

ACTIVITIES TO ENSURE THE MORAL AND ETHICAL WELL-BEING OF THE ELDERLY

MICUȘA Dumitru, PhD Student
Email: dimamicusa@gmail.com

ULIM
52 Vlaicu Parcalab Street, MD-2012, Chisinau, Republic of Moldova
Web page: www.ulim.md

ABSTRACT. 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 aim 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.

KEYWORDS: *consumption of goods, elderly, production of goods, questionnaires*

Introduction

Due to the remarkable increase in life expectancy across countries, sustainable prevention strategies are needed to help individuals preserve psychophysical well-being in old age. In particular, the regular practice of a moderately intense physical activity is recommended by the APA [<https://www.apa.org/monitor/2017/04/cover-aging-motion>] to enhance balance, prevent falls, strengthen muscles, and promote psychophysical well-being. In [Micusa, D-V, 2020, p. 6-11] was analyzed, that the creativity and emotionality have been implemented as part of the psychological living continuity interests of senior professors during the transition period from the pre-retiring period to the post-retiring period, and they have used creativity and emotionality in creating the working intergenerational environment within the university.

Ageing involves physical, cognitive, social and familial losses and brings with it an increased incidence of disability and the need for assistance with activities of daily living. While there is a lot of emphasis on the physical well-being of older people, the same emphasis or importance has not been placed on their mental health and wellbeing. Research shows that having negative perceptions of ageing have also been associated with poorer functioning and increased mortality. Promoting successful ageing is an important part of maintaining physical and mental wellbeing in the elderly.

The demand for mental health practitioners with expertise in older adult care will expand as the older population grows. Demand for mental health services is expected to rise as large cohorts of middle-aged individuals—who are more accepting of mental health services than the current generation of older people—move into old age.

Researchers estimate that almost two-thirds of older adults with a mental disorder do not receive needed services. This problem is particularly acute in rural and underserved groups, such as those living in poverty and some ethnic and racial groups.

Research suggests that a majority of older adults would want to be treated should they become depressed. When given a choice for the treatment of depression, older adults often prefer psychological services to antidepressant medication. Older adults report feeling comfortable receiving mental health services from qualified mental health professionals.

The estimate "AESM is my home" together with the estimate "My House is AESM" reflects the psychological intellectual feeling and emotional feeling created for the pre-retired, retired and post-retired seniors of the AESM within a new AESM Senior Organization ...”

Daily physical exercise represents a beneficial and low-cost strategy, [<https://www.apa.org/monitor/2017/04/cover-aging-motion>] easily accessible to the general population and potentially customizable to specific needs through brief training programs. As was underlined in [Antonella Delle Fave, 2018, p.828] “...**besides physical benefits, participants reported significantly more adaptive emotion regulation strategies ... it is suggesting the potential of moderate physical activity in promoting mental health, emphasizing the additional role of training programs as cost-effective opportunities for elderly people to socialize and improve emotional functioning. Overall, the findings support the view of old age as a stage of competence development and adaptive adjustment, rather than a phase of mere psychophysical decline ...**”

The perspectives on the ageing life course and the role of the elderly within society have made the elderly more essential to maintaining the workforce and offer opportunities for older to **remain economically active long after traditional retirement ages**. The demographic challenge of an ageing population and the increasing diversity of working life have led to an increased focus on the concept of sustainable work over the life course [Antonella Delle Fave, 2018, p.828]. This emphasize the relevance of the quality of a employee’s job and their working environment over the entire course of their working life.

The proposition for the COST Activities “Creation the group of researches to work on International Interdisciplinary Network on Health and Wellbeing in an Age-friendly Digital World” shall intensify research collaboration opportunities to people and robots on physical, intellectual and spiritual dimensions. Special attention is required to study of robots’ influence in the ageing process [Todoroi, D., 2019, p. 68 - 70].

1. The environment in favor of the elderly.

Perspectives on the ageing life course and the role of the elderly within society have made the elderly more essential to maintaining the workforce and offer opportunities for older adults to remain economically active long after traditional retirement ages.

Financial factors are only part of the reason older adults decide to stay in the workforce. Many in this age group work past the traditional retirement age because they want to. Some older workers are motivated by a desire to stay active or to continue workplace social relationships. For others, it is more a matter of the status and self-esteem a job brings. Still others want to pass on their skills and knowledge, a desire the researchers say may be especially important to this generation, and in the best interest of employers.

