involved. It therefore offer the following benefits for employees: capitalising on the work context (experience and training) to develop and recognise skills; contribution to personal and professional development; promotion of lifelong learning; promotion of mobility in the labour market. For the company, the benefits will be: positioning of companies with more direct intervention in the National Qualification System; raising the level of qualification of human capital in companies; promotion of talent management within organisations.

⁵ www.healthy-workplaces.eu, where various resources are available: reports, case studies and a practical e-guide to managing occupational safety and health in the context of an ageing workforce; PowerPoint presentations, leaflets, posters and other campaign materials; information on the Healthy Workplaces Good Practice Awards; infographics; and animated videos.

The **Intergenerational Programme**, launched in 2012 by the Santa Casa da Misericórdia de Lisboa (SCML), aims to take preventive action against situations of isolation and loneliness among elderly residents in Lisbon, as well as to help meet their needs and solve their problems. Teams of young people visited every parish in the city, street by street, door by door, between March and July 2012, and made more than 30 000 contacts with elderly people, applying a questionnaire to 22 823. During this period, these teams referred to the SCML Elderly Care Teams (EAI) 542 elderly people considered to be in urgently requiring support. Technical assessments were made of all these people, through home visits and they were referred to the most appropriate responses. The EAI of the SCML regularly monitor the older people who have been flagged by various entities, including the Public Security Police, Parish Councils and Civil Protection. Between 2013 and 2015, 3 517 elderly people were referred to the Support Teams for the Elderly.

To counter the isolation of the elderly population of Lisbon confirmed in the social diagnosis carried out by the Intergenerational Programme, in 2013, in partnership with some parish councils, the **“Live better” Project**, which seeks to create new social habits, stimulate skills and rebuild social and affective networks through participation in sporting and cultural activities.

From 2013 to 2015, regular and free physical activity sessions were held in the city’s gardens, encouraging the elderly to get out of their houses and participate in activities with other people, resulting in a total of 23 219 participations in physical exercise sessions in the gardens of Lisbon

In 2015 the “live better” Project sought to reach more older people in a variety of ways, promoting the cultural offerings of many different museums in the city and awareness at entities provide support for the elderly population, involving the participants in decision-taking about future initiatives. Thus, in addition to the sports sessions, the Intergenerational Programme developed two new activities: **“ConViver Melhor”**, a platform to collect and distribute tickets for cultural and recreational activities, that resulted in 42 visits to cultural venues, involving a total of 524 elderly people; and “awareness-raising activities” aimed at informing and training the elderly population about the Prevention of Falls, Healthy Eating and Active Life, with 15 actions involving 400 elderly people.

The **“Calm days” Programme**, an initiative of the INATEL Foundation, which aims to provide the senior population with mobility conditions and the possibility of getting to know new places and new people, by staying in hotels for periods of 15 days or more. Since 2012, 1 561 people have travelled this way.

For the older generation that emigrated many years ago, but whose life has not given them economic stability, the **“Portugal in the Heart” Programme** has offered Portuguese citizens over 65 who reside outside Europe and have not visited Portugal for more than 20 years an opportunity to actively discover its human, cultural, gastronomic and landscape heritage and to visit their native land once again. This Programme, with intergovernmental support, has been developed by the INATEL Foundation since 1996 and since then 698 emigrants have visited Portugal.

ImAGES Intergenerational Programme

The SiforAGE Project (Social Innovation for Active and Healthy Ageing), which was launched in 2012 and is due to end in 2016, is an international partnership financed by the European Union (under the EU FP7 framework). It has 19 partners from various sectors of society, such as: Universities, Public Administration, NGOs, among others. Under this project, the Centre for Social Research and Intervention at the University Institute of Lisbon (ISCTE-IUL) and Santa Casa Misericórdia de Lisboa set up the ImAGES Intergenerational Programme. SiforAGE pursues to strengthen cooperation among the stakeholders working on active and healthy ageing. The ultimate goal is to put together scientists, end-users, civil society, public administrations and companies in order to improve the competitiveness of the European Union regarding the promotion of research and innovative products for longer and healthier lives.

