





















The right to work for older Migrants, Refugees, and Stateless Persons









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ROUNDTABLE SERIES

MAINSTREAMING **KNOWLEDGE ON AGEING**

Bridging paths towards strengthering protection and participation

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This document has been prepared by the **Division for People and Social Development at UNITAR**, Ms. Analucía Jácome, Senior Project Leader and Human Rights Expert, Ms. Zhuoqing Cao and Ms. Begoña Santaella Gómez, SDP Team.

We hope you enjoy it!



MODERATOR

Mr. Alex MejiaDirector, Division for People and Social Development UNITAR



COORDINATOR

Ms. Analucía Jácome Senior Coordinator of the Series UNITAR



































WELCOME REMARKS



Dr. Ebru Canan-SokulluAssociate Director of CIFAL Global Network and
Deputy Director for Resource Mobilisation, UNITAR

"Effective protection and promotion of the right to work for older migrants, refugees, and stateless persons requires a multi-faceted approach, demanding enhanced knowledge and skills across various sectors."

- UNITAR's virtual roundtable series represents a crucial opportunity for capacity-building among diverse stakeholders working to uphold the rights of older migrants, refugees, and stateless persons. By bringing together public sector officials, international organisations, civil society, and other stakeholders, we can foster a shared understanding and develop evidence-based strategies.
- A key focus is addressing systemic ageism and discriminatory practices that prevent older persons from accessing decent work. This involves training on age-sensitive labour policies, promoting inclusive hiring practices, raising awareness within communities, and equipping stakeholders to navigate legal and administrative hurdles such as work authorisation and qualification recognition.
- Capacity-building will also empower older migrants, refugees, and stateless persons through language training, vocational skills, and information on their rights and available services. This enables them to advocate for themselves, access fair employment opportunities, and fully participate in their host societies.
- This roundtable series further aims to build a sustainable network of professionals committed to advancing the rights of older persons in vulnerable situations. By sharing knowledge, fostering collaboration, and developing practical solutions, we can collectively promote economic independence, dignity, social inclusion, and active participation for these groups, contributing to more just and equitable societies for all.
- Let us reaffirm our commitment to upholding the right to work for all, regardless of age or legal status. Together, we can create a more inclusive and equitable world where older migrants, refugees, and stateless persons work and live with dignity and purpose.

HIGHLIGHTS ON UNITAR

UNITAR is a United Nations autonomous body with the mission of developing the individual, institutional and organisational capacities of countries and other UN stakeholders through high quality learning solutions and related knowledge products and services to enhance decision-making and to support country-level action for overcoming global challenges.

In this regard, the UN Decade of Healthy Ageing has triggered UNITAR's interest in approaching other UN entities, as well as States, academia, non-governmental organisations, and the private sector for organising this Virtual Roundtable Series.





































SPEAKERS

Focus: Protecting the Right to Work for Older Migrants, Refugees, and Stateless Persons in Multilateral Frameworks



H.E. Amb. Luis Gallegos

Former Minister of Foreign Affairs of the Republic of Ecuador

President of the Board of Trustees of WID, Nippon Foundation,
and GIA Longevity

"Upholding the right to work for older migrants, refugees, and stateless persons is a matter of justice and social cohesion."

- For older persons who have experienced displacement, loss of home, and stripping away of legal identity, the right to work is not merely an economic concern, but a matter of dignity, belonging, and social inclusion. The economic and social inclusion of older migrants, refugees, and stateless persons can strengthen social cohesion, contribute to community resilience, and counter harmful stereotypes about ageing and migration.
- 2 Systemic ageism, restrictive labour markets, and inaccessible legal pathways deprive older persons of the right to work. They bear the dual burden of agerelated discrimination and barriers linked to migration status or statelessness, compounded by stereotypes about their adaptability, productivity, and technological capacity.
- To move forward, we should focus on several key actions. First, promote inclusive labour policies that dismantle ageist and xenophobic practices. Second, strengthen social protection systems, including expanding pension access, healthcare services, and community-based support, with consideration for the legal and migration statuses of older displaced persons. Thirdly, foster intergenerational dialogue and advocacy, and involve older persons in peacebuilding, civic life, and community leadership.
- Ensuring the right to work for older migrants, refugees, and stateless persons is a matter of justice and of upholding the values upon which our multilateral system is founded. By safeguarding their right to work, we affirm their dignity, enhance community resilience, and contribute to building a better society for all

HIGHLIGHTS ON THE GLOBAL INITIATIVE ON AGEING AND LONGEVITY

GIA Longevity is the first global, cross sectoral partnership addressing the ageing and longevity ecosystem. Its mission is to design a new society that empowers everyone to thrive throughout their longer lives. It drives awareness of ageing and longevity and igniting aligned action towards a world built for longevity. By working together with UN agencies, business leaders, governments and society, it is shaping a world where every person is included, respected, valued and cared for throughout their lifespan.







































DID YOU KNOW?

