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Substantive inputs on the focus area of the 11th session of the General Assembly Open-ended Working Group for the purpose of strengthening the protection of the human rights of older persons namely "Right to Work and Access to the Labour Market" in the context of older persons.

Introduction - older persons are persons within the age bracket of 45 - 80 and have a wealth of skills and experiences, they have lived through situations others cannot even imagine and they contribute on a macro level to the workplace and financially and at a local level to their communities and individual networks in terms of experience. They have also contributed for many decades to the development of the nation which is something that is often forgotten.

Background- Globally, the population of older people is increasing and their well-being is becoming a public health concern. In Nigeria, the number of older adults has risen more than threefold since 1950, from approximately 8.7 million in 2013 to 9.6 million in 2016, with the elderly share of the population increasing from 4 percent to 7 percent during that period. Ageing in Nigeria occurs against the background of socioeconomic hardship, high rate of unemployment, widespread Poverty and the challenges of insecurity in the Nation. The role of the elderly in nation building at the various stages of their life cannot be over-emphasized. They are the custodians of culture and tradition put in position of leaderships, mediators during conflict resolution and contributors in enforcing peace in their various communities. The younger generation will know little or nothing about culture and tradition if the elderly who are to educate them are not properly protected.

Challenges Regarding Right to Work and Access to Labour - The fast-growing number of older adults during the last few decades has impacted significantly on the political, economic and - social functions of societies in both industrialized and developing regions. According to the Population Division of the United Nations Department of Economic and Social Affairs: Population Division [UNDESA], the proportion of older persons aged 50 years and above make up 12.3% of the global population, and by 2050 that proportion will rise to almost 22%. The Well-being of a person is a positive state physically, socially and mentally; it is not just the absence of pain, discomfort, and incapacity. It arises from not only the action of an individual, but from a host of collective actions and relationships with other people. It requires that they have a sense of purpose, and that they feel able to achieve important personal goals and participate in societal activities. Nigerian has an overwhelming percentage of youths that are unemployed thereby making the Government to shift focus. The Government does not provide social security to elderly and the supports from the family and private individuals are fading out. Therefore, the well-being of elderly is compromised.

Remedies and Accountability - Nigeria has no functional national policy on the care and welfare of older persons. However the government of Nigeria, has positioned itself to face and address the economic, health, social, and psychological challenges that will be unleashed with ageing in the twenty-first century. Against this background, the 1999 Constitution. Section 14.2(b) states that the security and welfare of its people shall be the primary purpose of the government, and it provides in Section 16, sub-section 2(d), that suitable and adequate shelter

and suitable and adequate food, reasonable national minimum living wage, old age care and pensions, unemployment, as well as sick benefits, will be provided to all citizens.

Unfortunately, the Nigerian government seems not to have kept up to this social contract and has reneged on these promises, as most elderly people are not covered by any social policy within the new planned social security scheme, but instead has opted for the creation of employment opportunities for the youth. Changing demographics in Nigeria, in addition to the breakdown of the family structure and absence of a social security system, present unique challenges to the elderly in Nigeria.

One major challenge facing most governments in Africa is the development of policies and training of officials capable of understanding and responding to the current social priorities and complex needs of an increasingly ageing population.

Conclusion - In anticipation of this challenge we turn to employers, social service providers and government for help. The government will initiate policies that will make it easier for the elderly to be trained and empowered while Non Governmental Civil Societies like Poka Health Care Foundation will sensitize the public on the importance of engaging the elderly positively. This sensitization will be carried out on National Radio broadcast across the nation and it will highlight the importance of the elderly in the nation. Thus, sectors at all levels have a direct stake in arguably the most significant demographic shift of the twenty-first century.