

Guiding questions for defining the Normative Content for the Issues Examined at the Tenth Working Session of the open-ended Working Group

(1) Education, Training, life-long Learning and Capacity building.

Definition

1. What are the definitions of the right of older persons to education, training, life-long learning and capacity-building in the national legislation in your country? Or How should such a right be defined considering existing national, regional, and international legal framework?

The right of education, training, lifelong learning and capacity building in Jordan at an old age are guaranteed through the philosophy of the Ministry of Education (MoE) which follows the principle of the human right in education and education for all, this right is framed by legislation and laws such as: Education Law No. (3) of 1994 and its amendments, there is no limitation to access to educational services in a certain age but it's open to all, the older persons are targeted by set of educational programs, these programs are organized through systems and instructions.

Scope of the right.

2. What are the key normative elements of the right of older persons to education, training, life-long learning and capacity-building, including: availability, accessibility, acceptability and adaptability? please provide references to existing standards where applicable?

Providing education, training and lifelong learning through a set of criteria as follows:

- Desire and needs in the field of education and training for older persons;
- Academic level for older persons;
- Health status for older persons; and
- Environment and surrounding community for older persons.

Where appropriate educational programs are provided accordingly to each older persons status and the level of education, example (1): The older person have the right to apply to the General Secondary Examination/ Tawjihi whatever his age, as long as he is academically qualified to take the exam.

Example (2): Implementing the older persons education programs and literacy for the illiterate older persons, where they are provided with literacy and numeracy skills, and taking to account providing close centers to their living areas, so they can easily access.

Stat Obligations:

3. What are the measures should that should be undertaken by the country to respect, protect and fulfill the rights of older persons to education, training, life-long learning and capacity-building, regarding the normative elements as provided above?

Through a set of measures as follows:

- Through targeting all geographical areas and upon needed to provide appropriate education and training services to elderly, and allows them to involve in programs with easy access.
- Providing free educational, training and programs for older persons without any additional financial burden.
- Integration and networking with community institutions to contribute in mobilizing older persons to involve these programs, and combat the imperfection culture at elderly, which impedes them to access to education and training centers.
- Designing educational and training programs to go well with the different categories of elderly. Example:- the illiterate older persons are targeted through the adult education and literacy program. as well as older persons literate people are targeted through home- study program suits their circumstances. In addition the older persons at Correction and Rehabilitation Centers (prisons) are getting benefits from educational services, through schools were opened by (MoE) inside the Correction and Rehabilitation Centers (prisons).

Special considerations:

4. What special measures and specific considerations should be considered in developing the normative content of the rights of older persons to education, training, life-long learning and capacity-building?

A variety of considerations should be undertaken into account when developing the normative content of the rights of older persons:

- Implement a scientific studies to know and identify the willingness and needs of the older persons in the field of education and

training.

- Set a classifications based on academic, professional and health status for older persons.
- Considered the privacy of the community and the surrounding environment in which the older persons lives.
- Procedure a number of amendments to the legislation to ensure more attention to this category.
- Allocate items in the current budgets to support education & training programs for older persons.

5. How should the responsibilities of non-State parties such as private sector be defined in the context of the rights of older persons to education, training, life-long learning and capacity-building?

Partnerships should be built between the government sector, community institutions and the private sector to support education and training for older persons, and to mobilize funding and needed support.

Implementation

6. What are the best practices and main challenges faced by your country in the adoption and implementation of the normative framework on education, training, life-long learning and capacity-building for older persons?

Main challenges:

- Lack of specialized training programs targeting the older persons.
- Lack of funds to support older persons in education and training

2. Social Protection and Social Security (including social protection floors)

Definition

1. What is the definition of the right to social security and social protection (including social protection floors) for older persons in the national legislation in your country? Or how should such a right be defined, considering existing national, regional and international legal framework?

Defines the right to social security and social protection: through a compulsory coverage under the umbrella of social security for every worker in each facility whether working in public or private sector, if he has completed 16 years of until the age of 55 for the female and 60 for the male. Since the establishment of Social Security Corporation in 1978, the Social Security Law has several amendments to this day, aimed at expanding the scope of the social protection process according to the latest developments that arise, and the new types of insurance created, and through the right of voluntary contribution in the social security to every citizen who holds a Jordanian nationality male or female or, if he/she works outside Jordan, or if he/she is not working at all, this is encoded by the national legal framework. At the regional and international level the role of Social Security Corporation is membership in the Arab Association for Social Security and the International Social Security Association (ISSA).

