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EUROPEAN SOCIAL CHARTER

18th National Report on the implementation of
the European Social Charter

submitted by

THE GOVERNMENT OF ARMENIA

Articles 2, 3, 4, 5, 6, and 20

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EUROPEAN SOCIAL CHARTER
(REVISED)

Report of the Republic of Armenia

Articles 2, 3, 4, 5, 6, 20

Article 2. The right to just conditions of work

Information with regard to questions submitted by the European Committee of Social Rights

Article 2§1

Questions:

- a) Please provide information on occupations, if any, where weekly working hours can exceed 60 hours or more, by law, collective agreements or other means, including: information on the exact number of weekly hours that persons in these occupations can work; information on any safeguards which exist in order to protect the health and safety of the worker, when workers work more than 60 hours.*
- b) Please provide information on the weekly working hours of seafarers.*
- c) Please provide information on how non-active on-duty hours are interpreted in terms of work or rest time.*

The Labour Code of the Republic of Armenia [hereinafter also referred to as the Code] prescribes that the normal duration of the working time may not exceed 40 hours a week and the daily working time may not exceed eight working hours, except for the cases provided for by the same Code, law and other regulatory legal acts (parts 1 and 2 of Article 139 of the Code).

The maximum duration of working time, including overtime work, may not exceed 12 hours a day (including the break for rest and meal), and 48 hours a week (part 3 of Article 139 of the Code).

The duration of the working time for special categories of workers (healthcare organisations working on an uninterrupted shift basis, guardianship (custodianship) organisations, child care educational institutions, specialised energy, gas, heating supply organisations, specialised communications services, as well as specialised services for elimination of the consequences of accidents, etc.) may amount to 24 hours a day. The average duration of the working time of such workers in a week may not exceed 48 hours, and the rest time between the working days may not be less than 24 hours. The list of such works shall be defined by the Government of the Republic of Armenia.

Pursuant to Decision of the Government of the Republic of Armenia No 1223-N of 11 August 2005 "On establishing the list of works of special category employees with 24-hour working time daily", the above-mentioned works shall be:

1. Works of on-duty electrical technicians of contact networks and traction substations, electricians, railcar drivers, assistants to drivers;
2. Works of on-duty communication engineers of high and low frequency selective communication, on-duty electrical technicians at optical fibre telephone stations, on-

- duty information operators for telephone connection;
3. Works of level-crossing attendants;
 4. Works of on-duty nurses servicing locomotive brigades;
 5. Works of on-duty employees of rest houses;
 6. Works of guards;
 7. Works of on-duty radio-electrical technicians;
 8. Works of conductors, machine fitters (electricians), mechanics and foremen on passenger trains, train masters;
 9. Works of Squad commanders, senior riflemen, riflemen;
 10. Works of traffic dispatchers;
 11. Works of responsible on-duty operators;
 12. Works of shifting operators;
 13. Works of Line section workers;
 14. Works of on-duty employees of telecommunication stations;
 15. Works of on-duty staff of radio-television broadcasting centre of Yerevan, marz and regional television stations;
 16. Works of radio control specialists of the Radio Monitoring Department;
 17. Works of on-duty employees of checkpoint bureau of the electrical energy system;
 18. Regulation and operator control services of the gas transportation and gas distribution systems;
 19. Works of regulation and maintenance of gas pressure station aggregates;
 20. Gas emergency repair services;
 21. Works of dispatchers;
 22. Works of on-duty staff of sub-stations;
 23. Works of security inspectors (guard service);
 24. Shift works at the Hydropower plant;
 25. Works of on-duty machine operators of hydroelectric units;
 26. Works of engine operators of hydro-facilities;
 27. Works of staff providing medical aid at hospitals;
 28. Works of staff carrying out emergency and primary healthcare activities;
 29. Works of inspector-guards at a lifting gate in state reserves;
 30. Works performed by specialists of "Zvartnots" airway weather centre;
 31. Works performed by specialists carrying out meteorological, actinometric (radiometric), ozonometric, radar observations in the field of hydrometeorology and hail suppression;
 32. Works performed by specialists making hydrometeorological forecasts;
 33. Works performed by specialists of subdivisions for the exchange of hydrometeorological data;
 34. Works of pedagogical, medical and caretaking personnel of institutions providing round-the-clock care in the fields of curatorship (guardianship), social protection of the population, general education;
 35. Work of a stock farmer;
 36. Works of on-duty employees of television and radio companies;
 37. Work of a stoke;

38. Works performed on a shift basis at the State Revenue Committee of the Republic of Armenia:
- (1) carrying out the necessary operational-intelligence activities for disclosing tax and customs offences;
 - (2) carrying out inspections, examinations prescribed by law and other control actions provided for by law at the premises of taxpayers by the tax authority for the purpose of exercising control over the fulfilment of the requirements of the tax legislation of the Republic of Armenia;
 - (3) exercising control over the application of customs tariff mechanisms when transporting goods and transportation means across the customs border of the Republic of Armenia, the application of the procedure for import and export, as well as the customs procedures;
 - (4) organising customs formalities and exercising supervision, customs control over them;
 - (5) performing on-line the operations deriving from the powers of the customs authorities in the electronic customs formalities system.
39. Works of on-duty employees of checkpoints of subdivisions of the State Revenue Committee of the Republic of Armenia;
40. Works of employees of border medical and sanitary checkpoints of the Health and Labour Inspection Body of the Republic of Armenia, except for the works of the head of the subdivision;
41. Works of employees of border checkpoints of the Food Safety Inspection Body under the Government of the Republic of Armenia.
42. Works of employees of the Urban Development, Technical and Fire Safety Inspection Body performing functions of ensuring the safety and compliance with the requirements of the legislation in the field of transport.

Pursuant to regulations of Article 142 of the Labour Code of the Republic of Armenia:

- Distribution of (changes in) the working and rest time for each employee during the day, week or reporting period, as well as the beginning and end of the daily work (shift) shall be defined by the internal disciplinary rules of the employer. The work (shift) schedules shall be approved by the employer, whereas in cases and in the manner prescribed by the collective agreement it shall be agreed with the body of the organisation having signed the collective agreement. The beginning and end of the working time in state and local self-government bodies and organisations under subordination thereof shall be defined by the Government of the Republic of Armenia (is defined by Decision of the Government of the Republic of Armenia No 2138-N of 24 November 2005).
- A five-day working week with two rest days shall be prescribed for the employees. Within the organisations where, due to the nature of production or the work or other conditions, application of the five-day working week is impossible, a six-day working week with one rest day shall be defined.
- The employees shall be obliged to keep to the defined work (shift) schedules. The

employer shall be obliged to properly notify the employee about a change made in the working (shift) schedule no later than one week before the entry into force of the legal act. The employer shall be obliged to ensure the proportionality of the employees' work shifts.

- Engaging the employee in uninterrupted work with two shifts shall be prohibited, except for the case provided for by point 4 of part 1 of Article 145 of the same Code (i.e. the shift employee has not reported for work that may lead to disruption of continuity of work. In such cases the employer or his or her representative shall be obliged to take immediate measures for substituting the absent person with another employee).
- The employee raising a minor under the age of fourteen without a husband (wife) shall have the right of priority to choose a shift where the employer has such an opportunity.

Pursuant to regulations of Article 155 of the Code:

- The common rest day is Sunday, and in case of a five-day working week the rest days are Saturday and Sunday, except for the cases envisaged by the same Article and by other legal acts.
- In organisations where the work on common rest day may not be terminated due to the need to provide services to the population (public transportation, specialised organisations supplying energy, gas, and heat, theatres, museums, public catering, etc.), the rest day shall be defined by the employer.
- In organisations where works may not be terminated due to technical conditions of production or the need for uninterrupted and continuous provision of services to the population, as well as in other organisations with uninterrupted work regime, the rest days shall be granted on the other days of the week in a sequence prescribed by the working schedule for each group of employees. These schedules shall be prepared and approved in the manner prescribed by Article 142 of the Labour Code of the Republic of Armenia.
- Uninterrupted weekly rest must not be less than 35 hours. Moreover, two rest days, being granted in the 2nd and 3rd cases mentioned above, shall follow each other.
- Engagement of employees in work on rest days shall be prohibited, except for the works the termination of which is impossible due to technical reasons of production or which are necessary for the provision of services to the population, as well as for performing urgent repair, loading or unloading operations.

Pregnant women, employees taking care of a child under the age of one may be engaged in work on rest days only upon their consent.

- Employees under the age of eighteen are granted at least two rest days per week.
- Summing up, let us note that the weekly duration of the working time (including overtime work) under a single employment contract is limited to 48 hours per week by the Labour Code of the Republic of Armenia, i.e. the Labour Code of the Republic of Armenia does not provide for such work that would be allowed to be performed with a working time of 60 hours or more per week, for work under a single employment contract.

With regard to regulations on duty, it should be noted that pursuant to Article 149 of the Labour Code of the Republic of Armenia:

- To ensure workplace discipline within the organisation or the performance of urgent works in special cases, the employer may engage the employee on duty in the organisation or at home at the end of the working day or on non-working holidays, commemoration days and rest days not more than once a month, whereas upon consent of the employee — not more than once a week.

Where the duty is performed after the end of the working day, the time of the duty together with the working day (shift) in the organisation may not exceed the duration of the working day (shift) prescribed by part 2 of Article 139 of Labour Code of the Republic of Armenia (i.e. daily working time may not exceed eight working hours, except for the cases provided for by this Code, law and other regulatory legal acts), whereas the duration of the duty in the organisation or at home on non-working days — holidays, commemoration days and rest days — may not exceed eight hours a day. The time of duty in the organisation shall be equalised to the working time, whereas at home not less than half of the working time.

- For the duty work at home or in the organisation exceeding the work time prescribed by part 1 of Article 139 (i.e. normal duration of the working time may not exceed 40 hours a week), point 6 of part 1 of Article 140 (i.e. employees in whose workplace it is impossible, due to technical or other reasons, to reduce the maximum permissible levels of occupational hazards to the level safe for health as defined by legal acts on safety and health at work, the working time shall be set not more than 36 hours a week), Article 141 (the specifics regarding the incomplete working hours is regulated) and part 1 of Article 143 (the specifics regarding the summarised calculation of the working time) of the Labour Code of the Republic of Armenia, rest time during the upcoming month shall be provided with the same duration or, upon the desire of the employee, that rest time may be added to the annual leave or may be paid as overtime work.
- Employees under the age of eighteen shall not be allowed to be engaged in duty work at home or in an organisation. Pregnant women and the employee taking care of a child under the age of three may be engaged on duty at home or in the organisation only upon their consent.

Pursuant to regulations of point 4 of part 1 of Article 3 of the Labour Code of the Republic of Armenia, one of the main principles of the labour legislation is (ensuring the right to just conditions of work for every employee (including conditions ensuring safety and meeting hygiene requirements, right to rest).

Pursuant to regulations of Article 243 of the Labour Code of the Republic of Armenia:

1. proper, safe conditions and conditions harmless for health as established by law shall be created for every employee during labour.
2. The employer shall be obliged to ensure the safety and health of the employees. Taking into consideration the level of danger of production or work for employees, the employer shall include a qualified service for ensuring the safety of employees and

- maintaining their health, or shall personally carry out that function.
3. The classification of employment conditions and the minimum permissible level and quantity of factors that are harmful to health, shall be defined by laws and other legal acts.

At the same time, pursuant to Article 244 of the Labour Code of the Republic of Armenia "The employer shall be obliged to ensure normal employment conditions in order for employees to be able to perform the labour standards. These conditions shall be as follows:

- (1) due operation of mechanisms, equipments and other means of labour;
- (2) provision of technical documents in a timely manner;
- (3) proper quality and timely provision of materials and tools required for performance of the work;
- (4) ensuring production with power, gas and other types of energy;
- (5) working conditions, which are safe and harmless to health (adherence to safety norms and rules, proper lighting, heating, air conditioning, the noise below the minimum standards, radiation, vibration and other dangerous factors that have a negative impact on the health of the employee);
- (6) providing reasonable accommodations for people with disabilities,
- (7) other conditions necessary for performance of certain tasks.

As for the durations of weekly working hours of seafarers, it should be noted that the Republic of Armenia is a landlocked country. Let us also note, that pursuant to part 3 of Article 7 of the Labour Code of the Republic of Armenia, employment relations arising at the time of performing work in vessels or aircrafts (flying vessels) shall be regulated by the labour legislation of the Republic of Armenia and other regulatory legal acts containing norms of labour law, where these vessels sail or the aircrafts (flying vessels) fly under the flag of the Republic of Armenia or bear the image of the coat of arms of the Republic of Armenia. The labour legislation of the Republic of Armenia and other regulatory legal acts containing norms of employment law shall be applied at the time of performance of work in other means of transport, where such means of transport owned by the employer are under the jurisdiction of the Republic of Armenia.

That is, the foregoing limit of working hours under the single employment contract to the maximum duration of 48 hours (including the overtime work) is applied also in the case, where the vessels sail under the flag of the Republic of Armenia or bear the image of the coat of arms of the Republic of Armenia, and employment relations arising at the time of performing work in vessels shall be regulated by the labour legislation of the Republic of Armenia and other regulatory legal acts containing norms of employment law.

In general, it should be noted that pursuant to part 1 of Article 1 of the Labour Code of the Republic of Armenia, the Code regulates collective and individual employment relations, defines the grounds for origin, change and termination of such relations and the procedure for their implementation, rights and responsibilities of the parties to employment relations, their liability, as well as the conditions for ensuring the security and health of employees.

At the same time, pursuant to part 2 of Article 1 of the same Code, peculiarities for regulating separate fields of employment relations may be defined by law.

For example, referring to the regulations of the Law of the Republic of Armenia "On Rescue Service", let us note that

- pursuant to Article 48 of the same law, arising from the peculiarities of the rescue service, the service may be performed for a full day, with additional payment for night service and other fees, following which the servants shall be granted a three-days rest period. Therefore, the weekly working hours of servants also don't exceed 48 hours.
- Pursuant to Article 47, the servant of rescue service may engage in service on rest days and holiday days, for which he is granted another rest day within a month, or that day is added to the annual vacation (the mentioned provision applies to servants performing non-shift work).
- Article 46 regulates the relations pertaining to engaging the servant in overtime service, pursuant to which:
 1. the servant shall engage in overtime work:
 - (a) during prevention of emergency situations, reduction and elimination of possible consequences thereof;
 - (b) during martial law;
 - (c) during implementation of civil protection measures;
 - (d) during instructional trainings and drills;
 - (e) in other cases provided for by law.
 2. It shall be prohibited to engage a servant in overtime service for more than eight hours. Duration of daily service, along with overtime service should not exceed 16 hours. Duration of overtime service of servants should not exceed 300 hours per year.

In case of emergency situations the servants are allowed to engage in overtime service of varying durations, but not exceeding 12 hours per day. In this case, the duration of daily service, along with overtime service should not exceed 20 hours.

Article 3. The right to safe and healthy working conditions

Information with regard to questions submitted by the European Committee of Social Rights

Article 3§1.