In April 2025, the Human Rights Council adopted a resolution to develop a binding international instrument on the rights of older persons. This milestone, alongside existing frameworks like the Global Compact on Refugees, the Humanitarian Inclusion Standards for Older People and People with Disabilities, and the Madrid International Plan of Action on Ageing, offers a foundation for advancing meaningful improvement and action.

FOOD FOR THOUGHT

Around the world, we are witnessing unprecedented levels of forced displacement and protracted statelessness. By June 2024, over 122.6 million people have been forcibly displaced due to conflict, persecution, and violence. Older refugees now represent around 4% of the overall population of concern to the Office of the United Nations High Commissioner for Refugees (UNHCR), and by 2050, the number of people over 60 will exceed those under 12. Older migrants, refugees, and stateless persons constitute a uniquely vulnerable group, facing compounded challenges where age, displacement, legal invisibility, and social exclusion intersect.

REMEMBER

The right to work, as enshrined in Article 23 of the Universal Declaration of Human Rights, affirms every individual's entitlement to free choice of employment, to just and favourable conditions of work and to protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work.

- Universal Declaration of Human Rights | Link
- UNHCR, Mid-Year Trends 2024 | Link
- UNHCR, Safeguarding Individuals: Older Persons | Link
- Learn more about the resolution A/HRC/58/L.24/Rev.1 adopted by the Human Rights Council, establishing a new intergovernmental working group to draft an international legally binding instrument (UN convention) on the human rights of older persons | Link



































Focus: Dignity, Work, and the Rights of Older Persons in a Changing World



Dr. Chitralekha Marie MasseyChief of Section, Rights of Older Persons
Office of the High Commissioner for Human Rights (OHCHR)

"Lacking the right to work undermines the foundation for a dignified life."

- From the Universal Declaration of Human Rights (UDHR) onwards, human rights can be summarised in one word: "dignity". All human rights are indivisible, interdependent, and universal. The lived experiences of individuals are shaped by their circumstances within households, communities, and countries, determined by factors such as income, inequality, and discrimination.
- Within the special procedures of the international human rights framework, a Special Rapporteur on the rights of migrants examines issues affecting stateless persons, asylum seekers, and others. Although the UDHR affirms equality and human dignity for all, more than 80 years later these remain aspirational goals. Initiatives like the Sustainable Development Goals (SDGs), the Summit for the Future, and the Pact for the Future strive to address inequality, yet significant challenges persist.
- 3 At the regional level, human rights instruments such as the European Social Charter, African Charter, and American Convention on Economic, Social and Cultural Rights safeguard the right to work. Notably, General Comment No. 18 from the Committee on Economic, Social and Cultural Rights reaffirms the fundamental nature of the right to work for a dignified life.
- Ageing is inevitable, and people age in different ways, shaped by their environments, opportunities, and resources. The challenge lies in creating societies where both those who need support and those who can provide it are recognised as equal contributors to society.
- The UN General Assembly's adoption of the resolution to develop a legally binding instrument on the rights of older persons marks significant progress. Now, collective action is needed to ensure marginalised issues are integrated fully into this framework. This is a pivotal moment, and the broad support for this resolution reflects both the possibility and responsibility to make older persons' rights an explicit and important part of international law.

HIGHLIGHTS ON THE OFFICE OF THE HIGH COMMISSIONER FOR HUMAN RIGHTS

The Office of the High Commissioner for Human Rights (OHCHR) strives to ensure that older persons are given space and weight in the human rights agenda. Together with the UN Department of Economic and Social Affairs, OHCHR supports the work of the Open-ended Working Group on Ageing as its secretariat. OHCHR supports the mandate of the Independent Expert on the enjoyment of all human rights by older persons, and the work of UN human rights mechanisms and national human rights institutions to monitor and provide guidance for the promotion and protection of human rights of older persons.







































SHARING PERSONAL EXPERIENCES

Dr. Chitralekha Marie Massey shared three personal experiences with refugees and older persons.

