

## **NATIONAL LEGAL AND POLICY FRAMEWORK**

### **1- What about the legal provisions and policy frameworks in your country that recognize the right to work and access to the labour market for older people**

- Article 2(2) of the Labour Code states that "Work is a national right for every adult and valid citizen".
- The Constitution of 2 June 1972 as amended by the law of 18 January 1996.
- The African Charter on Human and Peoples' Rights
- Act No. 92/07 of 14 August 1992 on the Labour Code provides in its preamble Article 2 (1) "The right to work is recognized as a fundamental right of every citizen it. Following the same article al (2) "Work is a national right for every adult and valid citizen".
- The Constitution of Cameroon proclaims that human beings, without distinction of race, religion, sex or creed, have inalienable and sacred rights. "Everyone has the right and duty to work".

### **2- What are the challenges faced by older people in realizing their right to work and access to the labour market in your country?**

- Marginalization in society
- Early Retirement
- They increasingly experience a weakening of their physiological functions
- They often bear the brunt, from the younger generations who are favored in the world of work ;
- no support of any kind.

### **3- What statistical data and research is available on older persons working in the informal sector, especially older women, including their working conditions and economic value?**

We observe that the socio-economic situation of older people depends on several factors (environmental, political, legal, institutional, socio-economic and cultural). These factors can interact with each other, and influence the living conditions of older people.

## **AVAILABILITY, ACCESSIBILITY, ACCEPTABILITY AND EQUALITY**

### **4- What measures have been taken to ensure access to the labour market for older persons, including physical accessibility, access to information on employment opportunities, training and appropriate workplace accommodation?**

Raids in the ten (10) regions carried out by the Ministry of Social Affairs on the elderly, the National Commission on Human Rights and organizations of the need to respect human rights, including the rights of older persons.

The Ministry of Social Affairs (MINAS), the Caisse Nationale de Prévoyance Sociale (CNPS) and the Office National des Anciens Combattants, Anciens Militaires et Victimes de Guerre du Cameroun (ONACAM

**5- What measures have been taken to ensure the availability of specialized services to help and support older people to identify and find employment?**

- Social services and local social security centers,
- Geriatric services in public hospitals,
- Opening of training courses for qualified personnel in the fields of geriatrics, gerontology and andragogy.

**6- What good practices are available to guarantee older people the enjoyment of their right to work and their access to the labour market?**

The major step is the implementation of Universal Health.

**7- What protections are available to ensure fair and favorable working conditions for older persons, including fair wages and equal remuneration for work of equal value, safe working conditions, in both the formal and informal sectors?**

Cameroonian social law includes a set of texts organizing the social protection of elderly persons entitled to claim their right to retirement, in particular: Act No. 69/LF/18 of 10 November 1969 establishing a system of old-age, disability and death pension insurance, as amended by Act No. 84 /007 of 4 July 1984 or Decree No. 77/495 of 7 October 1994 on the general status of the civil service, which organizes the State pension scheme for retired public servants. Finally, under Act No 90/53 of 19 December 1990 on freedom of association in Cameroon and Act No. 99/014 of 22 December 1999 regulating NGOs.

**EQUALITY AND NON DISCRIMINATION**

**8- In your country, is age one of the prohibited grounds for discrimination in employment and access to the labour market, including at an older age?**

Yes

**REMEDIES AND REDRESS**

**9- What mechanisms are necessary or already in place for older people to file complaints and seek redress in the event of a denial of their right to work and access to the labour market?**

Cameroon's constitution instructs : that "The law ensures that all men have the right to justice"

The Labour Code on labour differs from labour in its article 131, Generally speaking, there is not really a legal framework that protects the rights of elderly people in Cameroon. In particular, to collect the concerns of older people about their rights to social security and social protection, we have:

- the Ministry of Social Affairs - the Ministry of Public Health,
- the National Commission on Human Rights and Freedoms,
- the National Social Protection Fund (CNPS),
- courts of first instance and courts