Employers should keep these motivations in mind if they want to keep these workers and the valuable experience they have to share. Part-time jobs, bridge employment and flexible policies that allow time for volunteering, for example, could meet older adults' need to give back to their communities while also staying in the workforce. In response to the needs of older workers, some employers are making their work environment ergonomically more aging friendly (e.g., making adjustments to accommodate changes in vision or hearing), which benefits all employees regardless of age.

Finding ways to keep older people engaged goes beyond helping individual workers. It could also help the economy, which is facing a workforce shortage and brain drain as older workers with many years of experience and special skills retire.

Encouraging career development for all workers — no matter their age — is one way to keep older workers engaged in the workforce, according to Harvey Sterns, PhD, at the University of Akron. In the past, Sterns explains, most employers did not bother to make training available to older workers. Now employers — and older adults themselves — must recognize that lifelong training is beneficial to the organization as a whole. Employers should offer older employees challenging assignments and evaluate them based on their work merits rather than on stereotypes about older people.

Employers should also make sure that older people can take full advantage of workplace technology. The rapid technological change that has transformed the workplace can threaten older workers' sense of self-efficacy and their willingness and ability to actively pursue employment opportunities, she and her colleagues warn. Age-related changes in perception, cognitive abilities and dexterity can make use of technology challenging for some older people as many systems are designed without considering the needs, preferences and abilities of older adults. Fortunately, there are promising fixes. For example, an older person whose arthritis makes it difficult to operate a keyboard or mouse may do just fine with speech-recognition software.

Our adapted to the Republic of Moldova approach:

It was collected the answers from majority of Rural Administration to introduce SMEs at the different levels and groups using experimental questionnaire of the next type:

1.1. The short questionnaire: on the possibilities of initiation, design, financing, implementation, development and sustainability of SME in your locality

Enter the name of your locality: _____

Do you want to offer a recycling course in the initiation of a SME? Yes/No

Your first name and surname:

Your contact address:

Your direct contact phone:

1.2. The large questionnaire:

1. Write the name of your locality
2. What is the number of population in your locality?
3. Indicate the share of the population in your locality by age categories.
4. Indicate the number of people in your locality who would be interested in setting up business.
5. What types of business (production, offering of services) are there in your locality?
6. Type, number and priority of SMEs, which can be developed in your locality?
7. Do you have free spaces, land that can be rented? If so, please indicate the area (square meters).

8. Spatial needs for your business, in case of business creation, for:
 9. You have the transport available for:
 10. Financial needs for:
 - Building the Rooms required for your business - Yes/No
 - Purchasing equipment required for your business: Yes/No
 - Purchasing raw material for your business:..... Yes/No
 - Remuneration of your business staff:..... Yes/No
 - Public services to your business:..... Yes/No
 11. Do you have media for enterprise (highlighted, initiated, created, consulted and monitored through the WEB-Factory project)?
 12. Needs in specialists for rural SMEs:
 - Economists..... Yes/no
 - Accountants..... Yes/no
 - Informicians..... Yes/no
 - Financiers Yes/no
 - Businessman..... Yes/no
 - Other specialties..... Yes/no
 13. Locality name: _____
 14. Do you want to offer a recycling course in the initiation of a SME? Yes/no
 - Your first name and surname:
 - Your contact address:
 - Your direct contact phone:
- thank you!

1.3. The research projects are proposed and the implementation of the population support activities in the Republic of Moldova in the context of the improvement of the life of youth people and rural intellectuals and, in particular, improving the **living conditions of women, girls and elders** [Todoroi, D., 2019, p. 68 - 70]. Special attention is required to study of robots' influence in the life of age [Todoroi, D., 2020, p. 54-64].

The project "Solutions for migration in the rural sector of the Republic of Moldova" is concerned to **anti-migration management** in the Republic of Moldova [Todoroi, D., 2020, p. 54-64]. The project aims to decrease the number of labour migrants from Republic of Moldova by 40% by creating new working places and developing of abilities of working according to European and global standards. The Project "Solutions for migration of intellectuals from rural sector of the Republic of Moldova" had to implement an twelve month activity by teaching about 80 intellectuals from rural sector of the Republic of Moldova how to write different kind of projects in order to attract local, republic, and foreign investors and to rise rural sector in different areas.