In a refugee camp on the Thailand-Myanmar border:

As a very young person working on the Thailand-Myanmar border, it was my first time staying away from home. We slept on the ground with a thin ground sheet and were lucky enough to have our own mosquito nets.

I remember watching the camp gates open as aid trucks came in with salt, bread, and rice. Then everything came to a standstill. That was a very confusing moment, realising that for everyone sitting there, the highlight of the day was simply the arrival of that truck with food.

When darkness fell, even a basic human need like going to the toilet became difficult. You stepped out of your tent and walked halfway across. It was dark. It was scary. This was me as a young person with a flashlight and a friend next to me. My question today is: What happens if you're old, infirm, and alone?

In Bamiyan, Afghanistan:

Bamiyan is the place where everybody talks about the statues of Buddha. But when I went there, I saw a different thing. All the caves in the mountains were home to people who had been internally displaced from within the country.

These were communities that had faced discrimination and violence. Some had been forced out of their homes by occupation. Among them were older persons who rarely left the caves because it was too difficult to climb up and down the hill, as well as children who had limited opportunity to attend school.

In Fiji:

We experienced firsthand the displacement caused by climate change and its impact on the mental health of the entire population, specifically on the older persons, who were leaving behind a lifetime of memories. Cemeteries that had held generations of their families were submerged under seawater.





































THE CASE OF VEREIN KLIMASENIORINNEN SCHWEIZ V. SWITZERLAND

On April 9, 2024, the European Court of Human Rights (ECHR) issued this landmark judgment, marking its first major decision on climate change issues. The case was brought by a group of older women, who claimed that Switzerland's failure to adequately address climate change violated their rights under the European Convention on Human Rights (ECHR).

The Court ruled in favour of the applicant, finding that Switzerland breached its obligations by failing to implement adequate measures to combat climate change, thereby violating the applicants' right to respect for private and family life (Article 8 of the Convention). Furthermore, the Court determined that Switzerland's inadequate handling of the applicants' legal challenge amounted to a violation of their right of access to a court (Article 6 of the Convention).

The case of Verein Klima Seniorinnen Schweiz v. Switzerland stands as a powerful example of older persons driving transformative change when given the opportunity.

DID YOU KNOW?

According to UNHCR data, in 2023, an estimated 55% of refugees reside in countries where access to formal employment remains restricted or non-existent in practice. Longevity is a success story of our times, achieved through advances in medicine, infrastructure, and food security. However, it comes with new challenges. According to the World Health Organisation (WHO), around 1 in 10 older people experience loneliness, and 1 in 4 are socially isolated. These conditions directly impact life expectancy and increase vulnerability to violence, abuse, neglect, financial fraud, and barriers to healthcare.

- Pact for the Future, Global Digital Compact and Declaration on Future Generations | <u>Link</u>
- European Social Charter | Link
- African Charter on Human and Peoples' Rights | Link
- Find more about the right to work enshrined under Article 6 of the International Covenant on Economic, Social and Cultural Rights on General Comment No. 18 | Link
- Read more about the case Verein Klimaseniorinnen Schweiz v.
 Switzerland | Link



































Focus: Older Persons in Situations of Forced Displacement and Statelessness



Mr. Ricardo Pla Cordero
Protection Officer - Ageing and Disability Inclusion,
Division of international Protection / Community Based
Protection Unit, UNHCR

"The care agenda cannot be transformed into a tool against older persons. It must be a joint agenda where we together ask for equal access to care and support opportunities that are dignified."

