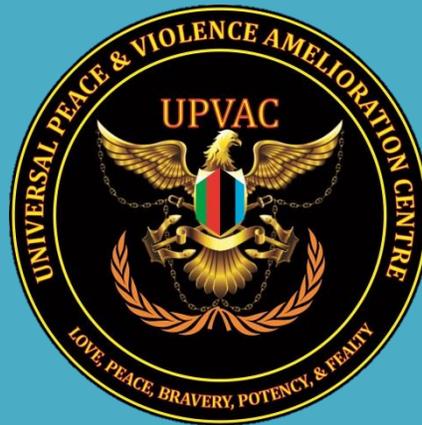


*Submission by:*

**UNIVERSAL PEACE AND VIOLENCE AMELIORATION CENTRE**  
Organization in Special Consultative Status with the United Nations Economic and Social  
Council (UN ECOSOC) *since 2019*



**NORMATIVE CONTENT:**

**“RIGHT TO WORK AND ACCESS TO THE LABOUR MARKET”**

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**THE CHAIR OF THE UNITED NATIONS GENERAL ASSEMBLY OPEN-ENDED  
WORKING GROUP FOR THE PURPOSE OF STRENGTHENING THE PROTECTION  
OF THE HUMAN RIGHTS OF OLDER PERSONS**

**TWELFTH WORKING SESSION  
NEW YORK, 11 - 14 APRIL 2022**

**Prepared by:**  
ITIGBRI OGAGAOGHENE JESSE,  
*Chief Executive Officer/President*

**Contact Information:**

Mobile: +2348064776827; +2348105032828  
Email: universalpvac@gmail.com  
Facebook: facebook@universalpvac  
Website: www.upvac.org  
Twitter: @UPVAC1

## Definition

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In May 2019, the Nigerian House of Representatives abolished age discrimination against job seekers in Federal Government Ministries, Agencies and Departments (MDAs), which followed the passage, by the lawmakers, of a “Bill for an Act to Eradicate the Age Discrimination against Job seekers in Federal Government Agencies”.

## Scope of the Right

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The right should be autonomous and provide full support for all decision-making process for older persons in the aspect of right to work and access to the labor market. Some existing normative elements in Nigeria are found in the following documents:

- Bill for an Act to provide certain rights and privileges for older persons in order to ensure health and economic reliefs and protection for their social and civil rights and for other related matters, 2019.
- Bill for an Act to Eradicate the Age Discrimination against Job seekers in Federal Government Agencies, 2019.
- The 1999 Constitution as amended by the Federal Republic of Nigeria

Prohibition of all forms of discrimination against older persons on the basis of age, alone or combined with other grounds, in all matters related to employment; Elimination of all forms of ageism and age discrimination from the workplace and organizational cultures; Provision of reasonable accommodation to older persons in the workplace.; Access to career development, technical and vocational guidance programs, placements services and vocational and skills development; Promotion of older persons’ self-employment and entrepreneurship; Access to prompt remedies and redress when older persons’ right to work and access to the labour market is denied.

## State Obligations

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State parties shall ensure:

- i. Older Persons are included in every National Action Programme on Income Generation of the State or Federal Government,
- ii. Older Persons have the right to social protection, including income security without discrimination on the basis of age or gender,
- iii. All older persons engaged in small-scale businesses are entitled to financial services accruing to other age groups.
- iv. Older Persons are not discriminated against on the ground of age or disability by any person or institution in any manner or circumstances whatsoever.
- v. Older persons have access to appeal and to effective complaint mechanisms to seek redress for practices that deny their right to work or to the labour market.

## Special Considerations

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Special considerations should be included for older persons in areas of:

- Policies should be developed that puts into consideration the fact that older persons should be engaged in a very tasking physical activity or long hours at same job.
- A confidential feedback mechanism should be put in place for older persons to report the denial of right to work and access to the labour market.
- Older workers should be remunerated equally for work of equal value, not just on the time put in, but also for their years of experience brought to the job.
- Policies for Older women should be put into consideration when making financial and project plans so as to meet their financial requirements when due.

Responsibilities of non-State parties should be such that they government should require all private and non-state parties to develop polices for protection of older persons on right to work and access to the labour market in their respective capacities. Non-state parties should have a significant number of older persons in their employment.

## Implementation

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### Best Practices in Nigeria:

In Nigeria, the establishment of an act to provide certain rights and privileges for older persons in order to ensure health and economic reliefs and protection for their social and civil rights and for other related matters, 2019, also the National Senior Citizens Centre Act, 2017 are both best practices that would be instrumental in promoting the right to work and access to the labour market by older persons, if fully implemented, monitored and enforced.

### Main Challenges

*challenges encountered by older persons on right to work and access to the labour market:*

- i. Lack of adequate awareness about their human rights.
- ii. Lack of established policies by state and non-state actors
- iii. Lack of a monitoring and enforcement mechanism to promote the right to work and access to the labour market.