The general objective of the project "Entrepreneurial and Digital Skills from school to university – a solution for future economic development of North-East Romania and Republic of Moldova. Educational network around the RO-MD border" [Nechita, E., 2019, p. 142-146] is to support the economic development on **both sides of the Romania-Republic of Moldova border**, through building a joint network of educational institutions to pilot a program on **entrepreneurial education and digital education**.

The project "Business plans for Women's rural SMEs" will perform the business development **training for women and girls** [Todoroi, D., 2019, p. 68 - 70] on how to write

SOFT Business plans for Women rural SMEs. Main objective of the Project “Rural SMEs for Network “Demand & Supply” [Todoroi, D., 2019, p. 68 - 70] consists in training the population from Ungheni District’s rural localities to prepare Dijital Business plans for rural SMEs. Proposition the Proposal: “The creation of the European Network for the implementation and support of industry for elderly people” contains Strategic goals and Spheres of activities for people in the age.

2. The continuity of the work for the Seniors.

Our team’s Short Term Scientific Mission (STSM), is a part of an **empirical research** named “The psychological particularities of adapting the elderly in a transitional society”, which is also the topic to my dissertation for my doctoral degree.

The STSM at Netherlands is geared towards creating **methods of improving the lives** of all elders, and first of all professionals who have reached retirement age (hereinafter referred to as **Seniors**). They are divided in **3 groups**: (a) the pre-retirement Seniors (those who will retire in the next 5 years), (b) the Active Seniors (the retired Seniors with part-time activity), and (c) the Seniors without activity (the post-retirees).

The primary objective of this dividing seniors in three groups is to assure **the continuity of the work of these seniors in the same enterprise**, in which the seniors are acting in present time, and they will act in the future up to the deepest age [Zhan, Y., 2009, p. 374-389].

The **basis for maintaining and improving the creativity and emotionality** of the senior professionals in their transition from one stage of seniority to another is **to establish negative moments** of psychological breakdown.

The questionnaires [<https://35pytx37zdp5j4hfr35of829-wpengine.netdna-ssl.com/hdfs/wp-content/uploads/sites/13/2019/02/aarc-10-accessible.pdf>], which will be implemented within the STSM, are based on the characteristics of the psychological well-being of the elders in the sectors of psychological energy loss. The obtained results will give the possibility to apply methods of maintaining and improving the creativity and psychological emotional excitement of the elderly.

2.1. The STSM

2.1.1. Society must ensure a psychologically decent life for the elderly which: (1) have to activate in society, (2) have to produce spiritual, intellectual and material goods, and (3) have to consume goods from society.

2.1.2. The elderly require to carry out activities & ensure the effective consumption. The perspectives on the ageing life course and the role of the elderly people within society have made the elderly more essential to maintaining the workforce and offer opportunities for older to remain active spiritually, intellectually, and physically long after traditional retirement ages.

In order to achieve this noble goal, the elderly psychologically require **to carry out activities**, which, psychologically **would ensure the production by the elderly** of spiritual, intellectual and material sustainable goods for society, and psychologically **would ensure the effective consumption by the elderly** of spiritual, intellectual and material sustainable goods from society.

2.1.3. Production of goods by the elderly.

The production of sustainable spiritual, intellectual and material goods for society is a psychological necessity of continuity of social activities with which the elderly have become accustomed for many years until the advanced age. The production of goods by the elderly for

society (and for itself) ensures the conviction of the necessity of the elderly for society: „**The society needs me, therefore, I live because I am necessary for society**”.

2.1.4. Consumption of goods by the elderly.

Psychologically **the consumption** of spiritual, intellectual and material goods in society constitutes a second part of the activity of the elderly. It constitutes a psychological necessity of continuity of social activities, which ensures the daily well-being of the elderly. Society must ensure a decent life for the elderly. Psychologically the consumption of spiritual, intellectual and material goods in society by the elderly, in conclusion, constitutes the major purpose of society.

2.2. Potential outcomes.

The idea of the STSM project represents the spheres of the COST CA 16226 interests, because, as stated above, this mission is a part of an empirical research named “The psychological particularities of adapting the elderly in a transitional society”, which is also the topic to my dissertation for my doctoral degree, and shares the same vision as **SHELD-ON**.

