

**Answers to guiding questions for focus Area: Right to Work and Access to the Labour Market**

**National Legal and Policy Framework**

**Answer question 1.**

In Burundi, we do not have the legal provisions and policy frameworks that recognize the right to work and the access of the elderly to the labor market. Only the person between 18-60 years old has the right to work in the civil service, international organizations, and private and parastatal enterprises. Those between 18 and 45 years are the best privileged in Burundi. This does not prevent an older person from undertaking income-earning activities of his or her choice.

**Answer question 2.**

- Accelerate increase of the population of working age and more than 60% of the Burundian populations are young people;
- Reduction of physical dynamism following aging;
- Lack of employment for life;
- Absence of the laws determining a senior and his rights for work;
- Lack of employment policy to support the elderly

**Answer question 3.**

There is no data, nor statistics, nor research done to get the number of older people engaged in informal work.

**Availability, Accessibility, Acceptability and Quality**

**Answer question 4**

No steps have been taken to ensure the access of older persons to the labor market including through physical accessibility, access to information about employment opportunities, training and the provision of appropriate workplace accommodations.

**Answer question 5**

Nothing has been done to establish the specialized services to assist and support older persons to identify and find employment.

**Answer question 6**

They earn seniority allowances and sometimes are promoted to higher grades in their work services.

**Answer question 7**

In the formal sector, older persons are treated properly and protected by law and other forms of regulation from public authorities.

In the informal sector only uneducated people are hired, resulting in being treated savagely without rights to protect them. They work without contracts; they do not earn any compensation, any specialized services or policy frameworks for forming contracts likely to the informal sector.

**Equality and non-discrimination**

**Answer question 8**

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

**Remedies and Redress**

**Answer question 9**

**In Burundi, we do not have that mechanisms for older persons to lodge complaints, they have to pursuit procedures like others. In case of making a complaint and seeking redress for denial of their right to work and access to the labor market, they are not prioritized or supported.**

**Best mechanisms are:**

- 1. To establish policies and laws those protect old people**
- 2. To create support centers for old people where they join others to learn new things**
- 3. To organize lectures and training for people with 50 years old and above**
- 4. To incite young people help or support voluntarily old people and exchange**
- 5. To create services in each sector which support old people, even in private organizations**
- 6. Establish programs to keep them busy instead of staying home**