- Displacement brings a series of challenges for older persons, beginning with their separation from community support networks. Unlike younger refugees in today's digital world, many older persons lack digital skills and access to devices, leaving them isolated in unfamiliar environments. This digital divide heightens their risk of violence, abuse, and exploitation.
- 2 Further risks arise from loss of prescribed medication and assistive devices. For older persons under forced displacement, regaining access to essential healthcare support becomes difficult, often leading to a deterioration in health. Beyond physical well-being, many older persons experience depression and lose interest in their surroundings, resulting in severe psychosocial consequences.
- 3 Documentation also remains a persistent barrier. Many older persons never held travel documents or formal identification in their home countries. Without proof of identity, they become invisible to systems designed to support them, blocking access to healthcare, legal protection, financial support, and crucial employment opportunities.
- At a social level, the perception of older persons as burdens is widespread. UNHCR livelihoods surveys reveal that unpaid care responsibilities, such as childcare, cooking, cleaning, and elder care, are major obstacles to employment for displaced women. A more equitable and shared responsibility among families, communities, and states would help ease family burdens while upholding the rights of older persons as active contributors to their communities.
- Addressing the challenges faced by older persons requires reliable, disaggregated data. Without it, older persons remain invisible in planning, policy, and service delivery. Although some states and agencies have improved refugee registration systems, data disaggregated by age, gender, and disability remains incomplete and inconsistently shared. Likewise, regularisation and documentation also play a crucial role in guaranteeing older persons' rights and protections from work permits to pensions.
- 6 Finally, addressing these issues requires investment in protection services, inclusive livelihoods programmes, and advocacy. Targeted case management for older persons, cash assistance, community-based projects, and intergenerational initiatives have shown promising results. At the international level, we must leverage frameworks such as the Refugee Convention, the Global Compact on Refugees, and multi-stakeholder pledges on economic inclusion and social protection. These tools provide critical advocacy opportunities to ensure older persons enjoy equal rights and dignity in displacement contexts.

HIGHLIGHTS ON THE OFFICE OF THE HIGH COMMISSIONER FOR REFUGEES

The Office of the High Commissioner for Refugees (UNHCR) is a global organisation dedicated to saving lives, protecting rights and building a better future for people forced to flee their homes because of conflict and persecution. It delivers life-saving aid and protection in emergencies, advocate for improved asylum laws and systems so displaced people can access their rights, and help find long-term solutions so they can return home once safe to do so or build a future in a new country. During displacement, older persons can be particularly at risk of abuse and neglect. UNHCR works to support and protect older persons on the move, enabling access to basic services as they recover and rebuild after a crisis.







































CURIOUS FACT

According to the UNHCR's findings from a regional assessment of Central America and the Andean regions, a large proportion of older persons on the move were in a situation of great economic vulnerability, with 64% having no monthly income prior to the pandemic. Very few or no pensions are received, and access to work is limited by the conditions of the labour market, the lack of documentation, and discrimination, mainly due to age and mobility.

FOOD FOR THOUGHT

The Global Compact on Refugees (GCR) is a framework for more predictable and equitable responsibility-sharing, recognising that a sustainable solution to refugee situations cannot be achieved without international cooperation and collaboration. It provides a blueprint for governments, international organisations, and other stakeholders to ensure that host communities receive the support they need and that refugees can lead productive lives.

Its four key objectives are to:

- Ease the pressures on host countries
- Enhance refugee self-reliance
- Expand access to third-country solutions
- Support conditions in countries of origin for return in safety and dignity

- UNHCR, A Claim to Dignity: Ageing on the Move | Link
- UNHCR, Global Survey on Livelihoods and Economic Inclusion Report | <u>Link</u>
- UNHCR, The Global Compact on Refugees | Link
- UNHCR, Multistakeholder Pledge: Economic inclusion and Social Protection | <u>Link</u>
- UNHCR, UNHCR's Policy on Older Refugees, 19 April 2000 (Annex II of the Draft Report of the Seventeenth Meeting of the Standing Committee [29 February - 2 March 2000]) | Link
- UNHCR, Policy on Age, Gender and Diversity Accountability 2018 | <u>Link</u>
- UNHCR, Working with Older Persons in Forced Displacement | Link



































Focus: Ensuring Dignity, Protection, and Decent Work for Older Persons on the Move



Mr. Alejandro Bonilla

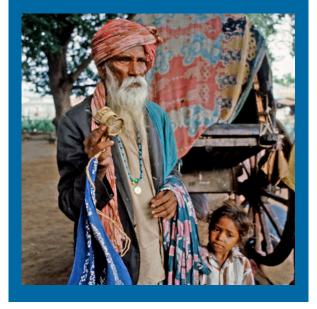
Chair, NGO Committee on Ageing (Geneva)
President of the Association of Former International Public Officials for Development (Greycells)

"Older migrants, refugees, and stateless persons are not invisible. They are our neighbours, caregivers, shopkeepers, and founders of communities, who deserve recognition, protection, and inclusion legally, economically, and socially."