In the Academy of Economic Studies of Moldova (AESM) recently was created the Association “The AESM’s Seniors”. This continuing activity of the seniors have to be investigated with the thoroughgoing study of their **creational and emotional psychological performance**. Most of the researches we make, are oriented to achieve the purpose of maintaining and developing the seniors’ progress in their activities inside their habitat and in the process of transition from one of the group of seniority to another.

The results of our investigations, partly coming from the mission work, carried out through this STSM project, will be used in organizing the activity of the Association “The AESM’s Seniors” - the society of ASEM elderly – the persons with the title of employees, associates and affiliates of ASEM - which supports and implements the continuous life of all ASEM elders, and will be proposed to be implemented in the network of all the educational institutions of the Republic of Moldova and in the network of the European’s universities with the goal to exchange the accumulated experience.

3. More comfortable society for the elderly.

It will be collected information about the **psychological needs of creativity and emotionality** based on international environment (Moldova-Netherlands) of questioning elderly people from different groups of seniors.

Based on collected data on the psychological energy leaks focused on the characteristics of the creativity and emotionality of the elders will be analyzed the statistical **methods of maintaining and improving the psychological excitement of the seniors** from three different groups of the seniors.

Collected data and analyzed methods will support the methodology and the decisions to be proposed in the branch of creating a **more productive, healthier, and more comfortable society for the elderly**.

4. The creative and emotional psychological well-being of the elderly.

It was created and used questionnaire, composed from the 7 directorates of psychological investigation: *My face, My body and its construction, My appearance, My expressive behavior, My appearance as a person, What actions man makes himself weaker and wastes his energy of life?, and A wish card or a view board.*

4.1. Getting acquainted with the host institution at Netherlands is organized by presenting some of the examples.

Example 1: One part of Questionare: For each of the following statements and/or questions, please circle the scale score that you think is best for you

I rate my face as...						My face
1. Ugly	1	2-4	5-6	7-9	10	Beautiful
....					
8. Ungroomed	1	2-4	5-6	7-9	10	Lush

Example: 3. My appearance

I appreciate my appearance (Hairstyle, makeup, cosmetics, clothes, jewelry) as...

Example: 4. My expressive behavior

I appreciate my expressive behavior (gestures, facial expressions, walking, looking) as...

Negative score	Example: 12. In various situations and with I different people							I Positive score
I behave the same way	-3	-2	-1	0	1	2	3	I behave in accordance with the circumstances

Example: 5. My appearance as a person

Evaluate the following statements: My appearance as a person

Example: 6. What actions man makes himself weaker and wastes his energy of life?

By what actions man makes himself weaker and wastes his energy of life:

Example: 7. A wish card or a view board

The Chinese philosophy of Feng Shui. According to the Chinese philosophy of Feng Shui, there are 9 sectors on the wish map: - Wealth; - Glory; - Love and marriage; - Family; - Children and creativity; - Wisdom and knowledge; - Career development; - Travel; - Personal advancement.

4.2. Presenting our methodology and the kernel questionnaire which is to be applied. Discussing Moldovan and Dutch investigative questionnaires about psychological, intellectual and emotional well-being of elders. Adapting the questionnaire to Dutch language, if necessary.

4.3 Access to local library/database in order to select and study the method of work with a second questionnaire, provided by the host, which is to be applied on the group of seniors. Exchanging with the host institution information on the topic “Measurement, maintenance and improvement of psychological well-being of retired seniors”.

4.4. Organization of the group of respondents. Administering the questionnaire(s) to the sample(s) of respondents in Dutch space.

4.5. Analysis, selection, distribution on three age compartments, and memorization of surveys obtained as a result of the questioning seniors from selected Dutch collectives. Discussion, analysis and selection of statistical methods of processing surveys, spread over three age compartments.

4.6. Process the data obtained in order to propose decisions, to further improve the creative, intellectual and emotional psychological state of seniors from different respondent groups.

4.7. Discussing of proposed decisions in order to improve the creative and emotional psychological improvement of the elders of different age levels.