Questions:

Please provide information on the content and implementation of national policies on psychosocial or new and emerging risks, including:

- in the gig or platform economy;
- *as regards to remote work;*
- in works requiring intense attention or high performance;
- *in works related to stress or traumatic situations at work;*

- *in works affected by climate change risks.*

The Constitution of the Republic of Armenia (Article 82) stipulates that every employee shall, in conformity with the law, have the right to healthy, safe and decent working conditions, to limitation of maximum working hours, to daily and weekly rest, as well as to annual paid leave.

One of the main principles of the labour legislation prescribed by part 1 of Article 3 of the Labour Code of the Republic of Armenia (point 4) is "ensuring the right to just conditions of work for every employee (including conditions ensuring safety and meeting hygiene requirements, right to rest)".

Arising from lawful interests of rights and freedoms of the employee the Legislator has established a liability in the Code to ensure safe and healthy working conditions, which is stipulated in Article 217 of the Code. Moreover, Article 242 of the Code entitled "Ensuring the safety of employees and maintaining their health" prescribes a general rule according where to "Ensuring the safety of employees and maintaining their health shall be a system of protecting the life and health of employees during the working activity, which includes legal, social and economic, organisational and technical, sanitary hygienic, medical and preventive, rehabilitation and other measures.

Moreover, pursuant to part 1 of Article 17 of the Code, the employee is the capable citizen having attained the age defined by the Labour Code of the Republic of Armenia (i.e. the age of sixteen) who performs — on the basis of an employment contract — certain work for the benefit of the employer based on certain profession, qualification, position or relevant qualification description of an educational programme. At the same time, pursuant to part 2 of Article 17 of the Code, persons performing a temporary work prescribed by part 3 of Article 17.1 of this Code, as well as learners undergoing work-based learning under professional education and training programme and performing certain work prescribed by employment contract shall also be considered as employees.

Article 13 of the Code defines the concept "employment relations", pursuant to which "employment relations are relations based on mutual agreement of employees and employers, under which employees shall personally perform official functions (work with certain profession, qualification or in a certain position) with certain remuneration adhering to internal disciplinary rules, and employers shall ensure conditions of employment provided for by the labour legislation, other regulatory legal acts containing norms of labour law, collective agreements and employment contracts".

Pursuant to regulations of Article 243 of the Code:

1. proper, safe conditions and conditions harmless for health as established by law shall be created for every employee during labour.
2. The employer shall be obliged to ensure the safety and health of the employees. Taking into consideration the level of danger of production or work for employees, the employer shall include a qualified service for ensuring the safety of employees and maintaining their health, or shall personally carry out that function.

3. The classification of employment conditions and the minimum permissible level and quantity of factors that are harmful to health, shall be defined by laws and other legal acts.

At the same time, pursuant to Article 244 of the Labour Code of the Republic of Armenia "The employer shall be obliged to ensure normal employment conditions in order for employees to be able to perform the labour standards. These conditions shall be as follows:

- (1) due operation of mechanisms, equipments and other means of labour;
- (2) provision of technical documents in a timely manner;
- (3) proper quality and timely provision of materials and tools required for performance of the work;
- (4) ensuring production with power, gas and other types of energy;
- (5) working conditions, which are safe and harmless to health (adherence to safety norms and rules, proper lighting, heating, air conditioning, the noise below the minimum standards, radiation, vibration and other dangerous factors that have a negative impact on the health of the employee);
- (6) providing reasonable accommodations for people with disabilities,
- (7) other conditions necessary for performance of certain tasks.

Pursuant to Article 247 of the Code "At employers' facilities where chemical substances dangerous to the health of persons are used, produced, moved or maintained during production process the employers shall define and take adequate measures to ensure the safety of employees and the protection of the environment. In such cases the employees must be trained and instructed to treat certain dangerous chemical substances safely. Collective safety measures, special systems for registration of the number of dangerous chemical substances and systems warning employees about the danger shall be installed at workplaces. Employees must be provided with individual safety measures. The packaging of dangerous chemical substances shall be labelled with a warning sign of danger or hazard. Pursuant to regulations of Article 248 of the Code, "The work must be organised in accordance with the requirements in regulatory legal acts on safety assurance and health of employees". The employer shall be obliged to adopt internal legal acts on ensuring the safety and health of employees, where requirements for safety assurance and health of employees are defined in the legislation of the Republic of Armenia on the given area of activities carried out by the employer. Failure to follow the requirements of legal acts on ensuring the safety and health of employees, rules of organising and performing works and instructions shall be deemed as violation of internal disciplinary rules of the organisation. Pursuant to Article 253 of the Code, the employer shall be obliged to inform the employees about the issues relating to the analysis and planning of the safety assurance and health of employees, organising such activities and supervision over them, as well as make consultations with them. The employer shall be obliged to involve the employees' representatives in the discussion of the issues regarding the safety assurance and health of employees. The employer may set up a Commission for safety assurance and health of employees therewith, the rules of procedure whereof shall be prescribed by the Government of the Republic of Armenia.

Pursuant to the regulations of Article 254 of the Code, the employer may not require from the employee to perform employment duties, where the employee has not undergone

operational safety training and/or has not received instructions. The employer shall ensure that the employee seconded thereto assumes his or her employment duties only after being informed about the potential risk factors existing therewith and after receiving workplace-specific safety instructions.

A number of other peculiarities are defined by Chapter 23 of the Code entitled "Safety and health of employees", which regulate the issues pertaining to ensuring the safety and maintaining the health of employees.

The Law of the Republic of Armenia "On state regulation of technical security assurance" establishes the legal, economic and social grounds for technical safety assurance in the Republic of Armenia, the technical safety assurance system and regulates relations pertaining to technical safety assurance.

Sanitary rules and norms N 2.2-002-05 stated in "Classification of working hygiene according to harmful and dangerous factors in the production environment, indicators of gravity and tension in the working process" are approved by the Order of the Minister of Health of the Republic of Armenia N 756-N of 15 August 2005.

Rules and norms for protecting health and assuring the safety of employees established by the Labour Code and other regulatory legal acts (law, technical regulation, technical safety rule, safety technique in construction, construction norms, sanitary norms and rules, other legal acts) concern all employees that are in labour relations with the employer (i.e. also ,)employees at jobs that require intense focus or high performance, jobs related to stressful or traumatic situations in the workplace, workplaces that are subject to climate change risks), taking into account the technological, technical and organisational peculiarities of the employer's area of economic activity, the employee's profession or assuring the safety of the functions performed by the employee.

For example, below, the information on outlined or implemented measures in the field of territorial administration and infrastructure is presented.

To create safe and healthy working conditions a number of organisational and technical measures must be implemented, which include introduction of the occupational safety management system, employee training, making instructions thereto, organisation of monitoring the compliance with work protection requirements, etc. Technical measures include the development and implementation of integrated mechanisation and automation for heavy, harmful, and monotonous works, creation of safe technological equipment, placement of safety, signalling and blocking devices, technical solutions to normalise the air quality and the industrial lighting, prevent the formation and removal of harmful substances from the territory of the workplace, reduce the noise, vibration and protect from harmful radiation, creation of isolated cabins for operators working in hazardous or remote conditions. Along with these measures medical and preventive measures must also be applied, including, providing workers with therapeutic and preventive nutrition, conducting industrial gymnastics, ultraviolet and bacterial irradiation, etc.

Hazards and risks to safety and health of employees should be identified and assessed on an ongoing basis. Preventive and supervisory measures should be implemented in the following priority order: eliminate the dangers and risks, limit the dangers and risks at their source, using technical means of collective protection or organisational measures, minimise the dangers/risks by designing safe industrial systems, including administrative measures to

reduce the total duration of exposure to harmful and dangerous industrial factors, the employer must provide personal protective equipment (PPE) for free, including workwear, if it is impossible to reduce the damages and risks by collective protective equipment and take measures to ensure the use and mandatory service thereof.

Changes affecting occupational safety (such as hiring, application of new technological and labour processes or organisational structures) and external changes (for example, as a result of improvements in laws and other regulations, company mergers, or advancements in knowledge on occupational safety and technologies) should be assessed and relevant preventive measures should be in place before making those changes in practice. Before any change or the implementation of new employment practices, materials, processes, or equipment, hazards should be identified, and a risk assessment should be conducted in the workplace. Such an assessment should be conducted on the basis of discussions with the involvement of employees of the given organisation, their representatives and representatives of Committee for Occupational Safety and Health. When implementing the decisions regarding the changes information should be provided in a timely manner, training should be held for all employees of the organisation, to whom these decision applies. These measures should aim to determine the potential nature and scale of accidents and emergency situations, and outline the prevention of associated risks in the field of occupational safety.

Upon orders of the Minister of Territorial Administration and Infrastructure, each year the following documents are approved: (1) "The Basic Action Plan of the Ministry of Territorial Administration and Infrastructure regarding the protection of the population and civil protection in emergency situations" (The Action Plan for 2024 has been approved by Order No. 2682-A of 14 December 2023, by the Minister of Territorial Administration and Infrastructure), (2) the Plan for training the employees of the Ministry of Territorial Administration and Infrastructure, as well as executive employees and specialists of organisations under the Ministry, at the "Crisis Management State Academy" state non-commercial organisation of the Ministry of Internal Affairs of the Republic of Armenia (The Plan for 2024 has been approved by Order No. 2780-A of 22 December 2023 of the Minister of Territorial Administration and Infrastructure of the Republic of Armenia). According to the above-mentioned documents, in order to ensure organised and coordinated action in emergency situations and wartime conditions, preparatory measures in the form of theoretical training, practical drills, and training courses are being implemented with the employees of the Ministry of Territorial Administration and Infrastructure.

The drills and training courses are conducted on the following topics: "First aid", "Organising and implementing actions for employees in case of a strong earthquake" "Implementing actions to ensure the preparedness of the civil protections system".

By the Order of the Minister of Territorial Administration and Infrastructure of the Republic of Armenia No 48-L of 7 August 2024, the "Individual compositions and charters of the Republican services for transport, energy, and special population services of the Ministry of Territorial Administration and Infrastructure of the Republic of Armenia" were approved. According to the mentioned Order, training of service personnel, providing vehicles to the population affected by hostilities, as well as personnel of forces participating in rescue and emergency recovery operations, organising receipt, analysing and assessing

the real-time information regarding the state of power system facilities, organising urgent emergency recovery operations in power supply networks and so on. On 3 January 2023 the Minister of Territorial Administration and Infrastructure of the Republic of Armenia approved the plan of action for the rooms of the departments under the Ministry of Territorial Administration and Infrastructure to be followed in the event of a fire, accident, or natural disaster. The Ministry plans the signalling and The Ministry plans to: notify and assemble personnel during emergency situations and martial law, evacuate workers from hazardous areas, organize the provision of vehicles, manage current and prospective tasks, conduct personnel training activities, and more. Each sectoral activity of Ministry's organisations is developed in line with the scale and nature of activities of the organisation. The organisation provides information to the authorised body, relevant competent authorities, territorial institutions, and emergency services, ensuring reliable communication with them. It implements first aid and firefighting measures, facilitates the evacuation of all personnel from the workplace, and provides appropriate information to employees at all levels to ensure their preparedness, conducts regular training sessions on preventing emergency situations, ensuring readiness to manage them, and eliminating their consequences.

In works requiring intensive attention or high performance, particularly within the organisations of the Ministry of Territorial Administration and Infrastructure, the following measures are implemented: organising training sessions, providing instructions before starting work, performing tasks in accordance with valid documents and legal acts, supervising completed work, and analysing flaws and errors.

In works related to stress or traumatic situations at work, such as those involving traumatic factors, including professions, equipment, and systems related to energy conservation (e.g., electricians), electric shock risks, key professions in the mining industry (e.g., miners, explosives experts, scrapers, coal face workers), professions dealing with collapses, emissions, and gases, etc., the liability explicitly stated in job descriptions, proper organization of work, conditions in potentially dangerous situations, and monitoring compliance with occupational safety instructions and precautionary safety measures shall be taken into account. Before engaging in work related to traumatic situations, a toolbox talk is conducted to mitigate risks to the life and health of employees, and psychological support services are available.

Summing up, it should be noted that preventive measures, instructions, and actions are also provided by other agency bodies of the Republic of Armenia, taking into account the specificities of the field.

As for works carrying out the in a remote mode, it is essential that the October 2023 amendments to the legislation (Article 106.1) provide for such regulations that also allow the employees to perform the work in a remote mode. In this regard, it should be noted that prior to these amendments, the current legislation allowed remote work only during emergency prevention periods, when due to such circumstances it was impossible to ensure the performance of work at the workplace. Whereas, the amendments stipulate that work may now be performed remotely upon mutual consent of the employee and employer (regardless of the form of ownership or organisational and legal structure) at any time, provided the nature of the work allows for remote performance, thereby removing the

restriction of remote work to emergency cases only.

Regulations of parts 6-8 and 10 of Article 106.1 of the Code also establish that:

- The procedure and conditions for remote work, as well as the required equipment, materials or the issues regarding compensation for the costs associated with acquiring them shall be determined under the collective agreement or under the internal disciplinary rules of the employer or upon written consent of the parties (part 6).
- In the period of fulfilling employment duties remotely, the employee must ensure proper fulfilment of the employment duties, as well as his or her availability for the employer, in a mutually agreed manner. Failure to fulfil the requirement prescribed by this part by the fault of the employee shall be deemed to be violation of labour discipline (part 7).
- In the case of remote work, the requirements of the norms for maintenance of health and safety of employees shall not apply to the employer, except for the requirements for providing employees with individual safety measures (part 8).
- Performing work remotely shall not serve as a basis for restricting the rights and guarantees of the employee that are prescribed by the labour legislation of the Republic of Armenia (part 10).

Pursuant to Article 98 of the Labour Code of the Republic of Armenia, home-based workers shall be deemed as persons who, based on the employment contact, perform work at home with materials, tools and equipments provided by the employer or with his or her materials, tools and equipments or acquired at his or her own expenses.

Article 98 outlines specific peculiarities regarding home-based workers. Additionally, it stipulates that the employment relations of home-based workers are governed by the Code. That is, regulations concerning health protections and safety assurance prescribed by the Code also apply thereto.

With regard to the raised issues, it would be appropriate to address certain regulations provided by the Code for employees working in specific conditions, for example:

- with regard to night work Article 148 of the Code prescribes that persons under the age of eighteen, as well as employees who are not allowed to be employed in night work according to a medical conclusion are in general not allowed to be engaged in night work. Pregnant women and employees taking care of a child under the age of three may be engaged in night work only upon their consent, after undergoing a preliminary medical examination and submitting a medical opinion to the employer. Where it is confirmed that the night work has harmed or may cause harm to the health of the employee, the employer shall be obliged to transfer the employee only to day work.
- with regard to special or additional breaks prescribed *in addition to breaks for rest and meal*, Article 153 of the Code prescribes that "due to the working conditions the employees shall be provided with additional break for rest during the working day". Employees under the age of eighteen, whose working time exceeds 4 hours, shall be granted additional break for at least 30 minutes for rest during the working time.

