

Guiding Questions for Focus Area: 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?

We are not familiar with legal provisions and policy frameworks that recognize the right to work and access to the labor market by older persons. There is a department for older persons, but never did any work or exposed to.

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?

From my personal experience when my father got old, it was difficult for him to find a job. From retirement until his death, his children have to support him financially, emotionally, and physically. In developing countries, such as Mali, some older persons are looked upon as burden and very neglected by their own children and family members. Their place is at home.

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?

There is no data detailing the numbers of older persons engaged in informal work. Older persons with no education are farmers or fishermen or sell products in the market.

Availability, Accessibility, Acceptability Quality

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?

So far nothing 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.

5. What steps have been taken to ensure the availability of specialised services to assist and support older persons to identify and find employment?

Those in need of specialized are more marginalized and left behind.

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?

There may be some good practices, but we are not aware of it.

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?

The issue here is enforcing policies and laws on hiring, work conditions, and wages.

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?

Well so, aged people are forbidden or some say cursed people in Mali. They have no values in 21st Century.

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?

Best mechanisms are:

1. To re-examine policies and laws and enforce them
2. Have a dedicated career center for older people, like AARP in the United States
3. Provide training in new sought employment areas
4. Engage older people in volunteering in corresponding skills
5. Have an intergenerational group to discuss issues and help new generations to acquire skills and knowledge from older people
6. Literacy and microfinancing available to those who need help
7. Have an adult day care center where they can meet and explore new things
8. Organize trips around the country or even outside the country
9. Exposure to new markets and opportunities
10. Provide storytelling, art, craft, culture, and anything to keep them busy and keep records

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