Scope of the right

2. What are the key normative elements of the right to social protection and social security for older persons? Please provide references to existing standards on such elements as below, as well as any additional elements:

References or social protection programs of normative elements which have been followed in the Social Security corporation in order to activate the right of social protection of older persons **as in Appendix (1)** :

State obligations

3. What are the measures that should be undertaken by the State to respect, protect and fulfill the right of social security and social protection for older persons, regarding the normative elements as provided above?

Measures to be undertaken by the State to protect and fulfill the right to social security through an integrated link between the relevant State institutions through the activation of the role of the ILO in monitoring workers in the in-formal economy, and electronic linkage between the Ministry of Industry Trade and Supply (MoITS), Grater Amman Municipality, and municipalities with Social Security Corporation in case if any new facility obtaining a commercial register or renewing licenses, or in closure of the facility or stop of its activity, this helps to reduce insurance evasion, and protect the largest possible number of workers and inclusion them under the social security umbrella.

Special considerations

4. What special measures and specific considerations should be considered in developing the normative content of the right of older persons to social protection and social security?

Special measures and considerations to be considered in the developing the normative content are the role of the state, governmental & Non- governmental institutions, and individuals in representing each party's role according to its competences and specialties.

5. How should the responsibilities of non-State parties such as private sector be defined in the context of the right of older persons to social protection and social security?

The responsibilities of Non-governmental parties such as the private sector, Through the inclusion of all employees who meets the conditions of inclusion under the umbrella of social security, expose of the number of real workers, real workers' salaries, the number of real contributions, and the settle of the rights they be obliged to the insurance institution to maintain its sustainability and insurance systems within an integrated participatory framework.

Implementation

6. What are the best practices and main challenges faced by your country in the adoption and implementation of the normative framework on social security and social protection for older persons?

The best practices that helps to increase the social protection for older persons are to increase number of awareness campaigns on the importance of social security through various media, especially official channels, to protect the largest possible group of individuals when they attain old age.

3. Right to Work and Access to the Labour Market

National Legal and Policy Framework

1. What are the legal provisions and policy frameworks in your country that recognise the right to work and access to the labour market by older persons?

There is no any article in Jordanian legislation whether in the Labor Law or any other laws that recognizes the right of older persons to work, but as a policy; the updated Jordanian Strategy for the older persons and its executive plan for 2018-2022 included the domain of work and the importance of employment of older persons which will be reflected on their well-being.

2. What are the challenges faced by older persons for the realization of their right to work and access to the labour market in your country?

The most important challenge is the age; as most of vacancies requires not to exceed a certain age, of course this will not be an opportunity for the older person.

3. What data, statistics and research are available regarding older persons engaged in informal work, particularly older women, including conditions of their work and economic value?

Usually; Based on the last survey of the Department of Statistics (2015), where the percentage of older persons workers is (2.3% out of the total Jordanian workforce (2.6% for males, and 0.4% for females). The percentage distribution of employees according to the practical situation is as follows:

Percentage distribution of older workers in 2015

Practical status	Female	Male
Paid workers	80.3%	52%
Employer with users	10.9%	21.2
Works for his own without users	6.3%	26%
Works without pay	2.5%	0.4%
Works for the family without pay	0.0%	0.0%
	100%	100%

Availability, Accessibility, Acceptability and Quality

Answer of the questions (4 + 5 + 6 + 7) there are no any actions have been taken by the government to help the older persons and ensure their rights to determine the jobs.

4. What steps have been taken to ensure the access of older persons to the labour market including through physical accessibility, access to information about employment opportunities, training and the provision of appropriate workplace accommodations?
5. What steps have been taken to ensure the availability of specialised services to assist and support older persons to identify and find employment?
6. What good practices are available in terms of ensuring the older persons' enjoyment of their right to work and their access to the labour market?
7. What protections are available to ensure older persons enjoy just and favourable conditions of work, including fair wages and equal remuneration for work of equal value, safe working conditions, both in the formal and informal sector?