Special breaks must be granted where the work is performed at the air temperature above plus 40 degrees Celsius or below minus 10 degrees Celsius, as well as under other hazardous conditions of hard physical or mental and emotional defatigation or in such cases when at workplace it is impossible, due to technical or other reasons, to reduce the maximum permissible levels of occupational hazards to the level safe for health, prescribed by the legal acts on health and safety of employees. Additional and special breaks shall be included in the working time, and the procedure for the provision thereof shall be defined by internal disciplinary rules, work schedule, collective agreement or employment contract. The number of additional and special breaks, the duration thereof and the place of rest shall be envisaged by the collective agreement or employment contract.

- with regard to peculiarities envisaged for granting annual leave, pursuant to:
 - a. Article 160 of the Code, an extended annual leave with a duration of 25 working days in case of a five-day working week, and with a duration of 30 working days in case of a six-day working week (in exceptional cases — 35 working days in case of five-day working week, and 42 working days in case of six-day working week) shall be granted to employees of special category working under special working conditions whose work is related to mental and emotional defatigation or occupational hazard. The list of employees of a specific category entitled to such a leave shall be defined by the Government of the Republic of Armenia (defined by Decision of the Government of the Republic of Armenia No 1599-N of 11 August 2005).
 - b. Pursuant to Article 161, Additional annual leave shall be granted to: (1) employees working under harmful and hazardous working conditions; (2) employees with irregular work schedule; (3) employees engaged in works of special nature. The list of employees of a specific category entitled to additional annual leave, the minimum duration of the leave and the procedure for the provision thereof shall be defined by the Government of the Republic of Armenia (defined by decision of the Government of the Republic of Armenia No 1384-N of 11 August 2005).

To compare, it should be noted that the duration of the minimum annual leave, in the case of the five-day working week, is 20 working days, and, in the case of the six-day working week, - 24 working days (part 1 of Article 159 of the Code).

Leaves with longer duration may be prescribed by a collective agreement or employment contract or by legal acts of the employer, except for the organisations funded from state and community budget (part 3 of Article 159 of the Code).

No special regulations are in place for persons performing works in the gig or platform economy.

Article 382

(a) *Please provide information on:*

- *the measures taken to ensure that employers take measures to limit or discourage work outside normal working hours (including the right to break);*
- *how the right not to be punished or discriminated against for refusing to undertake work outside normal working hours is ensured.*

The following are from among the main principles of the labour legislation prescribed by part 1 of Article 3 of the Labour Code of the Republic of Armenia (hereinafter referred to as "the Code"): prohibition of compulsory or forced labour of any form (nature) and of violence against employees (point 2), ensuring the right to fair working conditions for every employee (including conditions ensuring safety and meeting hygiene requirements, right to rest) (point 4) liability of the parties to collective agreements and employment contracts based on their obligations (point 10).

Article 3.1 of the Code prescribes that discrimination shall be prohibited by the labour legislation and the definition of discrimination is given.

Article 3.2 of the Code prescribes, that compulsory or forced labour shall be prohibited and the same article provides the definitions of compulsory or forced labour.

Article 3.3 of the Code prescribes that "violence or sexual harassment at work (workplace) shall be prohibited" and provides the definitions of violence at workplace or other place of performance of employment duties (including secondment) or sexual harassment at workplace or other place of performance of employment duties (including secondment). In particular, it is defined that "violence at workplace or other place of performance of employment duties (including secondments) shall be one-time or repeated act of violence or containing a threat of violence against an employee or a third person which results or may result in physical, psychological, sexual or economic damage, or creating a hostile or humiliating environment for the person". Sexual harassment at workplace or other place of performance of employment duties (including secondment) shall be an unwelcome sexual act displayed in physical or verbal or non-verbal conduct of sexual nature (including sexually suggestive advances, touches), and which directly or indirectly affects the persons' decision regarding the employment or creates working environment that humiliates the dignity or incites social alienation.

The Code also defines the normal duration, the maximum duration of the working time (including overtime work), the procedure and conditions for defining (including by internal disciplinary rules) the beginning and the end of the work of the employees (work, shift schedules) by the employer, the requirements for exercising the right of the employee to rest. The Code also stipulates that the employees shall be obliged to keep to the defined work (shift) schedules. The employer shall be obliged to properly notify the employee about any change in the work (shift) schedule no later than a week prior to the entry into force of the legal act. With regard to the right of the employee to rest it is stipulated that the rest time shall be the time free from work regulated by this Code, law, collective agreement or employment contract, which the employee uses at his or her discretion. With regard to not working during the break for rest and meal, it should be noted that the Code explicitly stipulates that the mentioned break shall not be included in the working time, and that the employee uses it at his or her discretion. The employee shall have the right to be absent

from the workplace during that period (basis: the regulations of Articles 139, 142, 150-152, 154-156 and other Articles of the Code). The Code defines the concept of overtime work, cases and time limits for engaging in overtime work (ground: regulations of Articles 144-146 of the Code). Moreover, it is explicitly stated that the following shall not be engaged in overtime work:

- (1) employees under the age of 18;
- (2) employees studying in general education and vocational schools without interrupting work in production or employment — on the days of classes;
- (3) employees under the influence of factors that are harmful and/or dangerous to the health;
- (4) employees working under other conditions provided for by the legislation of the Republic of Armenia and the collective agreement.

Pregnant women and employees taking care of a child under the age of one may be engaged in overtime work only upon their written consent. Persons with disabilities may be engaged in overtime work only upon their written consent where the performance of such work is not forbidden by a medical conclusion.

In general, it should be noted that the main principles of labour and legal regulations (norms) prescribed by the Code ensuring the implementation thereof create the necessary legal grounds:

- for the employer to take measures to ensure restrictions of work on the rest days and exercise by the employee of his or her right to rest (including through mechanisms for imposition of disciplinary liability);
- to treat any compulsion (punishment, discrimination...) by the employer in case of the employee's refusal to work on rest hours as violation of the regulatory requirements prescribed by the legislation and to impose sanctions provided for by law.

At the same time,

Pursuant to Article 33 of the Code, State supervision over the observance of the requirements of the labour legislation and other regulatory legal acts containing norms of labour law, as well as of collective agreements shall be exercised by the authorised inspection body in the field (namely “the Health and Labour Inspection Body”) imposing sanctions in the cases provided for by law.

- Pursuant to Article 35 of the Code, non-state supervision over the implementation by employers of the labour legislation, other regulatory legal acts containing norms of labour law and of collective agreements shall be exercised by representatives of employees, and non-state supervision over the implementation by employees of the labour legislation, other regulatory legal acts containing norms of labour law and collective agreements shall be exercised by employers (representatives of employers).

(b) *Please provide information:*

- *the measures taken to ensure that self-employed workers, remote workers and domestic workers are protected by occupational health and safety regulations;*
- *whether temporary workers, interim workers and contract workers enjoy the same standard of protection under health and safety regulations as workers on*

contracts with indefinite duration.

See the information provided with regard to questions related to Article 3§1, also taking into account that the information provided with regard to questions related to Article 3§1 concerns both to the employees hired under the employment contracts concluded for an indefinite period, as well as employees hired under employment contracts concluded for a fixed time limit.

Referring to the question regarding the self-employed persons, let us note that the employment of the latter is not carried out within the scope of employer-employee relations.

It should however be noted that pursuant to the Constitution of the Republic of Armenia, everyone shall, in conformity with the law, have the right to preservation of health. The Law establishes the list of the main medical services and the procedure for provision thereof (parts 1 and 2 of Article 85).

Article 3§3

Please provide information on measures taken to ensure the supervision of implementation of health and safety regulations concerning vulnerable categories of workers such as:

- *domestic workers;*
- *digital platform workers;*
- *remote workers;*
- *seconded workers;*
- *workers employed through subcontracting;*
- *the self employed;*
- *workers exposed to environmental-related risks such as climate change and pollution.*

Referring to works performed within the scope of employment relations, let us note that: Article 13 of the Labour Code of the Republic of Armenia defines the concept "employment relations" pursuant to which, employment relations are relations based on mutual agreement of employees and employers, under which employees shall personally perform official functions (work with certain profession, qualification or position) with certain remuneration adhering to internal disciplinary rules, and employers shall ensure working conditions provided for by the labour legislation, other regulatory legal acts containing norms of employment law, collective agreements and employment contracts.

Pursuant to Article 33 of the Labour Code of the Republic of Armenia, state supervision over the observance by employers of the requirements of the labour legislation and other regulatory legal acts containing norms of labour law, as well as of collective and employment agreements shall be exercised by the authorised inspection body of the field, imposing sanctions in cases provided for by law. Point 1 of Decision of the Government of the Republic of Armenia No 1071-A of 22 August 2019 "On recognising authorised bodies exercising supervision" defines that the Health and Labour Inspection Body (hereinafter referred to as "Inspection body") is recognised as the authorised body exercising supervision in labour law, including over the field of health protection and safety assurance of

employees.

According to the Charter of the Inspection Body approved by Decision of the Prime Minister No 755-L of 11 June 2018 "On approving the Charter of the Health and Labour Inspection Body of the Republic of Armenia", the Inspection Body shall be a body subordinate to the Government of the Republic of Armenia that carries out supervision and other functions defined by Law and, in the manner prescribed by law, imposes sanctions in the fields of health, labour law, including in the field of health protection and safety assurance, acting on behalf of the Republic of Armenia.

One of the objectives of the Inspection Body is supervision over the risk management in the field of labour law, including the protection of health and safety assurance of the employees and compliance with the requirements of laws of the Republic of Armenia and other regulatory legal acts, as well as carrying out of preventive measures in the fields of safety assurance, the protection of health and regulation of employment relations.

Along with other powers of supervision over the compliance with the requirements of labour legislation, the powers of the Inspection body include:

- exercising supervision over mandatory requirements concerning protection of health and assuring the safety of employees at workplace prescribed by the legislation of the Republic of Armenia, as well as availability, maintenance and exploitation of collective and individual protective means for occupational safety;
- examination, analysis of causes of accidents at the workplace and professional diseases in the cases and in the manner prescribed by law and submission of motions and (or) proposals to the employer aimed at prevention thereof, conducting supervision over ensuring guarantees prescribed by the labour legislation for persons under the age of 18, as well as for pregnant and breast-feeding women and employees taking care of a child;
- exercising supervision over observance of the procedure for concluding and (or) rescission of the employment contracts, detecting cases of performance of works in the absence of an individual legal act on accepting for employment or written employment contract (illegal employment), maintenance of durations of working time and rest time, calculation and payment of the salary in the manner and time limits prescribed by law;
- exercising supervision over observance of the procedure for recording and examining accidents at workplace and occupational diseases prescribed by the Government of the Republic of Armenia and over timely payment of amounts due to be paid as a compensation of damage.

The powers of the Inspection body shall be carried out with regard to all employees in employment relations with the employer (including seconded).

Also other peculiarities are stipulated by sectoral laws, including:

- Pursuant to part 6 of Article 27 of the Law of the Republic of Armenia "On road transport", the maintenance of interstate and intercity routes that exceed the standard work shift duration for drivers, as established by labour laws, must involve two drivers. Vehicles should be equipped with sleeping facilities. Additionally, Part 7 of

the same article outlines driving and rest periods for vehicle personnel in accordance with the requirements of the Agreement on the "Work of the Personnel of Vehicles Engaged in International Road Transportations". The driving and rest periods of vehicle personnel are monitored using a digital tachograph installed in vehicles, a requirement that has been in place in the Republic of Armenia since 2011. Supervision in the mentioned field shall be carried out by the Urban Development, Technical Standards and Fire Safety Inspection body of the Republic of Armenia in accordance with Articles 137.1, 137.7 and 137.8 of the Code on Administrative Offences.

- the engineering and technical personnel of the divisions within organisations of the Ministry of Territorial Administration and Infrastructure of the Republic of Armenia, who are regularly seconded to power system stations, shall, in addition to introductory instructioning, periodically undergo knowledge test of the "safety rules for operation of power plants", standards ensuring compliance with the requirements of those rules, as well as the standard for "Electricity (Capacity) Accounting" by the permanent knowledge Checking Committee established by the Order of general directors of the companies.

With regard to the question related to environmental risks, such as climate change and pollution, it should be stated:

Considerations on the right to safe and healthy work conditions related to health and safety risks caused as a consequence of climate change prescribed by Article 3 of the Charter are enshrined in part 3 of Article 153 of the Labour Code of the Republic of Armenia, which establish the procedure for granting special breaks to those working under extremely high and low temperatures:

"Special breaks must be granted where the work is performed at the air temperature above plus 40 degrees Celsius or below minus 10 degrees Celsius, as well as under other hazardous conditions of hard physical or mental and emotional defatigation or in such cases when at workplace it is impossible, due to technical or other reasons, to reduce the maximum permissible levels of occupational hazards to the level safe for health, prescribed by the legal acts on health and safety of employees".

Sectoral legislation provide for certain special regulations with regard to special type of servants, for example:

During emergency situations, when being exposed to environmental risks (such as climate change and pollution), rescue officers are equipped with relevant gear and equipment.

It should also be noted that pursuant to point 6 of "Safe environment" Section 1.6 of Annex No 2 of the Decision of the Government of the Republic of Armenia No 174-L of 9 February 2023 "On approving the Strategy for the development of the Health system of the Republic of Armenia for 2023-2026 and the list of actions deriving therefrom", during 2025-2026 the Action "Assessment of vulnerability and adaptation of public health to climate risks" should be performed, within the scope of which the exposure of all strata of population, including employees at the workplace, to climate risks shall be considered.

Article 4. The right to a fair remuneration

Article 4§3

Questions:

- (a) *Please indicate whether the notion of equal work and work of equal value is defined in domestic law or case law.*

The words "equal work" or "work of equal value" shall be interpreted by the direct meaning of the words and phrases used therein. With this regard it should be noted that pursuant to part 1 of Article 11 of the Labour Code of the Republic of Armenia, the norms of the labour legislation of the Republic of Armenia shall be interpreted by the direct meaning of the words and phrases used therein by taking into consideration the requirements of the Labour Code of the Republic of Armenia. Interpretation of the norm of the labour legislation of the Republic of Armenia shall not modify its meaning.

At the same time, it is necessary to refer to the regulation of part 1 of Article 41 of the Law "On regulatory legal acts", according to which "a norm of a regulatory legal act shall be interpreted taking into account the purpose of the body adopting it when adopting the regulatory legal act, based on direct meaning of the words and phrases used therein, the context of regulation of the whole article, chapter and section, the provisions of the regulatory legal act in execution whereof that act has been adopted, the principles prescribed by the given regulatory legal act, and in case such principles are not prescribed — the principles of the branch of law regulating the given legal relation.

