



United Nations General Assembly Open-ended Working Group for the
purpose of strengthening the protection of the human rights of older persons

Eleventh working session
New York, 6-9 April 2020

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?
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?
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?

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?
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 renumeration 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?

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?