4.8. Proposal of the methodology and methods to improve self-acceptance [<https://justlikefamilyhomecare.com/2018/07/03/elderly-improve-well-being/>], [https://www.researchgate.net/publication/325161807.The_influence_of_occupation_on_wellbeing_as_experienced_by_the_elderly_a_systematic_review]:

- My face. *Methods to improve self-acceptance*. For example: maintain and improve the well-being of the elderly
- My body and its construction. *Methods to improve self-acceptance*.
- My appearance. *Methods to improve self-acceptance*. For example: to lead the intergenerational collective of the SME
- My expressive behavior. *Methods to improve self-acceptance*. For example: to maintain and improve the well-being of the elderly
- My appearance as a person. *Methods to improve self-acceptance*. For example: elderly leader of the SME
- Actions man makes himself weaker and wastes his energy of life and For example: energy recharging methods for the elderly.
- A wish card or a view board and For example: the method to maintain and improve the well-being of the elderly

5. Implementing the actions chosen to improve the well-being of the elderly of different age levels.

The proposed methodology for the activities to be applied to improve the creative and emotional psychological well-being of the elderly which are based on the results obtained under STSM, is ready to be presented and to be included in SHELD-ON agenda.

5.1. Challenging negative stereotypes [<https://www.apa.org/monitor/features/adults-control-aging>]

Ageism at the societal level can lead to overt discrimination, for instance in biased hiring and termination practices. At the individual level, negative stereotypes about aging can prevent people from engaging in preventive health behaviors, which can ultimately decrease life expectancy.

5.2. Changing the narrative [<https://www.apa.org/monitor/features/adults-control-aging>]

A further problem with the way we view aging—one that’s been amplified by the COVID-19 pandemic—is the tendency to describe older adults as a single homogenous group: in this case, a group that’s highly susceptible to disease and death.

“Older adults are actually the most diverse age group, but they are often seen as unilaterally frail, vulnerable or even expendable,” says Diehl. “The COVID-19 crisis is further reinforcing those existing stereotypes.”

In fact, adults who are 65 to 74 years old, 75 to 84 years old, or 85 and over face different risks. And like the rest of the United States population, older adults are diverse in race, ethnicity, socioeconomic status, immigration status, gender identity, sexual orientation, religious affiliation, and rural/urban location. Those characteristics interact in complex ways as individuals age, says Mehrotra.

The new narrative on aging should reflect that diversity, say Diehl and his co-authors, and focus on challenges and opportunities rather than loss and decline.

5.3. Psychologists' role in making changes [<https://www.apa.org/monitor/features/adults-control-aging>]

Psychologists have already played a key role in debunking misconceptions about aging by studying behavioral and neural plasticity, socioemotional development over the life span and the negative effects of ageism. They've also developed theories and techniques of behavior change, such as self-regulation, that can be applied to help optimize aging.

“In addition to publishing research papers, we should move toward translating evidence in a way that communities can understand and implement,” says Mehrotra.

Convincing people to change their behavior is a tall order, but an intervention Diehl developed shows promise. Eight weeks of education on age stereotypes, goal setting and plasticity—along with a structured exercise program—reduced negative views on aging and increased physical activity levels in adults ages 50 to 82 [Brothers, A., 2017, p.13]. Last year, Diehl launched a large randomized controlled trial to test a modified version of the program.

5.4. The role of physical activity.

5.4.1. Yoga:

Yoga is an activity with low impact on the joints which increases flexibility, stability, balance and core strength for people of all ages. For elderly people who often have difficulties maintaining balance, this is especially important as it can help prevent falls or other accidents.

Here is an overview of what regular yoga practice (2-3 times/week) can potentially do for senior citizens:

Yoga can be practiced by everyone and depending on your ability you will start accordingly with certain exercises. As with any new exercise routine, it is essential to train in a facility with certified instructors and make sure to consult with your doctor before starting.

5.4.2. Walking:

A simple, cheap and effective activity which can be conducted anywhere. It can help to maintain mobility and independence for senior citizens. Non-active or sedentary lifestyle can cause muscle loss and can lower the aerobic capacity. Mark Fenton, editor of the Boston-based *Walking Magazine* mentioned on “American Trails” that, “The elderly have some special physical concerns that can be helped with regular exercise like walking.” He also explains that regular walking/exercising can improve mental health through a higher sense of self-esteem and better sense of purpose.