It should also be taken into consideration that the regulations and guarantees on adequate remuneration of women and men for the same or equivalent work and non-discrimination are clearly stipulated in Articles 29 and 30 of the Constitution of the Republic of Armenia in the wording of 6 December 2015, and points 3, 5 and 6 of part 1 of Article 3, Article 3.1, part 2 of Article 178, part 3 of Article 180 of the Labour Code, regulations of the law of the Republic of Armenia "On ensuring equal rights and equal opportunities for women and men", as well as regulations of separate laws for employees of specific fields of activity of the Republic of Armenia. Moreover, the following regulations should be addressed separately:

- The principle of equal pay for equivalent work of men and women is clearly stipulated in part 2 of Article 178 of the Labour Code of the Republic of Armenia, according to which "Men and women shall receive equal pay for equal or equivalent work". Moreover, pursuant to part 3 of Article 178 of the Labour Code of the Republic of Armenia, the salary shall include the basic salary and any additional salary paid by the employer to the employee for the work performed by him or her (i.e. bonuses, additional payments, awards and premiums calculated against the basic salary prescribed by the same Code, Law, other regulatory legal acts, collective or employment contract, legal act of the employer).
- Legal equality of parties to employment relations, irrespective of their gender, is one

of the fundamental principles of the labour legislation (point 3 of part 1 of Article 3 of the Labour Code of the Republic of Armenia).

- In case of applying a job qualification system, the same criteria shall apply to both men and women, and this system must be elaborated so that any discrimination based on gender is excluded (parts 1 and 3 of Article 180 of the Labour Code of the Republic of Armenia).

Pursuant to Article 6 of the Law of the Republic of Armenia "On ensuring equal rights and equal opportunities for women and men", direct and indirect gender discrimination shall be prohibited in all the fields of public life. One of the forms of direct gender discrimination is different payment for identical or equivalent work, any change in remuneration (increase or reduction) or aggravation of working conditions on grounds of sex.

- Supplemented Article 3.1 of the Labour Code of the Republic of Armenia establishes that discrimination is prohibited by the labour legislation. Any direct or indirect distinction, exclusion or restriction on the grounds of sex, race, skin colour, ethnic or social origin, genetic features, language, religion, world view, political or other views, belonging to a national minority, property status, birth, disability, age, or other personal or social circumstances, the aim or result whereof is displaying less favourable treatment in cases of emergence and/or change and/or termination of collective and/or individual employment relations or prohibiting or denying the recognition and/or exercise, on equal basis with others, of any right prescribed by labour legislation shall be deemed to be discrimination, except for cases when such distinction, exclusion or restriction is objectively justified by the legitimate aim pursued, and the means used for reaching that aim are proportionate and necessary. In job announcements (competitions) and when establishing employment relations, it shall be prohibited to establish any other condition deemed to be a ground for discrimination but practical qualities and professional training and qualification, except for cases prescribed by this Code and laws of the Republic of Armenia, or when it derives from job-specific requirements.

The principle of ensuring equal remuneration for equivalent work is defined by separate laws governing various state services of the Republic. For example:

- Relations pertaining to remuneration of persons holding public positions and of public servants (except for community positions and community service positions) shall be governed by the Law "On remuneration for persons holding state positions and state service positions" (hereinafter also Law "On remuneration").

Part 1 of Article 4 of the Law "On remuneration" (relations pertaining to principles for remuneration of persons holding state positions defined by the Law of the Republic of Armenia "On public service", employees of state institutions carrying out programmes within republican executive bodies, other relations pertaining to the basic and additional salaries and remuneration thereof) define the main principles for remuneration of persons holding state positions and state service positions. In particular, point 5 of part 1 of Article 4 of the Law "On Remuneration" establishes the principles of equal pay for work of equal value and equivalent experience.

The pay rate of persons carrying out civil tasks and technical maintenance operations in the state bodies, without any differential treatment on grounds of sex, shall be defined by Decision of the Government of the Republic of Armenia No 737-N of 3 July 2014.

- Pursuant to part 1 of Article 27 of the Law of the Republic of Armenia "On Community Service" (...), community officers holding services of the same group or subgroup of community service shall have the right to equal pay rate (...).

(b) Please provide information on the work classification and remuneration systems that reflect the equal pay principle, including in the private sector.

See the information provided in relation to question of point "a". In addition the following should be noted:

The right to assume a public service position is a constitutional right of citizens of the Republic of Armenia. In a legal state, its exercise not only reflects the right to freely choose one's occupation but also serves as a manifestation of democracy. The right of every citizen to take up a public service on equal terms is guaranteed by Article 49 of the Constitution of the Republic of Armenia. The procedure and conditions for exercising this right shall be established by law. Thus, the following preconditions are necessary for exercise of the right to take up a public service: Citizenship of the Republic of Armenia, adherence to general criteria and those criteria being regulated by law. On this constitutional and legal basis, a legislative framework has been established for exercising the right to take up a public service, ensuring that, aside from the aforementioned prerequisites, there are no instances of differentiated treatment on any other grounds.

On 23 March 2018, the Law HO-206-N "On Public Service" was adopted, which establishes the principles of public service, the requirements for taking up a public service, classification of public positions, the main rights and responsibilities, social guarantees for public servants, specifics of positions, the integrity system in the Republic of Armenia, and governs relations pertaining to the declaration of property, income, interests, and expenses, as well as other matters provided for by the same law.

Article 12 of the Law "On public service" defines the main principles of public service, which are as follows:

- (1) the rule of law;
- (2) efficiency of public service;
- (3) stability of public service based on merit-based career advancement;
- (4) publicity, transparency and accountability of public service;
- (5) equal access to public service for citizens based on their professional knowledge and competencies;
- (6) protection of public servants from any interference not compatible with their professional activity;
- (7) proficiency of public servants.

Pursuant to part 1 of Article 48 of the Law "On public service", every person holding a public position and every public servant shall, without any discrimination, have the right

to remuneration in the amount prescribed by legislation. Pursuant to part 2 of the same Article, the person holding a public position and the public servant shall receive remuneration under the procedure and within the time limits prescribed by the legislation of the Republic of Armenia. As was already mentioned, relations pertaining to remuneration of persons holding public positions and of public servants (except for community positions and community service positions) shall be governed by the Law "On remuneration for persons holding state positions and state service positions" (hereinafter also referred to as the Law "On remuneration").

Point 7 of part 1 of Article 4 of the Law "On remuneration" defines the principle for excluding discrimination in respect of remuneration for persons holding state positions and state service positions based on nationality, race and sex (...) or other status.

An important criterion used in determining remuneration to avoid gender bias in the government system is the job evaluation and classification system.

After July 1, 2018, a system for evaluating and classifying civil service positions based on new criteria was introduced. Pursuant to Article 6 of the Law of the Republic of Armenia "On civil service", Civil service positions shall be classified into the leading civil service positions and professional civil service positions. The methodology for evaluation, classification, naming of the civil service positions, preparation of job descriptions for civil service positions, placement of positions in the general system, for defining rights and obligations, maintenance of the namelist of positions, as well as for defining the requirements for professional knowledge and competencies of a civil servant (hereinafter referred to as the "Methodology") has been approved by the first deputy Prime Minister upon Decision No 3-N of 11 January 2019. The assessment and classification of civil service by new criteria are based on the principles of impersonality and impartiality. The assessment and classification of civil service positions is carried out on the basis of functions reserved by charters of relevant structural subdivisions, other legal acts. As a result of the study and analysis of functions, each civil service job description will be assessed and classified by comparing it against the descriptions of corresponding levels across five assessment criteria: responsibility for work organization and management, decision-making authority, impact of activities, communication and representation, and the complexity of issues and their solutions. Thus, the overall assessment of a civil service position is determined by the total score across all levels of the criteria. The classification of a position in the subgroup of positions of civil service shall be carried out taking as a basis the total score received as a result of assessment of the position and requirements in terms of proficiency in professional knowledge and competencies determined in accordance with the procedure defined by Methodology. It is important to state that civil service positions stipulated by the same functions shall be assessed and classified in the same subgroup of relevant group of civil service positions (at the same time, as was mentioned above, point 7 of part 1 of Article 4 of the Law "On remuneration" defines the principle of excluding discrimination in respect of remuneration for persons holding state positions and state service positions based on sex).

c) Please provide information on existing measures to bring about measurable progress

in reducing the gender pay gap within a reasonable time.

The information is provided in response to question submitted by point "a" of Article 20.

Article 5. The right to organise

Information with regard to questions submitted by the European Committee of Social Rights

Questions:

Please indicate what measures have been taken to encourage or strengthen the positive freedom of association of workers, particularly in sectors which traditionally have a low rate of unionisation, or in new sectors (e.g., the gig economy).

With regard to legal regulations that ensure the right to association, the following points should be highlighted:

Article 45 of the Constitution of the Republic of Armenia states:

- "1 Everyone shall have the right to freedom of association with others, including the right to form and join trade unions for the protection of labour interests. No one may be compelled to join any private association.
2. The procedure for the establishment and operation of associations shall be prescribed by law.
3. The freedom of associations may be restricted only by law, for the purpose of state security, protecting public order, health and morals or the basic rights and freedoms of others.
4. The activities of associations may be suspended or prohibited only upon court decision, in the cases and under the procedure prescribed by law.

According to point 7 of part 1 of Article 3 of the Labour Code of the Republic of Armenia, the main principles of the labour legislation are ensuring the right to freedom of association of employers and employees with others for the protection of employment rights and interests (including the right to form or join trade unions and employers' associations).

Article 21 of the Labour Code of the Republic of Armenia prescribes that for the purpose of protection and representation of their rights and interests, employers and employees may freely and voluntarily join and establish trade unions and employers' associations as prescribed by law.

Article 13 of the Law "On trade unions" establishes that, a trade union is independent from state bodies, local self-government bodies, employers, other organisations and parties, and shall not be accountable to and shall not be subject to supervision by any of these, except for cases provided for by law. State bodies, local self-government bodies, employers, other organisations and natural persons shall be prohibited to impede or interfere with the exercise of rights prescribed by the charter of the trade union except for the cases provided for by law.

Article 23 of the Law on Trade Unions prescribes that violation of rights of a trade union and its representative or impeding the statutory activity of the organisation, persecuting the heads of a trade union or its representatives shall give rise to liability in a manner prescribed by the legislation of the Republic of Armenia.

By the Law HO-160-N of 3 May 2023 "On making amendments and supplements in the Labour Code of the Republic of Armenia" (Law HO-160-N has entered into force from 31 July 2023, and certain Articles of the Law have entered into force from 1 December 2023) large-scale amendments were made in the Labour Code of the Republic of Armenia. within the scope of the latter also amendments regarding the powers of trade unions and improving the legal status thereof have been made, which will, of course, contribute to strengthening the role of trade unions and development thereof. In particular:

- the provision of the Labour Code of the Republic of Armenia defining who may act as a representative of the employee has been revised. In particular, to promote and enhance the role of trade unions it has been established that trade unions possess the right to represent and protect the rights and interests of employees in labour relations, and only in the absence of the latter this responsibility shall be assigned to representatives (bodies) elected by the staff meeting (assembly). It should be noted that prior to the amendments made, Article 23 of the Labour Code of the Republic of Armenia stipulated that employee representatives (body), including trade unions and representatives elected by staff meetings (assemblies), had the right to represent and protect employees' rights and interests in labour relations.
- the right to appeal through judicial procedure the decisions and activities of an employer and the authorised persons thereof violating rights of the employees as the right of representatives of employees has been stipulated;
- it has been defined that the representatives of employees shall have the right to make proposals to the employer on labour conditions;
- provision to the representatives of employees with necessary conditions, facilities and supplies to exercise their powers as prescribed by the collective agreement or the consent of the parties is envisaged as the obligation of the employer.

It should be noted that employees in gig economy don't possess the right to association at trade unions in the Republic of Armenia, as according to Article 6 of the Law of the Republic of Armenia "On trade unions", employees who have concluded an employment contract with the employer concerned and who perform work within and outside the territory of the Republic of Armenia, including foreign citizens and stateless persons, may become members to a trade union organisation.

(c) Please describe the legal criteria used to determine the recognition of employers' organisations for the purposes of engaging in social dialogue and collective bargaining.

Pursuant to part 3 of Article 27 of the Labour Code of the Republic of Armenia, in collective relations of republican, branch and territorial levels the appropriate association of employers shall act as a representative of employers.

The association of employers is a legal person, regarded as a non commercial organisation

that unites employer-organisations and employer-citizens.

Article 41 of the Labour Code of the Republic of Armenia defines that the system of social partnership involves the following levels:

- (1) national level, which establishes the basics for the regulation of the labour relations in the Republic of Armenia. The parties of such partnership are the Government of the Republic of Armenia, the Republican Union of Trade Unions, the Republican Association of Employers;
- (2) branch level, which establishes the basics for the regulation of the labour relations in the appropriate branch (branches) of economy (production, service, profession). The parties of such partnership are the Republican Branch Trade Union Organisation, and the appropriate Branch Association of Employers;
- (3) territorial level, which establishes the basics for the regulation of labour relations in a specific territory. Parties of such partnership are the relevant territorial trade union organisation and the relevant territorial association of employers;
- (4) organisation level, which establishes certain mutual labour obligations between employer and employees. The parties of such partnership are the employer and the representatives of employees.

Pursuant to Article 48 of the Labour Code of the Republic of Armenia:

- Pursuant to part 1, Republican Trade Union Organisations, Republican Association of Employers and the Government of the Republic of Armenia shall be parties to the national collective agreement.
- Pursuant to part 2, the Association of Employers of the appropriate branch of economy (manufacturing, service, profession) and the Republican Branch Trade Union Organisation shall be parties to branch collective agreement.

Where the employer is the Republic of Armenia or the community, the Republican Branch Trade Union Organisation and the relevant state body or a community leader shall be the parties to branch collective agreement.

- Pursuant to part 3, Territorial Association of Employers engaged in activities in a specific territory and Territorial Trade Union Organisation shall be the parties to territorial collective agreements.

Part 1 of Article 4 of the Law "On the Union of Employers" defines the operational levels of the unions of employers, as well as specifies which union shall represent employers at each level. In particular, the mentioned provision stipulates that unions of employees operate at three levels: republican, branch and territorial;

- (1) at national level employers are represented by the Republican Union of Employers, which unites more than half of the branch and territorial unions of employers acting in the Republic.

Statute of the Republican Union of Employers may also envisage direct membership of employers.

- (2) at branch level employers are represented by Branch Union of Employers, which

unites the employers of relevant branch of economy (industry, service, profession), territorial unions of relevant branch of employers, but not less than more than half of such territorial unions of employees carrying out activities in the Republic.

Statute of the Branch Union of Employers may also envisage direct membership of employers.

- (3) at territorial level employers are represented by Territorial Union of Employers which unites the employers of the given administrative territory (marz or community). Territorial Unions of Employers may be established both from among the association of unions of employers of the relevant branch of the economy of the given administrative territory, and from among the association of most of the employers of the given administrative territory and union of employers of different branches of economy of the given administrative territory.

The Statute of the Territorial Union of Employers may also envisage direct membership of employers.

(d) Please describe the legal criteria used to determine the recognition and representativeness of trade unions for the purposes of engaging in social dialogue and collective bargaining.

Regulations related to acting as a party in republican, branch and territorial collective agreements are defined in Article 48 of the Labour Code of the Republic of Armenia, which is mentioned in the part of the response concerning the previous sub-point.

