

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?

The labour code of Cameroon permits all Cameroonians to work in the public service until retirement age. The law also gives access to voluntary retirement which is a retirement before the retirement age of 65 years. In effect work is considered the capacity to deliver effective service. That right becomes useless when the services cannot be delivered so therefore the state hand over such rights to the ability for older persons able to work. But the state recommends rest and promotes benefits for older persons who cannot work. Legally speaking there are no known official laws that promote access to work for older persons in Cameroon.

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 challenges faces mostly by older persons to gain the right to work are basically limited by their capacity to work, older persons with better mental work capacity do so more often by offering capacity building and experienced base skills to the younger collaborators. Obtaining the right to work in Cameroon by the older persons has not been a struggle since mostly it is limited to the capability of the individual. Lot more research needs to be done to carry out the survey and find out more about the right to work by elderly persons in Cameroon. The most challenge now is access to work and work quality.

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?

No known existing data available as very limited research has been carried out with respects to the right to work by elderly.

Availability, Accessibility, Acceptability and 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?

No known existing data available as very limited research has been carried out with respects to the right to work by elderly.

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

No known existing data available as very limited research has been carried out with respects to the right to work by elderly.

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?

No known existing data available as very limited research has been carried out with respects to the right to work by elderly.

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?

No known existing data available as very limited research has been carried out with respects to the right to work by elderly.

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?

Work in Cameroon is base on competence and older persons are considered more competent than the younger persons, how ever experienced older persons are more privileged that younger generation for two reasons, their labour is always cheap because employers consider them retired from active duties, secondly there are favored because of their wealth of experience that they carry reasons why the Cameroon government developed a competitive program to promote the elderly contribution to the future of Cameroon called the encyclopedia of the past and the future piloted by the ministry of social affairs.

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?

Research programs should be developed to bring to the lamb light the challenges that are faced by elderly as far as work is concern