5.4.3. Meditation:

Mindfulness including meditation has become a tool many people use to improve their mental health and brain capacity. Seniors, specifically, have shown improvement. Apps like Calm.com can help to with an easy introduction to this ancient practice.

Our biggest challenge now is to convince the person on the street that they have more control over their own behavior and aging than they know. That's what our field should focus on next.

Acknowledgment

I have a pleasure to thank the Professor Dumitru Todoroi, ASEM Chişinău, for his guidance and consultation in the research in the field of the evolution of the well-being of the elderly. I also thank Professor Ivan Chorbev, Dean at Cyril and Methodius University, *Skopje* for his efforts to support me in obtaining the Short Term Scientific Mission and Mrs Willeke, AFEdeMy Director at Netherlands for support and consultations on the composition and use of questionnaires for older people.

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

- Micusa, D-V. (2020), Todoroi, D., “Motivation of intergenerationality of AESM university seniors”, In *ARA Journal of Sciences*, 3/2020, p.6-11, ARA Publisher, University of California Davis, USA, ISSN Print Edition: 0896-1018 (old), Web Edition ISSN: TBD, <http://www.AmericanRomanianAcademy.org>
- Antonella Delle Fave,(2018), Marta Bassi, Elena S. Boccaletti, Carlotta Roncaglione, Giuseppina Bernardelli, and Daniela Mari, “Promoting Well-Being in Old Age: The Psychological Benefits of Two Training Programs of Adapted Physical Activity”, In *Front Psychol.* 2018; 9: 828, Published online 2018 May 28. doi: [10.3389/fpsyg.2018.00828](https://doi.org/10.3389/fpsyg.2018.00828)
- Todoroi, D. (2019), “Attempts to improve the situation of elderly people in the Republic of Moldova”. In: *Proceedings of the COST Action CA16226 conference meeting, Ohrid, North Macedonia, 17th October 2019*, Second Sheld-On conference meeting. Ohrid, October 17th 2019. Proceedings Book: pp. 68 - 70, <http://www.sheld-on.eu/wp-content/uploads/2019/09/sheld-on-second-conference-meeting-proceedings-book.pdf>
- Todoroi, D. (2020), Micusa, D-D., Todoroi, N., Nechita, E., Belinski, T., Micusa, D-V., “Age-friendly procedures in rural localities of Moldova”, In *ARA Journal of Sciences*, 3/2020, p.54-64, ARA Publisher, University of California Davis, USA, ISSN Print Edition: 0896-1018 (old), Web Edition ISSN: TBD, <http://www.AmericanRomanianAcademy.org>
- Nechita, E. (2019)¹, Todoroi, D.², “Vasile Alecsandri” University, Bacau, Romania¹, AESM, Chisinau, Republic of Moldova², TREANSFRONTALIER PROJECT “ANTIMIGRATION SOLUTION”, *ARA Journal of Sciences*, 2/2019, pp. 142-146: ISSN Print Edition: 0896-1018 (old); Web Edition ISSN: TBD; <http://dx.doi.org/10.14510/ARAJ.2019.4242>
- Todoroi, D. (2019), Nechita, E., Micușă, D-V., Todoroi, N., ANTI-MIGRATION SOLUTION CENTRE FOR CONSULTING AND PROJECT MANAGEMENT, In: *Society Consciousness Computers, Volume 5*, 2019, Bacău, Romania, p. 33-43, ISSN 2359-7321, ISSN-L 2359-7321
<https://www.apa.org/monitor/2017/04/cover-aging-motion>
- Zhan, Y., Wang, M., Liu, S., & Shultz, K. S. (2009). Bridge employment and retirees’ health: A longitudinal investigation. *Journal of Occupational Health Psychology*[®], 14, 374-389. doi: 10.1037/a0015285
<https://35pytx37zdp5j4hfr35of829-wpengine.netdna-ssl.com/hdfs/wp-content/uploads/sites/13/2019/02/aarc-10-accessible.pdf>
<https://justlikefamilyhomecare.com/2018/07/03/elderly-improve-well-being/>
<https://www.researchgate.net/publication/325161807>
<https://www.apa.org/monitor/features/adults-control-aging>
- Brothers, A., & Diehl, M.(2017), *Journal of Aging and Physical Activity*, Vol. 25, No. 3, 2017