At the same time, it should be noted that pursuant to Article 2 of the Law "On Trade Unions":

territorial union of trade union organisations shall be a public association having the status of a non-commercial organisation, which unites more than half of trade unions operating in a certain territory (marz or city or at territory distinguished by any peculiarity), joined by the maximum number of employees of the given territory for the purpose of representing employment and related professional, economic and social rights and interests of employees of the given territory in relations with unions of employers of the given territory, local self-government bodies and territorial state administration bodies and protecting them in employment relations.

branch republican union of trade union organisations shall be a public association having the status of a non-commercial organisation, which unites more than half of trade unions operating in a relevant branch (marz or city or ant territory distinguished by any peculiarity), which are joined by the maximum number of employees of the given territory for the purpose of representing employment and related professional, economic and social rights and interests of employees of the given territory in relations with relevant branch union of employers, local self-government bodies and employees of the given branch of economy in republican state administration bodies and protecting them in employment relations.

republican union of trade union organisations shall be a public association having a status of a non-commercial organisation, which unites more than half of branch republican unions

of trade organisations, joined by the maximum number of members of trade unions operating in the Republic, and member organisations unite maximum number of employees for the purpose of representing employment and related professional, economic and social rights and interests of employees of the given territory in relations with the Government of the Republic of Armenia and the Republican Union of Employers and protecting them in employment relations.

Please provide information:

- *on the status and competence of minority trade unions;*
- *on the existence of alternative representation structures at the enterprise level, such as elected employee representatives.*

Article 23 of the Labour Code of the Republic of Armenia was also amended by Law HO-160-N of 3 May 2023, "On Amendments and Supplements to the Labour Code of the Republic of Armenia," taking into account the recommendations of experts implementing Conventions and Recommendations, which were directed to the Government of the Republic of Armenia during direct inquiries by the Committee of Experts on the Application of Conventions and Recommendations of the International Labour Organization, within the framework of national reports on Convention No. 98 of the International Labour Organization.

In particular, for the purpose of promoting and enhancing the role of trade unions, Article 23 of the Law HO-160-N of 3 May 2023 was set forth in new wording (the amendment, as set forth in new wording, shall enter into force from 31 July 2023) with the following content:

"Article 23. Representatives of the employees

1. Trade Unions shall have the right to represent the rights and interests of the employed and protect those rights and interests in employment relations. In the absence of a trade union within the organisation, the staff meeting (assembly) may transfer functions of employees' representation and interest protection to the appropriate branch or territorial trade union. In that case, the staff meeting (assembly) shall elect a representative(s) to participate in the collective bargaining conducted with the given employer in the delegation of the branch or territorial trade union.
2. Where in the organisation:
 - (1) the employees are united in only one trade union, and it represents more than half of the employees in the organization, that trade union shall represent and protect the rights and interests of all employees in collective employment relations;
 - (2) the employees are united in only one trade union, and it represents no more than half of the employees in the organisation, that trade union shall only represent and protect the rights and interests of its members in collective employment relations;
 - (3) the employees are not united in any trade union (including branch or territorial

unions), the staff meeting (assembly) may elect representatives (body) to represent the rights and interests of all employees in collective employment relations and protect those rights and interests.

3. A unified representative body of employees may be established in accordance with the procedure prescribed by part 3 of Article 56 of this Code for the purpose of representing the rights and interests of all employees in collective employment relations and protecting them in cases where more than one trade union exists in the organisation.
4. One and the same person may not simultaneously represent and protect the interests of both employees and employers."

With regard to the foregoing, meanwhile it should be noted that parts 2 and 3 of Article 56 of the Code prescribe that:

- "2. Where there is more than one representative of employees in the organisation the collective agreement of the organisation shall be concluded between the unified representative body of employees and the employer.
3. The unified representative body of employees shall be established by the representatives of employees, through corresponding negotiations. Where a unified representative body of employees is not established due to the lack of consent of the representatives of employees, a decision on the establishment of a unified representative body shall be made by the staff meeting (assembly)."

(e) Please indicate whether and to what extent the right to organise is guaranteed for members of the police and armed forces.

Pursuant to point 7 of part 1 of Article 39 of the Law of the Republic of Armenia "On police service", the police officer shall not have the right to be a member of any trade union.

Point 3 of part 1 of Article 8 of the Law of the Republic of Armenia "On military service and the status of the military serviceman" stipulates that the military serviceperson has no right to join any trade union. An amendment to repeal this provision is currently under development, and this amendment is included in the draft Law of the Republic of Armenia "On making amendments and supplements to the Law of the Republic of Armenia "On military service and the status of the military serviceman".

Pursuant to part 1 of Article 1 of the Law "On service in national security bodies", service in national security bodies shall be a military service. The Law "On service in national security bodies" imposed a restriction on joining trade organisations on officers of national security bodies, but this restriction was lifted by the Law No HO-404-N of 11 December 2023 "On making amendments and supplements to the Law "On Service in national security bodies".

Article 6. The right to bargain collectively

Information with regard to questions submitted by the European Committee of Social Rights

Article 6§1

Questions:

- (a) *Please state what measures are taken by the Government to promote joint consultation.*

At the national level of social partnership (pursuant to point 1 of Article 41 of the Labour Code of the Republic of Armenia, national level establishes the basics for the regulation of employment relations in the Republic of Armenia. The parties of such partnership are the Government of the Republic of Armenia, the Republican Union of Trade Unions, the Republican Association of Employers) on 5 October 2020 another Republican Collective Agreement was concluded between the Government of the Republic of Armenia, Confederation of Trade Unions of Armenia and Republican Union of Employers of Armenia (which was effective until 5 October 2023). Within the scope of the latter a Republican Tripartite Commission was established, which comprised in its composition 5 members, each from the Government of the Republic of Armenia, from the Confederation of Trade Unions of Armenia and from the Republican Union of Employers of Armenia.

Cooperation between the parties under the Republican Collective Agreement has evolved with regard to the following issues: 1. ensuring the safety and protecting the health of employees; 2. occupation, salary and standard of living of employees; 3. labour market and employment; 4. social and economic sphere.

At the same time, within the scope of this point we inform that a number of amendments have been made by the law HO-160-N "On making amendments and supplements to the Labour Code of the Republic of Armenia" adopted on 3 May 2023 aimed at expanding the scope of powers of the representatives of the employees. In particular, it was prescribed that employers were obligated to provide the necessary conditions, facilities and supplies to enable representatives of employees to exercise their powers as prescribed by the collective agreement or through consent of the parties. These new regulations are expected to encourage joint consultations at the organizational level.

On the other hand, the amendments made to the Labour Code of the Republic of Armenia by Law HO-160-N, "On Making Amendments and Supplements to the Labour Code of the Republic of Armenia," adopted on 3 May 2023, introduced a requirement for registering national, sectoral, territorial, and organizational collective agreements. At the same time, it was established that the registration of these agreements would be carried out by the authority responsible for supervising labour legislation, namely the Health and Labour Inspection Body. In this sense, we believe these regulations will promote the conclusion of collective agreements and, within their framework, contribute to more effective consultations.

- (b) *Please describe what issues of mutual interest have been the subject of joint consultation during the past five years, what agreements have been adopted as a result of such discussions and how these agreements have been implemented.*

On 5 October 2020, under the national collective agreement concluded between the Government of the Republic of Armenia, the Confederation of Trade Unions of Armenia, and the Republican Union of Employers of Armenia (effective until 5 October 2023), the parties agreed that draft labour legislation and draft regulatory legal acts of significant importance to the protection of labour rights and the interests of employers and employees — except for drafts requiring urgent decisions — shall be submitted to the Tripartite Republican Commission for opinion before adoption by the relevant body.

The Tripartite Republican Commission was established in accordance with National Collective Agreement, by the agreement of the parties to National Collective Agreement. The cooperation between the parties under the National Collective Agreement developed along the following directions: 1. ensuring the safety and protecting the health of employees; 2. occupation, salary and standard of living of employees; 3. labour market and employment; 4. social and economic sphere. In particular, the issue on approving the Working Procedure of the Commission, draft law "On making amendments and supplements to the Labour Code of the Republic of Armenia" (by which large-scale amendments were envisaged in the Labour Code of the Republic of Armenia (the latter was adopted by the National Assembly of the Republic of Armenia by the Law HO-160-N of 3 May 2023)), package of draft laws "On making amendments and supplements to the Law of the Republic of Armenia "On the comprehensive health insurance" and to other related legal acts", proposal on making a supplement in the Law of the Republic of Armenia "On higher and post-graduate professional education", a number of other proposals on making amendments and supplements to the Labour Code of the Republic of Armenia was introduced for discussion in the sittings of Tripartite Republican Commission. The opinions voiced in the Tripartite Republican Commission were taken into account during revision of drafts.

In addition to the foregoing, all legal acts developed by the Ministry of Labour and Social Affairs related to the rights and interests of employers and employees shall be submitted for mandatory review to organizations representing these rights and interests, including the Confederation of Trade Unions of Armenia and the Republican Union of Employers of Armenia. In particular, all amendments made to the Labour Code of the Republic of Armenia from 2020 to 2024 were periodically discussed in draft form with the aforementioned organisations and revised by incorporating their opinions.

Besides, the representatives of Confederation of Trade Unions of Armenia and Republican Union of Employers of Armenia were also invited during working meetings and discussions related to the rights and interests of employees and employers. The Ministry of Labour and Social Affairs holds the necessary consultations with the latter also with regard to issues concerning cooperation with the International Labour Organisation. Necessary information is requested from the Confederation of Trade Unions of Armenia and the Republican Union of Employers of Armenia during the preparation of reports on the implementation of Conventions of the International Labour Organisation, as needed, to incorporate it into the reports. Besides, the mentioned draft reports are also submitted to the aforementioned institutions for opinion. Questionnaires to be filled out within the scope of cooperation with the ILO shall also be filled out jointly with the Confederation of Trade Unions of Armenia and Republican Union of Employers of Armenia by also taking into account the opinions

of the latter.

(c) *Please state if there has been any joint consultation on matters related to the digital transition, or the green transition.*

1. The package of draft laws "On making amendments and supplements to the Labour Code of the Republic of Armenia" and "On making an amendment to the Law "On audio-visual media"" were discussed with the organisations representing the interests of employers and employees, which envisages introduction of a digital system for employment agreements (hereinafter referred to as "Digital system"). It is envisaged to digitise, through the introduction of the digital system, the employment agreements concluded both in public and private sectors of the Republic of Armenia to improve the system for protection of the labour rights of employees. The package of draft laws was adopted by the National Assembly of the Republic of Armenia on 24 October 2024 in its first reading.
2. Draft laws "On cybersecurity" and "On public information" were developed, which were published on the Unified Website for Publication of Legal Acts' Drafts for public discussion. Public discussions on draft laws were held also at the Ministry of High-Tech Industry with participation of interested bodies.
3. On 14 June 2024, the Decision of the Government of the Republic of Armenia No 884-L "On developing and introducing the "Cloud First" policy" was adopted. Security requirements for websites hosted in the cloud domain were developed and approved by Decision of the Government of the Republic of Armenia No 1445-L of 12 September 2024. It was published on the Unified Website for Publication of Legal Acts' Drafts for comments and recommendations.
4. Within the framework of the regional programme "EU for Environment" (EU4Environment), a number of national and regional meetings were held during 2019-2024 on green economy, green growth, circular economy, green solutions for sustainable business with the participation of representatives of public and private sectors.

On-line courses "Green Economy for Armenia" and "Green Transition in Eastern Partnership Countries" were also developed within the framework of the programme. The courses are accessible at the following links:
<https://ilearngreen.aua.am/enrol/index.php?id=2>,
<https://unccelearn.org/course/view.php?id=114&page=overview>.

Article 6§2.

Questions:

- (a) *Please provide information on how collective bargaining is coordinated between and across different bargaining levels including information on:*
- *the operation of factors such as erga omnes clauses (rights and responsibilities towards everyone and each one) and other mechanisms for the extension of collective agreements;*

The procedure for conducting collective bargaining, parties, the rights and responsibilities thereof, as well as other mechanisms for the extension of collective agreements shall be governed by the Labour Code and the Law of the Republic of Armenia "On trade unions".

1. According to part 2 of Article 23 of the Labour Code of the Republic of Armenia:
 - Pursuant to point 1, "where in the organisation employees are affiliated only with one trade union, and it joins more than half of employees of the organisation, that trade union shall represent and protect the rights and interests of all employees of the organisation in collective employment relations";
 - Pursuant to point 2, where in the organisation employees are affiliated with only one trade union, to which not more than half of the employees of the organisation are members, that trade union shall represent and protect only the rights and interests of its members in the collective employment relations.

Pursuant to Article 47 of the Labour Code of the Republic of Armenia, provisions of national, branch and territorial collective agreements shall apply to employees of such organisations the employers whereof, within the validity period of the agreement, are members of the association of employers having concluded an agreement".

Pursuant to part 2 of Article 59 of the Labour Code of the Republic of Armenia, The validity period of a collective agreement of the organisation shall be determined by the parties, but for a period of not longer than three years. Parties shall have the right to extend the validity period of the agreement for a period of not more than three years. Pursuant to part 3 of this Article, "during the last two months of the validity period of the collective agreement of the organisation the parties may start collective bargaining about conclusion of a new collective agreement or extension of the validity period of the existing collective agreement in the prescribed manner".

Pursuant to part 2 of Article 52 of the Labour Code of the Republic of Armenia, the validity period of a collective agreement of the organisation shall be determined by the parties, but for a period of not longer than three years. Parties shall have the right to extend the validity period of the agreement for a period of not more than three years. Pursuant to part 3 of the same Article, during the last two months of the validity period of the collective agreement of the organisation the parties may start collective bargaining about conclusion of a new collective agreement or extension of the validity period of the existing collective agreement in the prescribed manner.

- *the operation of the favourability principle and the extent to which local/workplace agreements may derogate from legislation or collective agreements agreed at a higher level.*

Pursuant to Article 6 of the Labour Code of the Republic of Armenia, collective agreements and employment contracts may not contain such conditions that deteriorate the state of

employees as compared with the workplace conditions laid down by the labour legislation and other regulatory legal acts containing norms of labour law. Where the conditions laid down by collective agreements or employment contracts contradict this Code, laws and other regulatory legal acts, these conditions shall have no legal force.

Pursuant to part 1 of Article 57 of the Labour Code of the Republic of Armenia, the parties to a collective agreement of the organisation shall lay down conditions not regulated by labour legislation, other regulatory legal acts or national, branch and territorial collective agreements, that do not contradict them and in comparison with the conditions provided for thereby do not worsen the state of employees.