- Older migrants, refugees, and stateless persons have historically remained under-recognised. Policies must acknowledge both their potential contributions and vulnerabilities. Migration and seeking refuge are never just about arrival; they also carry deep implications for countries of origin. Violence, discrimination, and lack of economic opportunities drive people to move. Consequences like family separation and weakened communities must be addressed if we are to break harmful cycles. This diversity must be reflected in policy-making, as a one-size-fits-all approach is ineffective, inefficient, and unjust.
- 2 Many older persons arrived young and aged abroad. They spent decades contributing to host countries, paying taxes, raising families, and working in essential sectors. Yet, as they grow older, lose work capacity, or no longer meet legal requirements, they are often pressured to return to countries they no longer know, where they lack rights, pensions, or support networks. A lifecourse perspective must be integrated into labour and social protection systems. Rights should not disappear with age or unemployment.
- Work alone is not enough; what people need is decent work. This includes fair pay, safe working conditions, access to social protection, and most importantly, voice and representation. Decent work also means the right to age in dignity, with access to healthcare, income, and freedom from discrimination. Diverse typologies that account for education, access to protection, and likelihood of return are key to identifying support gaps. Many older persons contribute for years to host countries but are later excluded due to legal or administrative barriers. Social protection should follow people throughout their lives and across borders.
- Another important issue is temporality. Some migrate for work, others settle long-term, and many age in place as their legal and social ties weaken. Pensions and entitlements are often not portable, leaving older persons with gaps in coverage both in their countries of origin and host countries. Ensuring cross-border continuity of rights is essential for dignified work and ageing. Migration also takes a toll at home. Families are separated, older persons are left without caregivers, and communities lose skilled and caring individuals. Ignoring the root causes of displacement, including poverty, conflict, and inequality, means overlooking half the picture.

HIGHLIGHTS ON THE WORK OF NGO COMMITTEE ON AGEING

The NGO Committee on Ageing is affiliated with the Conference of Non-governmental Organisations (CONGO) and works to raise world awareness of the opportunities and challenges of global ageing. Throughout the year, the Committee works to promote the implementation of the Madrid International Plan of Action on Ageing (MIPAA), which contains many suggestions for actions that benefit older persons.





































- Therefore, two urgent priorities stand out. First, we need better, disaggregated data. Policymakers cannot make informed decisions without reliable evidence. Second, we must raise basic policy literacy around older persons' rights among decision-makers in parliaments, ministries, municipalities, and civil society.
- Above all, we must commit to building systems that never cast people aside once they are no longer considered productive. Dignity should not expire with age, nor with a change in migration, refugee, or stateless status. Many of these concerns will hopefully be addressed in the forthcoming legally binding instrument on the rights of older persons adopted by the Human Rights Council. There is still much work ahead, and it must be multidimensional.



REMEMBER

Ibero-American Multilateral Agreement on Social Security is an instrument for coordinating the Social Security legislation on pensions of the different Ibero-American countries. It aims to guarantee the rights of migrant workers and their families to a contributory old-age, disability or survivors' pension within a common area, the Ibero-American Community, formed by 22 countries from Latin America and the European Union.

USEFUL SOURCES

- Ibero-American Multilateral Social Security Agreement | Link
- The Madrid International Plan of Action on Aging (MIPAA) | Link

IMPORTANT

Even where policies exist, they often fall short in practice. Legal residency and work rights can be difficult to maintain, especially for older migrants, refugees, and stateless persons navigating complex, unfamiliar systems. Access to essential services and employment is frequently obstructed by administrative bureaucracy, language barriers, lack of legal literacy, and fear of discrimination. Moreover, older migrants and refugees are too often perceived as burdens in local labour markets.

Overcoming these challenges requires more than legal frameworks. It demands public awareness campaigns to counter harmful stereotypes, and an inclusive and age-sensitive service



































Focus: Gaps and Opportunities in the International Legal Framework Protecting the Right to Work for Older Persons



Mr. Hezzy Smith
Director of Advocacy Initiatives
Harvard Law School Project on Disability (HPOD)

"International instruments more often mention older persons in relation to social protection or access to basic services than economic contribution or labour rights. This omission reflects lingering stereotypes of older persons as dependents rather than active contributors."