This innovative program was purposely designed to intervene on age prejudice (ageism) and to promote solidarity between generations. The Needs Assessment Study has revealed that, as with adults, children and young people also share a paternalistic view of the elderly, perceiving them as incompetent but friendly.

The specific aims of the ImAGES programme was to deconstruct this type of negative stereotype and to change young people’s representations about the elderly, providing situations of positive contact between young people and older people. In addition to Portugal, where 62 seniors from the SCML and 112 young people from the public schools were involved, the programme was also implemented and successful in other countries such as Lithuania, Austria, Italy and

Brazil, highlighting significant changes in representations of age. The programme offers a free e-book⁶, with step-by-step explanations of the actions that should be taken to implement ImAGES.

- Senior Tourism, Health and Spa Programme

In order to improve the quality of life and well-being of the elderly population and to encourage access and participation of low-income seniors in tourism programmes, since 2012/2013, the INATEL Foundation has been supporting national initiatives aimed at people over 55, some of which are the continuation of government initiatives, including the Senior Tourism Programme which aims to provide a tourism programme for the senior population and has already involved in its new phase (2012/2013) a total of 26 245 people; And the “Senior Health and Spa” programme, aimed at health and social tourism, offering the senior population access to spa treatments for periods of 12 to 13 days, thus guaranteeing the minimum number of treatments for immediate effects. This programme also includes outreach activities and day trips. Since its implementation, 4 954 participants have been involved in trips.

“It’s never too late” Campaign

In 2014, the CIG promoted the “It’s never too late” campaign, aimed at older people, especially women, and aiming to raise awareness about violence against older people, alerting them about the special vulnerability of women to domestic violence. This campaign was relaunched in three regions (north, centre and south) of the country and the various sessions were presented by ambassadors, who sought to express the idea that it is Never Too Late to live a life without violence.

“Takecare of Who Takes Care”

The “Takecare of Who Takes Care” project, developed between 2009 and 2013 in five municipalities in the Entre Douro e Vouga region, was recognised as an innovative project in terms of intervention with informal carers of people with dementia. Up to May 2013, it had covered 288 informal carers from five municipalities, created 37 psycho-educational groups and outlined the profile of the informal carer in that region, involving a budget of around 193 000 euros. The results of the project showed that it should continue and in 2014 the project entered a second phase, continuing in those five municipalities and extending to the remaining 12 municipalities in the Greater Porto Metropolitan Area, until 2016. This new phase also aims to replicate the model by empowering an NGO in each municipality to implement the project in their area. The promoter of this project is Centro de Assistência Social à Terceira Idade e Infância de Sanguedo (CASTIIS) and its partners are Santa Maria da Feira Municipal Council, Centro Hospitalar de Entre o Douro e Vouga, EPE and CASO50+ Associação. In the first phase, it was financed by the Calouste Gulbenkian Foundation (FCG) and Santa Maria da Feira Municipal Council, while the second phase is funded by the Active Citizenship Programme, managed by the FCG.

Active ageing in the business context

In this framework, Corporate Citizenship Reflection and Support Group (GRACE⁷), started a project in 2012 with the goal of promoting Active Ageing and Solidarity among Generations in the Business Context, by drawing up a guide to good practices by and for companies, with information on how to act in terms of Human Resources and Community relations. The preparation of this guide to good practices was a way of making companies aware of active ageing and of their opportunities and challenges, and of introducing this theme into their work agenda, in the context of Corporate Social Responsibility, through inspiring good practices. In its field of action, GRACE considers, for example, that the role of companies in active ageing must be addressed, through the implementation of measures that encourage companies to adopt internal social responsibility practices that favour active ageing and support employees who are carers.

⁶<http://www.leyaonline.com/pt/livros/ciencias-sociais-e-humanas/antropologia-e-sociologia/images-ebook/>;
<http://www.leyaonline.com/pt/livros/ciencias-sociais-e-humanas/antropologia-e-sociologia/images-a-idade-somos-todos-nos-ebook/>

⁷www.grace.pt