(b) Please provide information on the obstacles hindering collective bargaining at all levels and in all sectors of the economy (e. g. decentralisation of collective bargaining, including:

- the measures taken or planned in order to eliminate those obstacles;*
- the time-limits adopted in relation to those measures;*
- the outcomes achieved/expected in terms of those measures.*

In practice collective bargaining may be obstructed by a variety of circumstances; for example, insufficient legislative regulations. It should be noted with regard to legislative regulations that a number of amendments made by the Law HO-160-N "On making amendments and supplements in the Labour Code of the Republic of Armenia" adopted on 3 May 2023 (hereinafter referred to as the "Law") may also boost collective bargaining. In particular,

1. The supplement made in point 3 of part 1 of Article 25 of the Code (entitled "Rights of representatives of employees") defines that:
 - representatives of employees shall have the right to submit proposals to the employer also on workplace conditions;
 - The supplement made in point 6 defines the right of representatives of employees to appeal through judicial procedure the decisions and activities of an employer and the authorised persons thereof violating rights of the employees (according to that supplement, the representatives of employees shall also have the right to appeal through judicial procedure the decisions and activities of an employer and the authorised persons thereof violating rights of the employees).

The above-mentioned amendments have entered into force from 31 July 2023.

2. Provision to the representatives of employees of necessary conditions, facilities and supplies for the exercise of their powers as prescribed by the collective agreement or the consent of the parties was defined as an obligation of the employer. In particular, part 1 of Article 26 of the Code (entitled "Employer's obligations and rights relating to representatives of employees") was supplemented with a new point 8, according to which, the employer shall be obliged to provide the representatives of employees with facilities and supplies to exercise their powers as prescribed by the collective agreement or by the agreement of the parties (the amendment has entered into force from 31 July 2023.).

3. Part 2 of Article 45 of the Labour Code (which defines that parties to collective employment relations and their representatives shall coordinate their interests and settle disputes through collective bargaining. A party willing to enter into a collective bargaining relationship shall be obliged to notify the other party thereon in writing. The notification shall indicate the objective of the collective bargaining, as well as the proposals and claims), was supplemented with a new sentence which reads as follows: "a party having received a notification on conducting collective bargaining shall be obliged to inform — within the time limit prescribed by Article 66 of this Code — the party willing to enter into a collective bargaining relationship of the stance thereof on participating in the collective bargaining." (The amendment has entered into force from 31 July 2023).

At the same time, it should be noted that Article 66 of the Code prescribes that "the employer or the relevant party having received the claims shall be obliged to consider the received claims and within seven days after their receipt, take a written decision and communicate it to the entity having submitted the claims".

At the same time, it should be noted in the context of the above-mentioned amendment that Article 73 of the Code was drafted with new wording, according to the regulation in point 6 of part 2, a strike may be organized by employees if the employer, after receiving a notification, fails to inform the party wishing to enter into a collective bargaining relationship of their stance on participation in collective bargaining within the time limit prescribed by Article 66.

4. The amendments and supplement in Article 51 of the Code provide for registering national, branch and territorial collective agreements. In particular, it is established that the registration of national, branch and territorial collective agreements would be carried out by the Health and Labour Inspection Body of the Republic of Armenia. The Law also introduced a new Article 59.1 into the Code, which establishes the requirement for registering collective agreements of the organisation. This part also stipulates that this part also establishes that the registration of collective agreements of the organisation in accordance with the same article shall be carried out by the Health and Labour Inspection Body of the Republic of Armenia (the amendments and supplement in Article 51 of the Code and Article 59.1 supplemented in the Code has entered into force from 1 December 2023).

Within the context of the foregoing amendments and supplements it should be noted that pursuant to Article 33 of the Code, state supervision over the observance by employers of the requirements of the labour legislation and other regulatory legal acts containing norms of labour law, as well as of collective and employment agreements shall be exercised by the authorised inspection body of the field (Health and Labour Inspection Body), imposing sanctions in cases provided for by law. That is, amendments and supplements to Article 51 of the Code and Article 59.1 added in the Code provide that the body exercising state supervision over the compliance with labour legislation shall also carry out registration of national, branch, territorial and organisational collective agreements.

Summing up the foregoing, we believe that the above-mentioned amendments and supplements made may boost collective bargaining aimed at concluding collective agreements.

(d) Please provide information: on the measures taken or planned to guarantee the right to collective bargaining of (i) economically dependent (self-employed) persons showing some similar features to workers and (ii) self-employed workers.

Currently, draft amendments to the Law of the Republic of Armenia "On Trade Unions" are under development, within the framework of which it is planned to address the above-mentioned issue.

Article 6§4

Questions:

(a) *Please indicate:*

- *the sectors in which the right to strike is prohibited;*
- *those sectors for which there are restrictions on the right to strike;*
- *sectors for which there is a minimum service requirement.*

Please give details about the relevant rules concerning the above and their application in practice, including relevant case law.

Pursuant to part 1 of Article 75 of the Labour Code of the Republic of Armenia, it is prohibited to call a strike in the police, armed forces (in other equivalent services), security services, as well as centralised electricity supply services, heat supply, gas supply organisations, and in urgent medical aid services. Claims made by employees of such organisations and services shall be discussed through bodies for social partnership on the national level, with the participation of the relevant trade union organisation and the employer.

Pursuant to part 2 of Article 75 of the Labour Code of the Republic of Armenia, In natural disaster areas as well as regions where a martial law or emergency situation (a state of emergency) has been declared in the prescribed manner, the strikes are prohibited before the effects of natural disaster are eliminated, or martial law or emergency situation (state of emergency) is lifted in the prescribed manner.

It should be noted that the prohibition established by part 1 of Article 75 of the Code is based on the nature of the duties and the level of responsibility of the services and organisations mentioned in this part, as they are directly related to public interests. Besides, Article 75 of the Code prescribes that "claims made by employees of such organisations and services shall be discussed through bodies for social partnership on the national level, with the participation of the relevant trade union organisation and the employer".

At the same time, point 5 of part 1 of Article 8 of the Law of the Republic of Armenia "On military service and the status of the military serviceman" defines that the military serviceperson has no right to organise strikes or participate therein. Pursuant to point 10 of part 1 of Article 43 of the Law "On service in national security bodies" the officer of national security bodies doesn't have a right to organise strikes or participate therein.

Point 8 of part 1 of Article 39 of the Law of the Republic of Armenia "On police service" defines that the police officer has no right to organise strikes or participate therein.

The Code defines the specifics of holding strikes in a number of organisations. In particular, part 4 of Article 74 of the Labour Code of the Republic of Armenia prescribes that when a decision is adopted on organising a strike in organisations engaged in activities covering railway and urban public transport, civil aviation, communication, health care, food production, water supply, sewerage and waste disposal, organisations with a continuous production cycle, as well as other organisations the cessation of work wherein may result in grave or hazardous consequences for the life and health of the society or individual humans, the employer must be warned in writing about the strike at least fourteen days

before starting a strike.

In other words, strikes in organisations of the above type are not prohibited. It is just prescribed that in the above-mentioned cases when a decision is made to hold a strike the employer should be warned in writing at least fourteen days prior to initiating the strike.

Pursuant to part 2 of Article 77 of the Labour Code of the Republic of Armenia, during a strike in organisations referred to in part 4 of Article 74 of the Labour Code (in organisations engaged in activities covering railway transport and urban public transport, civil aviation, communication, healthcare, food production, water supply, sewerage and waste disposal, organisations with a continuous production cycle, as well as in organisations the termination of work wherein may result in grave or hazardous consequences for life and health of the society or individual persons) minimum conditions (services) necessary for meeting the immediate (vital) needs of the society must be ensured. Minimum conditions shall be set by appropriate state or local self-government bodies further to the negotiations with employers and relevant representatives of employees. Compliance with such conditions shall be ensured by the body leading the strike, the employer and the employees appointed thereby.

(b) Please indicate whether it is possible to prohibit a strike by seeking injunctive or other relief from the courts or other competent body (administrative body or arbitration body). If affirmative, please provide information on the scope and number of decisions in the last 12 months.

The legal regulation regarding prohibiting a strike through the court is provided for in Article 78 of the Labour Code of the Republic of Armenia entitled "Challenging the lawfulness of a strike". In particular, Article 78 of the Labour Code of the Republic of Armenia prescribes that:

- "1. When a strike is called, the employer or the party to which the claims have been submitted may apply to the court with a motion to declare the strike unlawful. The court shall examine the case and render a judgement within seven days after the day of accepting the claim.
2. The court shall declare the strike unlawful where the objectives of the strike contradict the Constitution of the Republic of Armenia, other laws, or where the strike has been called by breach of the requirements and the procedure laid down by this Code or the collective agreement.
3. After the court judgement on declaring the strike unlawful enters into force, the strike may not begin, and the strike already in progress shall be terminated immediately.
4. Where an immediate threat emerges as a result of not ensuring minimum conditions (services) for meeting the immediate (vital) needs of the society, which may lead to grave or hazardous consequences for the social or human life and health, the court may postpone the proposed strike for a period of thirty days and to suspend the strike already in progress for the same time limit."

Pursuant to part 1 of Article 81 of the Labour Code of the Republic of Armenia, a strike shall be terminated, where:

- (1) the submitted claims are met;

- (2) in the course of the strike parties reach an agreement on termination of a strike under relevant conditions;
- (3) the trade union having called a strike admits the inappropriateness of further continuation of the strike;
- (4) the strike has been declared as unlawful by the civil judgment of the court having entered into force.

Article 20. The right of women and men to equal opportunities

Information with regard to questions submitted by the European Committee of Social Rights

Questions:

- (a) *Please provide information on the measures taken to promote greater participation of women in the labour market and to reduce gender gap (horizontal and vertical). Please provide information/statistical data showing the impact of such measures and the progress achieved in terms of tackling gender gap and improving women's participation in a wider range of works and occupations.*

Ongoing works are carried out to tackle gender segregation in the labour market, decision-making process, education and science, as well as in other fields of social life and to boost equal participation and representation through developing and adopting strategic sectoral documents, targeted short-term and long-term measures.

In this context, for instance, the draft decision of the Government of the Republic of Armenia "On approving the 2024-2028 strategy for implementation of the gender policy of the Republic of Armenia" acquires a special importance, which defines 6 priority areas of gender policy:

1. Overcoming gender discrimination in all areas of management and at decision-making level, enhancing the national mechanism for promoting women's advancement, ensuring equal and full participation opportunities for women and men and expanding them;
2. encouraging gender-sensitive approaches in the social and economic field including, labour market, in various sectors of economy, employment activity, reducing gender segregation of the workforce and improving mechanisms for protection of labour rights;
3. overcoming gender discrimination in the field of education and science, promoting full participation and expanding equal opportunities of women and men;
4. ensuring the equal opportunities for women and men in the field of healthcare;
5. preventing and overcoming gender violence and discrimination, protection and support of persons subjected to domestic violence;
6. developing gender-sensitive and gender-responsive approaches to climate change, ensuring principles for inclusion and awareness-raising.

Along with the above-stated priorities an action plan is developed, which includes clear, targeted actions to achieve the goals established by the Strategic Programme.

Actions outlined in Priority 1 of the Strategic Programme aim to achieve gender equality in state policy and all areas of management. Specifically, these actions focus on establishing a participatory, inclusive, and accessible political framework where women and men, including representatives of various vulnerable groups, can actively and fully participate and have equal, meaningful influence at the management level and in decision-making processes. This priority defines 13 actions in total, which will be carried out as a consequence of close co-operation and coordinated action of state bodies, local self-government bodies and non-state institutions and non-governmental organisations.

It should be noted that the actions of the Government of the Republic of Armenia aimed at ensuring women's participation and representation in decision-making processes yielded visible results. In 2020, amendments to the Electoral Code of the Republic of Armenia introduced a minimum quota of 30% for women's participation in National Assembly elections. That means, political parties represented in the National Assembly must ensure that at least 30% of their members are women. The quota, which sets a minimum 30/70 gender ratio for candidates on party lists, was also applied in local government elections in communities with more than 4,000 voters under the proportional electoral system. This resulted in an increase in the representation of women in local self-government bodies (LSGBs) compared to previous years. Currently, in the 8th convocation of the National Assembly of the Republic of Armenia, women make up 36% of the members. In managerial positions of municipalities, women represent 6%, while the representation of women in the Council of Elders of the community stands at 29%.

To ensure clear information about the participation and representation of women and men in decision-making processes at the state and local levels, statistics are provided with gender-specific data. Statistical data are collected, analysed and presented by the Statistical Committee of the Republic of Armenia, and *this will be separately addressed in the further information introduced in a section regarding Article 20 of this Charter.*

Priority 2 of the Strategic Programme aims at encouraging gender-sensitive approaches in the labour market, fields of employment and economy, reduction of gender segregation of the workforce, encouraging the social and economic activity of women and improving mechanisms for protection of labour rights, including protection of caregiving activity in the work activity.

The actions outlined in this Priority are crucial for enhancing mechanisms that support women's participation in social and economic life, as well as addressing the existing challenges.

It should be noted that as early as in 2023, the Government of the Republic of Armenia initiated programmes for women's empowerment, targeted and developed for particularly vulnerable groups, in particular women and girls subjected to domestic violence. Thus, starting from 2023, in 3 marzes (Gegharkunik, Aragatsotn and Tavush), services rendered by the support centres of persons subjected to domestic violence have been expanded to include types of services aimed at women's economic empowerment and independent organisation of own life. Rendering of economic empowerment services include training courses for acquiring vocational skills and provision of tools. The choice of the course is

made according to the preference of the stakeholder, based on the need assessed. In 2024 the programme is carried out in 6 marzes of the Republic of Armenia.

In 2022-2023 through the funding of the UNDP Armenian Office the acceleration programme for economic empowerment of women aimed at raising women employment capacities and ensuring women empowerment. In 2023 the programme included 633 women.

In the beginning of 2024, the programme "Provision of support for organising a short-term training course and gaining work experience for persons forcibly displaced from Nagorno-Karabakh in 2023", which included 824 women beneficiaries as of 1 September 2024.

From December 2023 the programme "Action aimed at providing state support to parents of military servicemen who have been declared as missing or deceased to organise the care of a child under the age of three" was introduced, which aims at providing support to parents of military servicemen declared as missing or deceased to effectively organise the care of a child under the age of three. As of 1 September 2024 the programme included 95 women.

The state employment programmes carried out as of 1 September 2024 include 1259 women.

In general, 2339 women are engaged in employment programmes (including programmes for provision of temporary employment) carried out by the Ministry of Labour and Social Affairs of the Republic of Armenia during 2023-2024.

Currently Employment Strategy for 2024-2030 is developed, which will have a significant and comprehensive impact on both the trends of development of the labour market of the Republic of Armenia, and on economic, educational and regional development. One of the target groups defined by the Strategy are unemployed women of middle age (30-40), and the Strategy provides for a number of actions for promotion of employment and expanding work opportunities for this target group. In particular, actions defined by the Employment Strategy for this target group include engaging and reintegrating the latter in the labour market through the change of behavioural model and development of competitive skills, creating incentives for businesses to contribute to growth of employment of unemployed women and support to development of women entrepreneurship.

Pursuant to part 4 of Article 5 of the Law "On remuneration for persons holding state positions and state service positions", The change in the amount of remuneration for persons holding state positions shall be carried out through change in the base salary and/or coefficients, based on the analysis of the labour market as per professions and areas (hereinafter also referred to as the "Analysis"). Before entry into force of amendments prescribed by Law HO-296-N of 12 June 2024, pursuant to regulations of part 4 of Article 5 of the Law "On remuneration", the analysis is carried out once every three years as prescribed by the Government of the Republic of Armenia, and pursuant to amendments prescribed by Law HO-296-N of 12 June 2024, the analysis shall be conducted each year.

