

OPINION ON THE RIGHT TO WORK AND ACCESS TO THE LABOR MARKET

Elder adults are the symbol of status, prestige and source of wisdom, they are usually treated with great respect and are identified as teachers or counselors in certain societies.

The new demands and needs of the population on what aging implies, it is necessary to have relevant knowledge for its attention, as well as economics resources and access to relevant services. It should be noted, on the issue of aging in Honduras, it is a topic of interest that has led to the formulation of national policies, plans, programs, and projects. The framework of policies in Honduras that recognize the right to work and access to the labor market the elderly, are aimed at the execution according to the Action Plan for Active and Healthy Aging as a commitment to Human Rights government August 2015-2017, where each institution has to assume its role of Powers to respond to this segment of vulnerable population.

Honduras has a legal framework that protects the right of older adults such as:

Constitution of the Republic of Honduras- Decree 131 (1982) In its Chapter V. Art. 127. – “All persons have the right to work to freely choose their occupation and to resign from it, to just and favorable conditions of work and to protection against unemployment”.

Labor Code, this labor regulation regulates labor relations in order to guarantee the worker the necessary conditions for a normal life and the employee equal compensation for his investment (art1).

Labor Inspection Law Decree 178/2016 Article 14. Labor Inspectors in the performance of their duties are obliged to monitor that: 6) Employees must comply with the principle of eliminating discrimination in respect of employment and occupation.

Comprehensive Law on the Protection of the Elderly and Retired Adult Decree 199-2006 Article 3 of said Law establishes that it Will be understood as the Elderly and / or the Elderly: the person who has completed sixty (60) years, national or foreigner with the proper residence accreditation. Article 5 Rights. Derived from the individual rights set forth in the Constitution of the Republic and other laws, the right of the Elderly and Retired are recognized, the following: 3) Have decent work that allows them to achieve a better quality of life. 6) Not be discriminated against and not be qualified as sick because of their status as an elderly or retired person. 9) A work environment and living conditions that do not increase their vulnerability.

National Policy on Aging and the Elderly. The National Policy on Aging and the Elderly must be comprehensive and intersectoral in which alternative forms of participation are achieved by promoting their association an intergenerational coexistence. Strategic Line 7: Establishment of income generation mechanisms for older adults not attached to the contributory regime. Operational Lines 7.1 Develop self-employment initiatives in self-employment older adults. 7.2 Provide a monthly ethical income to the elderly or attached to the tax system, through a basic social protection floor.

Accessibility in the Ministry of Labor and Social Security, for employment opportunities are generally, since they are registered in the Empléate platform where the user chooses the offer by taking a referral note to the employer. Older Adults, come on their own, to be intermediated on equal terms as the other users, are provided with occupational guidance, curriculum vitae development. Referral to presidential programs such as solidarity credit and mental health. In addition, governmental and non-governmental mechanism have been implemented in isolation, to carry out processes for effective inclusion from the General Directorate of the Elderly (DIGMA), a dependency of the Ministry of Social Inclusion Development (SEDIS), same as to date it has an allocation of specialized human resources and economic resources to articulate efforts with the actors for the fulfilment of strategic lines of the nation plan.

Likewise, there is a Proposal for a National Plan for Universal Accessibility that has its motivation in complying with the sections on Physical Environment and Information and Communication contained in the Law of Equity and Integral Development of the Person with Disability which declares that it does not seek alternatives for a special union, because the starting point and the point of arrival must be for all sectors of human society, a design for all. It is considered that it constitutes an importance reference on accessibility that needs more effort its application of the group of the population with disabilities the elderly and the population in general. Equality and Non- discrimination If in the country, age is one of the prohibited grounds of discrimination, including work, and includes advanced age, although it is not specifically cited except in the Inter- American Convention on the Protection of Rights Human of the Elderly.

There are several challenges to face the realization of your right to work and Access to the labor market such as:

- Training based on skills, human resources (Human talent) necessary to enter and maintain in the labor market.
- Increased participation in the formal labor market.
- Training and employment programs with strategic lines focused on this population segment.
- Accessibility conditions on routes and work environment.