

**SOME POINTS FOR POSSIBLE INCLUSION IN STATEMENTS TO BE MADE AT THE OEWGA,
11th Session, 29 March – 1 April 2021**

PROPOSED BY THE NGO

“INTERNATIONAL NETWORK FOR THE PREVENTION OF ELDER ABUSE (INPEA)” - ARGENTINA

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POINT 2. POSSIBLE INTERNATIONAL STANDARDS FOR “EDUCATION, TRAINING, LIFELONG LEARNING AND CAPACITY BUILDING” AND “SOCIAL PROTECTION AND SOCIAL SECURITY (INCLUDING SOCIAL PROTECTIONS FLOORS” (<https://undocs.org/A/AC.278/2021/CRP.2>)

- A. **LEGAL FRAMEWORK:** Work and Access to the labour market is a fundamental right that guarantees equality and non-discrimination of older persons. Age discrimination in the workplace undermines equality and dignity. Older persons have the right to meaningful and decent work on an equal basis with others.
- B. **AVAILABILITY:** Older persons work because they have to in order to survive; they need to earn money to pay for essentials for themselves and their families. They have no pension nor an adequate safety net of their desire for self-fulfillment. They want to contribute to their families, community and/or population they serve. They want to continue to participate actively in economic and public life and to enjoy the benefits that work brings. In my country, Argentina, the right to work and access to the labour market for older persons is not protected
- C. **ACCESSIBILITY:** It is a primary need to fight ageism, and to work on awareness, accessibility, availability, and effective remedies to solve the problems mentioned above. In particular, it is fundamental to educate the older person about their rights (literacy, translation into indigenous languages, and easy languages) and train all the labor market and society about human rights of older persons
- D. **ACCOUNTABILITY:** It is important to guarantee worldwide equal and effective participation of older persons in the labor market, and work hard to recognize the right to access to the labour market in equal conditions like the others, such as the Regional level IAC Human rights older Persons, and the Protocol to African Charter do.
- E. **CLAME:** An international convention would guarantee for older persons everywhere:
 - the right to work and access to the labour market under the law, without discrimination.
 - o prohibition of discrimination against older persons on the basis of age

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alone in all matters related to employment, recruitment, hiring, training, career advancement.

- performance evaluation on the basis of competency rather than on age-based assumptions.
- enjoyment of fair and safe conditions of work when undertaking informal or unremunerated work.
- social protection systems that are not influenced by ageist assumptions and stereotypes.

In sum, a new Convention will provide effective tools to combat ageism, will empower older people, promote their social value, their inclusion and make sustainable the construction of a society for all ages.