The procedure for analysing the labour market according to specialisations and territories aimed at changing the calculation coefficients of the basic salary and official pay rates for persons holding state positions was approved by Decision of the Government of the Republic of Armenia No 1420-N of 18 December 2014 (hereinafter referred to as "Decision"). Pursuant to point 5 of the Decision, the Bureau of Civil Service of the Office of

the Prime Minister of the Republic of Armenia shall, upon summarisation of the results of analysis of labour market according to specialisations and territories aimed at changing the calculation coefficients of the basic salary and official pay rates for persons holding state positions and state service positions, (...) submit to the Government of the Republic of Armenia proposals (...) to be discussed during preparation of the programme for state interim expenses of the upcoming year.

As a result of analysis of the information on amounts of salaries of state servants (except for military servicemen, officers of penitentiary and rescue services) the following indicators shall be calculated and (or) assessed:

- (1) specialisations and average salary prevailing in the state service system, according to prevailing professions, including according to services;
- (2) the average salary in the state service system;
- (3) the average salary according to state services;
- (4) the average salary in separate state services according to position groups;
- (5) mobility and flow levels of state servants;
- (6) recurring vacant positions according to specialisation.

The regular analysis drawn in 2024 will be published on the official website of the Bureau of Civil Service of the Office of the Prime Minister of the Republic of Armenia.

In order to prepare the analysis, data regarding the salaries of state servants was collected from 61 state bodies according to form No 1 approved by Annex No 2 of the Decision.

The analysis does not contain data regarding military servicemen, officers of penitentiary and rescue services.

One of the sections of the analysis concerns the analysis of the average salary according to gender, which is presented below:

Subgroups 1 and 2 of the managerial group (referred to as the highest group in other services) comprise 108 men or 72.5% of persons holding positions in the 1st and 2nd subgroups of the managerial group and 41 women or 27.5% of servants of that group. Subgroups 3-5 of the managerial group and 1st and 2nd of the professional group (referred to as the main group in other services) comprise 3647 men or 52% and 3348 women or 48%, respectively. Subgroups 3-5 of professional positions (referred to as the leading group in other services) comprise 981 men or 32.6% and 2029 women or 67.4%, and subgroups 6-8 of professional positions (referred to as junior group) comprise 934 men or 37.5% and 1554 women or 62.5%. As mentioned above, the higher involvement of women in lower-level positions may stem from domestic responsibilities and being burdened with housework, which discourages them from pursuing works with greater responsibility and higher salaries, ultimately resulting in lower wages.

The difference in average salaries, based on the analysis of previous years, was attributed to two factors: the higher involvement of women in lower-level positions and the emerging gap caused by disparities in bonuses.

According to data collected in 2024, the average salary of male employees in the state service system was AMD 418 320, while the average salary of female employees was AMD 378 212. According to the 2021 report, the average salary of male employees was AMD 344 576, while the average salary of female employees was AMD 310 401. Compared to 2021,

the salaries of women and men increased proportionally by 17.9% and 17.6%, respectively. According to data of 2024, the gender pay gap in the state service system amounted to 9.92% (calculation method: average salary of men-average salary of women/average salary of men x 100).

Data regarding the average salaries of men and women according to services are presented below in Table 1.

Table 1

Average basic salaries of men and women, average salaries by type of services and position groups, gender pay gap

Type of service	Position group	Average basic salary according to gender		Average salary		Gender gap of the salary
		Male	Female	Male	Female	
Civil service	Gh1	620345	619008	1158403	1112427	4.0
	Gh2	545147	492869	839658	821301	2.2
	Gh3	448441	437388	706281	717048	-1.5
	Gh4	390633	375221	561386	583720	-4.0
	Gh5	338811	317978	491019	475291	3.2
	M1	361777	354997	494478	501675	-1.5
	M2	324291	309813	437157	423358	3.2
	M3	283364	249162	379989	345227	9.1
	M4	219353	217708	310673	302116	2.8
	M5	236581	181850	294247	222319	24.4
	M6	166190	152850	208257	192403	7.6
	M7	148262	138698	205620	185725	9.7
Tax Service	Higher	551449	518890	1599712	1450452	9.3
	Chief	319779	308467	413325	389421	5.8
	Leading	241622	232225	585838	525629	10.3
	Junior	166251	161361	294107	293162	0.3
Customs Service	Higher	499200	475072	1448767	1329356	8.2
	Chief	309991	299435	447656	436842	2.4
	Leading	240874	235952	569993	536075	6.0
	Junior	173622	172837	348881	362501	-3.9
Eco-patrol service	Chief	139827	150833	139827	150833	-7.9
	Junior	133502	0	133502	0	
Service of Judicial Bailiffs	B1	596544	0	754165	0	
	B2	490048	0	618320	0	
	G1	416832	0	543660	0	
	G2	356204		446710	0	
	G3	366080	0	463405	0	
	A1	253955	0	315147	0	
	A2	212556	205088	268936	248364	7.6
	A3	182857	180352	285834	216825	24.1
	K1	158931	154018	247499	184147	25.6
Compulsory Enforcement Service	Chief	305728	253968	345264	318032	7.9
	Leading	195290	187115	533915	500853	6.2

Probation Service	G1	422912	0	512407	0	
	G2	407513	0	490476	452039	7.8
	GTS	398912	363001	286248	0	
	ATS	275668	252835	550251	0	
	KTS	231961	0	337856	316203	6.4
Staff of the Constitutional Court	B1	637312	0	0	662381	
	B2	0	506688	681363	647208	5.0
	G1	506688	460928	512336	481902	5.9
	G2	379669	361449	412059	326515	20.8
	A1	334464	254440	850355	0	

The data in the table indicate that the gender pay gap is minimal across most position groups in the state service system, except for the 2nd subgroup of chief positions in the Staff of the Constitutional Court, where the gap is 20.8%; the 5th subgroup of professional positions in the civil service, with a gap of 24.4%; and the leading and junior groups in the Service of Judicial Bailiffs, where the gaps are 24.1% and 25.6%. It is noteworthy that, compared to 2021, the gender pay gap in the group of managerial positions of civil service has significantly decreased from 29.5% to 4%.

That is, contingently, men and women are paid nearly equally across all groups.

Sectoral peculiarities and (or) examples of taken steps, statistical information:

- Civil service, police service and rescue service are carried out in the bodies of the state administration system subordinate to the Ministry of Internal Affairs of the Republic of Armenia. Remuneration with regard to the mentioned services is carried out as prescribed by the Law "On remuneration for persons holding state positions and state service positions" (*the above-mentioned section of this report has already addressed in detail the regulations concerning this law*), including according to the coefficients established by Annexes 5, 8 and 9 of the Law.

Attaching importance, for instance, the importance of ensuring gender equality in the Police adjunct to the Ministry of Internal Affairs of the Republic of Armenia (hereinafter referred to as the "Police"), a task was set to increase the number of women officers in the Police Patrol Service to 30% before the end of 2026, carrying out targeted recruitment of female officers. To resolve the above-mentioned task, the number of places for women was clearly indicated in the announcements for admission to the police patrol service, and additional places were allocated to women for the last appointment. To ensure representation of women in the Police Patrol Service a number of legislative amendments were also carried out. In particular, the admission threshold in the Police Service was raised to 35 (30 prior to the amendment), in accordance with part 1 of Article 11 of the Law of the Republic of Armenia "On police service", and relevant amendments related to anthropometric data are made to the Decision of the Government of the Republic of Armenia No 175-N of 23 January 2003 "On establishing physical fitness and health condition requirements for a police officer".

To ensure a widest possible range of candidates for women officers in Police, an awareness-raising campaign entitled "Be a strength for our country" was initiated in 2023. As part of the cooperation with the Minister of Internal Affairs of the Republic of Armenia, as well as

between the Ministry of Internal Affairs and senior officials of the Police and the Ministry of Education, Science, Culture, and Sport of the Republic of Armenia, meetings were held with students of educational institutions in Yerevan and marzes, including child care centres (829 educational institutions), during which the nature and appeal of police work, the importance of female representation, career growth opportunities, and relevant information about the admission process was presented. To join the Police Patrol Service, toward the targeted admission of women, an on-line pre-registration process was initiated, which was aimed at determining the number of candidates, as well as take an account of circumstances hindering women from applying. Besides, to raise the awareness of women about the service, awareness-raising videos were prepared and placed on the social and informational platforms at the initiative of the Ministry of Internal Affairs of the Republic of Armenia. At the same time, it should be noted that in 2024 women's admission for positions in the Police Patrol Service was announced, which resulted in 139 applications from women.

In collaboration with the Bureau of International Narcotics and Law Enforcement Affairs (INL) of the U.S. Embassy, discussions were held in various formats with women police officers to identify the problems and challenges they face in entering the police system, performing their daily duties, and advancing in their careers.

The Ministry of Internal Affairs of the Republic of Armenia ensures, on an ongoing basis through mass media (MM), the implementation of public awareness-raising efforts regarding the activities of the Police and the functions of women officers of the Police, as well as regarding their involvement in the service and their professional growth. Taking into account the foregoing, it should be noted that the process of expanding women's representation in the Ministry of Internal Affairs of the Republic of Armenia is ongoing and aims to address current and future challenges, foster gender equality, and ensure the full realization of equality between women and men as established by law.

In the system of the Ministry of Internal Affairs of the Republic of Armenia, approximately 118 women have been appointed to managerial positions over the past two years.

- Mechanisms have been developed and introduced within the system of the Ministry of Defence of the Republic of Armenia, which have contributed to boosting the policy of women's representation in the Armed Forces and increasing their numbers.
- The Central Electoral Commission of the Republic of Armenia, within the scope of its mandate, achieved progress through measures taken to promote the increased representation of women in electoral processes. The Commission, recognizing the importance of gender equality policy, incorporated it into the Strategic Programme for the upcoming five years, emphasizing the priority of enhancing equal opportunities and capacities for both men and women at all levels of election organisation and management.
- More than 52% of the total number of employees of organisations conducting scientific and scientific and technical activities in the Republic of Armenia are women. As of 2019, approximately 25% of the heads of scientific groups and supervisors of research topics financed by the Higher Education and Science Committee of the Ministry of Education, Science, Culture, and Sport of the Republic of Armenia are women. To improve this indicator, based on the 2019-2023 Strategy for the Implementation of

Gender Policy in the Republic of Armenia, approved by Decision No 1334-L of the Government of the Republic of Armenia on 19 September 2019, and within the scope of the Action outlined in the Priority "Gender equality in the field of scientific and research activities" under sub-point 4 of point 8 of the Roadmap for the integration of research and development in Armenia into the European research area approved by the Order of the Minister of Education, Science, Culture and Sport of the Republic of Armenia No 59-A/2 of 29 January 2020, in 2020 a new grant programme was introduced, i.e. a competition to select applications for scientific topics aimed at promoting women leaders, in which 15 out of 50 submitted applications were guaranteed funding (for a duration of 36 months). One of the unique features of the competition was the requirement that the head of the scientific and research group (comprising 4-5 members) and the researcher under the age of 35 be women.

The above-mentioned competition is ongoing and based thereon the competition "2024 Programme for promotion of women leaders" was organised according to the Order of the Minister of Education, Science, Culture and Sport of the Republic of Armenia No 2433 A/2 of 22 November 2023, in which 31 scientific topics out of 47 applications submitted were guaranteed funding for a duration of 36 months.

The implementation of a policy to increase women's participation is also aimed at the sports sector. To this end, paragraph 'b' of sub-point 7 of point 43 of section 2 of Annex No. 1 of Decision No 2145-L of the Government of the Republic of Armenia of 7 December 2023, "On approving the Strategy and Action Plan for the areas of physical culture and sports for 2024-2030: includes the promotion of naming sports schools after female athletes to encourage the representation of women and girls in sports. Action 1 and Action 2 of Private Goal 1.3 of Annex No 2 of the Strategy provides fostering wider representation of women in mass events. Women and men receive equal monetary incentives for achieving high results in the field of sport, such as life monthly honorarium, end-of-the-year lump-sum reward and nominal scholarships.

- *Women involvement in the field of Information Technologies* — Table 2 of the Statistical Register maintained by the Ministry of High-Tech Industry of the Republic of Armenia provides data on the representation of women in the IT sector from 2020 to 2024.

Table 2. Indicators

<i>No</i>	<i>Year</i>	<i>Outcome (by percentage ratio)</i>
<i>1.</i>	2020	40%
<i>2.</i>	2021	43%
<i>3.</i>	2022	39,4%
<i>4.</i>	2023	38,6%
<i>5.</i>	1 st semester of 2024	40%

Various measures have also been carried out in different marzes of the Republic of Armenia, for example:

- Aragatsotn Marz of the Republic of Armenia

The issues of promoting greater representation of women in the labour market and reducing the gender gap (both horizontal and vertical) were discussed at a meeting of the Standing

Regional Committee on Gender Issues, in cooperation with entrepreneurs and women members of the Council of Elders of the marz. A number of professional training courses (such as manicure, hairdressing, accounting, and programming) were organized by NGOs for vulnerable women forcibly displaced from Nagorno-Karabakh.

The Staff of the Marzpet of Aragatsotn Marz of the Republic of Armenia, in collaboration with the United Nations Population Fund, conducted expanded trainings on gender and domestic violence for members of guardianship and curatorship authorities (GCA) from all communities in the marz, as well as for community social workers. Within the scope of the topic, a number of measures were implemented aimed at promoting equality between women and men. To involve women in community administration processes, the program "Gender Equality and Women Empowerment in Talin Community" is being implemented by the German Society for International Cooperation (GIZ) on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

- In the Gegharkunik marz of the Republic of Armenia, for example, the Martuni community has increased measures to ensure transparency in remuneration. During 2024, awareness-raising measures among women were implemented on topic right to equal remuneration for the equivalent work. The measures were implemented in the municipality in co-operation with "Democracy today" non-governmental organisation, 200 women, both displaced and local participated therein. Representation of women in decision-making positions has increased, the number of women in Police, units of Armed Forces has grown. "Active women of the community in 2023 within the framework of the 2022-2023 National Action Plan for implementation of provisions of resolution No 1325 of the United Nations (UN) Security Council's "Women, Peace, and Security" resolution" a local national programme has been developed, which has been adopted by the Government of the Republic of Armenia. Multiple measures have been implemented to boost effective proportionality of women and men in decision-making positions, in particular in 2024 trainings were held for economic activation of women, working tools were provided to 128 women local and displaced, through various International and local non-governmental organisations.

By another example, to promote broader representation of women in the labour market and reduce the gender gap, the Vardenis community has collaborated with several organizations to enable women in the community to acquire preferred specialisations, thereby enhancing their role in the labour market.

- For example, at the initiative of women members of the Council of Elders in the Tsaghkadzor community, the 'Participatory Management of Women' program, involving 30 women participants, has been implemented for two consecutive years. Women members of the Council of Elders have participated in various trainings and programmes, including "Women's leadership", "Women in policy, public administration and civil society", "Kotayk Katarine", "Political leadership, gender-sensitivity and gender communication in politics".