- We are facing a global convergence of challenges: increased migration, longer lifespans, climate change, rising armed conflicts, and political and economic instability. These trends underscore the urgent need to protect the rights of older migrants, refugees, and stateless persons, specifically their right to work.
- The right to work is a fundamental human right recognised in multiple international instruments, including the Universal Declaration of Human Rights. These instruments extend work guarantees to older persons and vulnerable groups such as migrants, refugees, and stateless individuals. However, the intersection of age and displacement creates unique challenges in realising this right.
- 3 The 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (CMW) prohibits age discrimination but lacks practical enforcement mechanisms. Article 77 allows for individual communication only if at least 10 states declare acceptance, a threshold not yet met. Moreover, the CMW is poorly ratified, particularly among major migrant-receiving countries in the Global North.
- 4 By contrast, the Convention on the Rights of Persons with Disabilities (CRPD) enjoys nearly universal ratification, with over 100 states ratifying its Optional Protocol, allowing individual complaints. Other instruments like the International Covenant on Economic, Social, and Cultural Rights (ICESCR) recognise the right to work and prohibit discrimination, as noted in its General Comment No. 18.
- The Global Compact on Refugees makes specific commitments to promote decent work for older persons and persons with disabilities, while the Global Compact for Migration, though similar in scope, does not.
- The case of Sherlock v. Australia exposes gaps in current protections and shows the potential role of a new international treaty on the rights of older persons. Such a treaty could provide explicit protections and enforcement mechanisms for older migrants and refugees facing employment barriers. It's important to acknowledge the pressing need for legal frameworks that affirm and operationalise the right to work for older persons in all their diversity, and in all their roles as rights holders, contributors, and agents of change.

HIGHLIGHTS ON THE HARVARD LAW SCHOOL PROJECT ON DISABILITY

HPOD has demonstrated a steadfast dedication to empowering civil society and other actors by fostering knowledgeable and discerning advocacy for Human Rights. Their endeavours encompass a range of activities, including the provision of comprehensive human rights training and education, the facilitation of international law and policy development, the promotion of inclusive practices in development, the dissemination of technical assistance pertaining to strategic litigation, and the cultivation of innovative perspectives regarding the capabilities of persons with disabilities and their entitlement to human rights.







































THE CASE OF SHERLOCK V. AUSTRALIA

The case of Sherlock v. Australia, heard before the UN Committee on the Rights of Persons with Disabilities (CRPD Committee), involved a 36-year-old Irish woman with multiple sclerosis, who worked as a senior sales executive at Oracle.

Her application for a skilled migrant visa to Australia was denied because Australian immigration authorities determined that the anticipated healthcare costs associated with her condition would exceed their "significant cost threshold", which was around 35,000 Australian dollars over four years.

Authorities also failed to consider her personal income, ability to pay privately, or the existing bilateral healthcare agreement between Australia and Ireland designed to share such costs for migrants. Compounding this, Australia applied a "hypothetical person test," assessing her against an average migrant profile rather than acknowledging her individual circumstances, professional contributions, or capacity to cover her expenses.

The CRPD Committee found that this decision violated the Convention's prohibition against discrimination based on disability in employment and migration contexts. The provision was applied exclusively to persons with disabilities and failed to account for her means to cover costs independently. The Committee concluded that this amounted to indirect discrimination and placed Australia in breach of its treaty obligations.

Although the applicant in this case was not an older person, it is easy to imagine a similar scenario affecting a skilled older migrant whose anticipated healthcare or social care costs exceed a government's arbitrary threshold. As ageing populations place pressure on national budgets, such restrictive practices could increasingly target older persons, either explicitly by age or indirectly through financial and healthcare eligibility criteria.

The Sherlock case reminds us of a basic principle: human rights are only as effective as the enforcement mechanisms behind it. While several international instruments address the rights of older migrants and refugees, few provide avenues for individuals to directly enforce those rights, as the CRPD provides for persons with disabilities.

- The Convention on the Rights of Persons with Disabilities (CRPD)
 Link
- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (CMW) | Link
- International Covenant on Economic, Social and Cultural Rights (ICESCR) | <u>Link</u>
- Read the full text of the case Sherlock v. Australia | Link





































Decade of healthy ageing





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