Equality and non-discrimination

8. In your country, is age one of the prohibited grounds for discrimination in relation to work and access to the labour market, including in older age?

Age is a major barrier to getting a job, where most jobs do not take the older people except in some jobs: education as faculty and academics in public and private universities, where university regulations have allowed those over 60 years to continue working, as well as in Jordanian judiciary, where the judge may continue to work until the age of 70 years.

Remedies and Redress

9. What mechanisms are necessary, or already in place, for older persons to lodge complaints and seek redress for denial of their right to work and access to the labour market?

There are a legal aid centers in Jordan that have a role in receiving complaints from the older persons including labor complaints, but this is not the case in Jordan, where no complaints of deprivation from the labor market have been recorded.

4. Access to Justice

National legal framework

1. How is the access to justice by older persons guaranteed under the national legal and policy framework? What judicial and non-judicial mechanisms are in place for all older persons to complain and seek redress for denial of their rights?

The Jordanian Constitution the "legal document regulating all matters of the state," guarantees the rights of all groups; according to Article (6) & (5) the law protects: maternity, childhood, old age, and protects young people and people with disabilities from abuse and exploitation.

As stated in Chapter II regarding to the rights of Jordanians, stated in Article (7):

1. Personal freedom shall be guaranteed..
2. Any assault on rights and freedoms or the inviolability of Jordanians private life is a crime punishable by law.

This applies to all categories of the society including older persons, as well as the subsidiary laws such as: Personal Status Law, Penal Code, and Protection from Domestic Violence Law, includes in some of its articles the rights of older persons, and the possibility of filing a complaint in case of any complaint. As a policies, the National Strategy for Older Persons mentioned the importance of a law protecting the rights of older persons in Jordanian society.

Availability

2. What steps have been taken to ensure the availability of judicial and non-judicial mechanisms for older persons in urban, rural and remote areas in your country? Are there alternative dispute settlement mechanisms available?

There is a spread of Shari'a courts which are subordinate to the Supreme Judge Department, which is concerned about receiving complaints in particular regarding to the family relations in-reference with the Personal Status Law, which regulates the family relations, by this; it's possible for any older persons apply for any complaint and go through the legal action.

Accessibility

3. What steps have been taken to ensure that all justice systems (judicial and non-judicial) are secure, affordable and physically accessible for older persons and adapted to their needs?

There are some legal aid centers (Justice Center for Legal Aid) provides services to many members of the community, including the older persons by helping them to ensure their own rights specifically in the issues of quarantine on parents.

4. What are the existing provisions to guarantee legal assistance for older persons?

As was answered above in "legal and policy framework" the constitution and by-laws such as the Personal Status Law, the Penal Code and the Protection Domestic Violence Law.

5. What are specific challenges encountered by older persons in accessing justice and remedy in your country?

- **Health challenges:** Physically may not be able to move.
- **Social challenges:** The society's culture of non-reporting in case of harm to older persons especially from relatives.
- **Financial challenges:** He/ She cannot pay.

6. What good practices are available in terms of ensuring equal and effective access to justice and remedy for older persons?

Awareness.

Equality and non-discrimination

7. What are the provisions adopted to ensure effective access to justice for older persons on an equal basis with others, including age-appropriate procedures in all administrative and legal proceedings?

As was answered above in "legal and policy framework" the constitution and by-laws such as the Personal Status Law, the Penal Code and the Protection Domestic Violence Law.

8. Please specify existing public policies and awareness-raising and capacity building programmes established for all justice system personnel to address the negative impacts of ageism and age discrimination in justice system.

There are many seminars and awareness workshops held to raise awareness of the issues of older persons in participation with older persons, in addition to government and civil society institutions to raise awareness and give importance to the issue of the older persons.

Accountability

9. How do you ensure justice systems function in accordance with the principles of independence and impartiality? Please specify if there is any oversight mechanism in place to address any discrimination against older persons committed by justice system professionals.

In case if the older persons have any objection to the judgment, and according to legal procedures the older persons can appeal the case and can be accessed, as well as to reach the highest possible level to the Court of Cassation.