A number of trainings were held at Charentsavan Municipality regarding equal representation of women and men in decision-making positions, collaboration took place with the Women's fund in Armenia and women resource centres. Women employees of the

Municipality participated in women leadership programmes of UNDP.

Statistical information.

The study of statistics disaggregated by sex maintained by the Statistical Committee of the Republic of Armenia allows to identify the differences between the statuses of women and men.

Starting from 1999, the Statistical Committee of the Republic of Armenia (Armstat) publishes on an annual basis statistics representing the gender gap in the labour market (horizontal and vertical) in the "Employment" Sub-Section of the Thematic Statistical Booklet "Women and men in Armenia" (in Armenian and English). Similarly, the above-mentioned indicators are also published in the sub-section "Employment: primary work and secondary work" of the annual statistical collection "Labour Market in Armenia" and in several other Armstat publications, as well as in the "2.3 Employment and Unemployment" sub-section of the "ArmStatBank" database.

Pursuant to data of the Statistical Booklet "Women and men of Armenia: 2023", the gender gap of the level of women and men labour force participation in 2022 (gender gap(GG)) has amounted to 32.3%, which is particularly high in the 25-34 age group (41%), primarily due to women's involvement in domestic responsibilities (pregnancy, childbirth, child care, etc.).

Compared to 2018 the gender pay gap of average monthly salaries (earnings) in 2022 has grown by 3.9 percentage points, and compared to 2021 — by 3.7 percentage points. In 2022, the average earnings of women in the Republic of Armenia amounted to 60.8% of men's earnings, or the gender pay gap amounted to 39.2%.

It should be noted that the above-mentioned salary indicators concern average monthly and not hourly remuneration, which does not allow to take into account the reasons of differences in remuneration of women and men. With respect to this it should be stated that the international expert involved in the UN Women organisation "Economic empowerment of women in South Caucasus" has calculated the unadjusted and adjusted gender pay gap indicators of hourly gender pay gap (gaps) of remuneration according to individual and work-related factors, multivariate regression analysis has been carried out based on microdata of 2018 of Labour Force Survey conducted in households. As a result of analysis a bilingual report has been prepared (*the analytical report contains numerous gender-differentiated indicators* with relevant methodology), entitled "Analysis of the gender pay gap and gender inequality in the labour market in Armenia, 2020". See the report at the following link: https://www.armstat.am/file/article/analysis_of_the_gender_pay_gap_armenia_en.pdf

Pursuant to the mentioned report (pages 33, 40 and 51), the gender-unadjusted or unprocessed (where individual characteristics, primarily education, are not taken into account) pay gap in Armenia is 23.1%, and the gender-adjusted pay gap is 28.4%.

The calculation of the hourly gender pay gap is important, as women in Armenia work fewer hours than men, largely due to the time spent on unpaid housework.

If this is not given due consideration, the gender pay gap will primarily reflect differences

in gender-based salaries and average hours worked (for more details, see the report).

Regarding the issue of the salary difference between women and men, we would like to inform you that the results of research conducted as part of the draft Employment Strategy in 2022 by the "Ameria" and "CIVITTA Armenia" consulting companies show that, in the Republic of Armenia, the remuneration for women and men is equal for the same job. The gender pay gap, as indicated by statistics, is largely due to the fact that women are predominantly employed in education and healthcare, while men are more commonly employed in construction and transport. In other words, women are more likely to be employed in sectors where the demand for individuals with higher education is greater, but these sectors tend to offer relatively low-paying works.

We have attached certain indicators for 2023, already calculated, along with bilingual brief clarifications (Appendix 1).

(b) Please provide information on:

- *measures designed to promote an effective parity in the representation of women and men in decision-making positions in both the public and private sectors;*
- *the implementation of those measures;*
- *progress achieved in terms of ensuring effective parity in the representation of women and men in decision-making positions in both the public and private sectors.*

See in this report, the information provided in response to question submitted by point "a" of Article 20.

(b) Please provide statistical data on the parity of women on management boards of the largest publicly listed companies, and on management positions in public institutions.

See in this report, the information provided in response to question submitted by point "a" of Article 20.

Statistical information.

Statistical data are published under the topic "Power and Influence" in the "Women and Men in Armenia" Statistical Booklet, with the range of indicators expanding each year. Currently, work is underway to update the indicators of the "Women and Men in Armenia" statistical data with 2023 figures.

In 2024, as a result of collaboration with the primary users of the data, new indicators or details of published indicators (e.g., gender distribution of judges by the hierarchy of the judicial system) will be included in the booklet, particularly regarding statistical data related to the issue addressed in point "c" of Article 20 of the Charter.

[Information presented under the topic "Power and Influence" from the "Women and Men of Armenia, 2023" booklet is attached \(Appendix 2\), with a reference available at: https://armstat.am/am/?nid=80&id=2610.](https://armstat.am/am/?nid=80&id=2610)

Vertical Gender Segregation in the Labour Market of Armenia, 2023

Group	Group's name	Women	Men	Women	Men
		'000 persons		100 = %	
1	Legislators, senior officials, managers	14,4	28,5	33%	67%
2	Professionals	134,9	87,5	61%	39%
3	Technicians professionals	63,9	45,6	58%	42%
4	Clerks	27,3	14,1	66%	34%
5	Service & sales workers	88,3	98,4	47%	53%
6	Skilled agricultural workers	99,7	106,5	48%	52%
7	Craft workers	33,9	105,3	24%	76%
8	Operators & assemblers	5,3	74,3	7%	93%
9	Elementary occupations	46,1	100,5	31%	69%
1 - 9	Total	513,7	660,7	44%	56%

Notes:
(a) Source of data is Lanour Force Survey (LFS-ARM).
(b) Refers to usually residend population aged 15-74.
(c) Based on National Occupational Classification of Armenia corresponding with the ISCO-88.

**Horizontal Gender Segregation in the Labour Market of Armenia,
2023**

NACE rev. 2	Sections' Name	Women	Men	Women	Men
		'000 persons		100 = %	
A	Agriculture	107,3	118,1	48%	52%
B, C, D, E	Industry	52,7	103,2	34%	66%
F	Construction	2,1	116,3	2%	98%
G, H, I	Traid; Repair; Transportation and storage; Hotel and Restorants	89,8	146,3	38%	62%
J	Information and Communication	18,7	26,2	42%	58%
K	Financial Intermediation	13,5	8,1	63%	37%
L	Real estate activities	1,9	2,7	41%	59%
M, N	Professional, scientific and technical activities; Administrative and support service activities	19,6	19,9	50%	50%
O,P,Q	Public administration; Education; Health and Social Work	169,6	97,7	63%	37%
R,S,T,U	Other services	38,5	22,1	64%	36%
A - U	Total	513,7	660,7	44%	56%

Notes:

- (a) Source of data is Lanour Force Survey (LFS-ARM).
- (b) Refers to usually residend population aged 15-74.
- (c) Based on National Classification of Types of Economic Activities corresponding with the NACE revision 2.

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**Average Monthly Nominal (Gross) Wages/Salaries in Armenia, disaggregated by Sex
2023**

NACE rev. 2	Name of Section	Women	Men	Ratio of Wages of Women to Men	Gender pay gap
		AMD		%	
A	Agriculture, forestry and fishing	148 401	179 137	82,8	17,2
B	Mining and quarrying	385 027	548 787	70,2	29,8
C	Manufacturing	149 566	260 206	57,5	42,5
D	Electricity, gas, steam and air conditioning supply	270 302	290 357	93,1	6,9
E	Water supply; sewerage, waste management and remediation activities	170 929	202 267	84,5	15,5
F	Construction	235 617	253 618	92,9	7,1
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	145 814	229 065	63,7	36,3
H	Transportation and storage	230 625	290 297	79,4	20,6
I	Accommodation and food service activities	121 031	149 210	81,1	18,9
J	Information and communication	605 171	1 030 257	58,7	41,3
K	Financial and insurance activities	486 389	1 182 450	41,1	58,9
L	Real estate activities	149 309	200 426	74,5	25,5
M	Professional, scientific and technical activities	249 033	313 245	79,5	20,5
N	Administrative and support service activities	148 108	216 822	68,3	31,7
O	Public administration and defence; compulsory social security	330 482	416 111	79,4	20,6
P	Education	142 038	168 592	84,2	15,8

Q	Human health and social work activities	199 026	336 931	59,1	40,9
R	Arts, entertainment and recreation	224 044	377 174	59,4	40,6
S	Other service activities	123 910	182 987	67,7	32,3
A - S	Total	202 524	341 388	59,3	40,7

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PUBLIC LIFE AND DECISION-MAKING

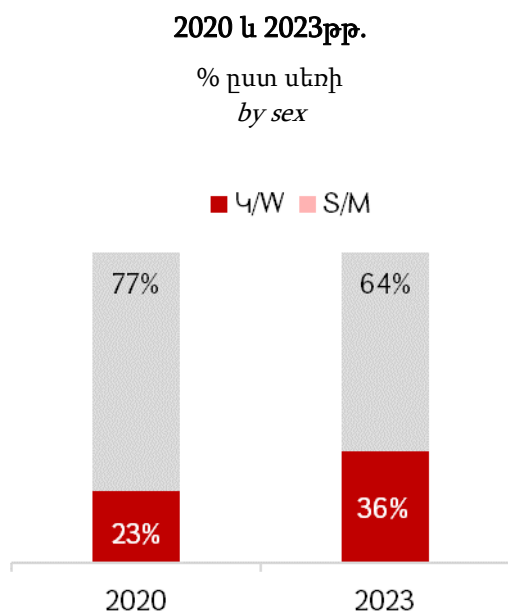
Սույն բաժնի տվյալները ներկայացված են տարեվերջի դրությամբ
Data in this section provided by the end of the year.

Ազգային ժողովի պատգամավորների թվաքանակն ըստ
 խմբակցությունների և պատգամավորական խմբերի, 2023թ.
The Members of the National Assembly by Factions and Deputy Groups, 2023

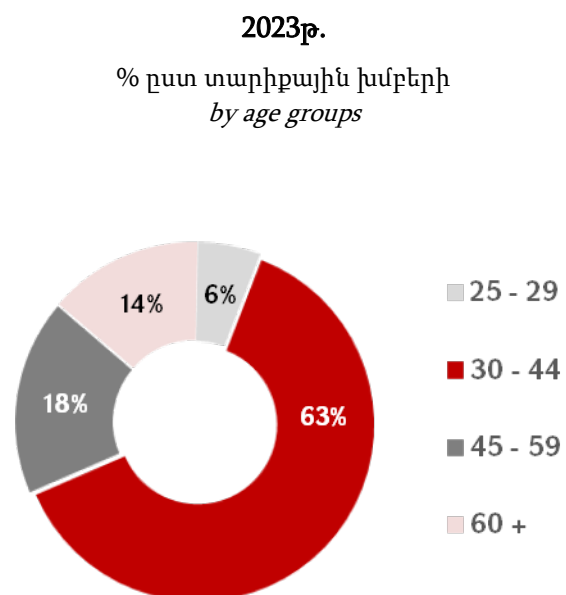
Աղյուսակ 17.1
 Table 17.1

	Մարդ Persons		% ըստ սեռի by sex	
	Կ / W	Տ / M	Կ / W	Տ / M
«Քաղաքացիական պայմանագիր» խմբակցություն "Civil contract" Faction	26	45	37	63
«Հայաստան» խմբակցություն "Hayastan" Faction	11	18	38	62
«Պատիվ ունեմ» խմբակցություն "Pativ unem" Faction	2	4	33	67
Խմբակցություններում չընդգրկված պատգամավորներ Members of Parliament not included in any faction	-	1	-	100
Ընդամենը Total	39	68	36	64

Գծապատկեր 17.1.1
 Graph 17.1.1



Գծապատկեր 17.1.2
 Graph 17.1.2

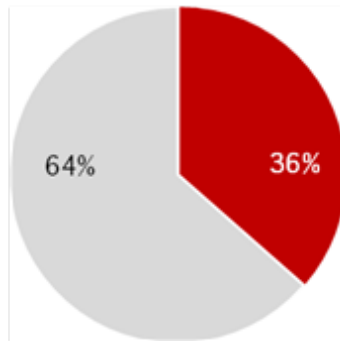


Աղբյուր՝ ՀՀ Ազգային ժողով
 Source: National Assembly of RA

Օրենսդիր իշխանություն, 2023թ.
Legislative Authority, 2023

Գծապատկեր 17.2
Graph 17.2

ԱԺ պատգամավորներ
National Assembly Members



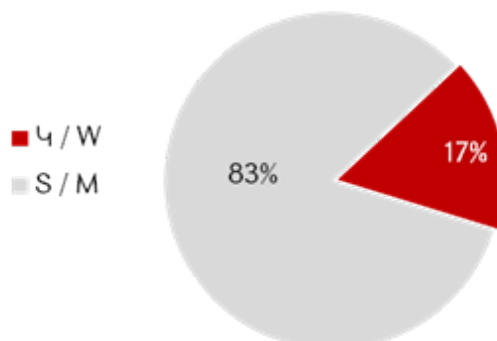
Ընդամենը՝ 107 մարդ, որից՝ 39 կին
Total: 107 persons, of which: 39 women

Աղբյուրը՝ ՀՀ Ազգային ժողով
Source: National Assembly of RA

Գործադիր իշխանություն, 2023թ.
Executive Authority, 2023

Գծապատկեր 17.3
Graph 17.3

Նախարարներ
Ministres



Ընդամենը՝ 12 մարդ, որից՝ 2 կին
Total: 12 persons, of which: 2 woman

Աղբյուրը՝ Աշխատանքի վիճակագրություն, Արմստատ
Source: Labour statistics, Armstat

Գործադիր իշխանության առանցքային¹ մարմինների անդամներ, 2023թ.
Members of Core Executive¹ Authority, 2023

Աղյուսակ 17.2
Table 17.2

	Մարդ <i>Persons</i>		% ըստ սեռի <i>by sex</i>		
	Կ / W	S / M	Կ / W	S / M	
Վարչապետ	-	1	-	100	<i>Prime Minister</i>
Նախարարներ	-	5	-	100	<i>Ministers</i>
Ֆինանսների	-	1	-	100	<i>Finance</i>
Արդարադատության	-	1	-	100	<i>Justice</i>
Արտաքին գործերի	-	1	-	100	<i>Foreign Affairs</i>
Պաշտպանության	-	1	-	100	<i>Defence</i>
Ներքին գործերի	-	1	-	100	<i>Internal Affairs</i>

Աղբյուրը՝ Աշխատանքի վիճակագրություն, Արմստատ
Source: Labour statistics, Armstat

Նախարարներ և փոխնախարարներ, 2023թ.
Ministers and Deputy Ministers, 2023

Աղյուսակ 17.3

¹ Դասակարգումը՝ համաձայն ՄԱԿ-ի Տնտեսական հանձնաժողովի մեթոդաբանության
Classification is according to UNECE methodology.

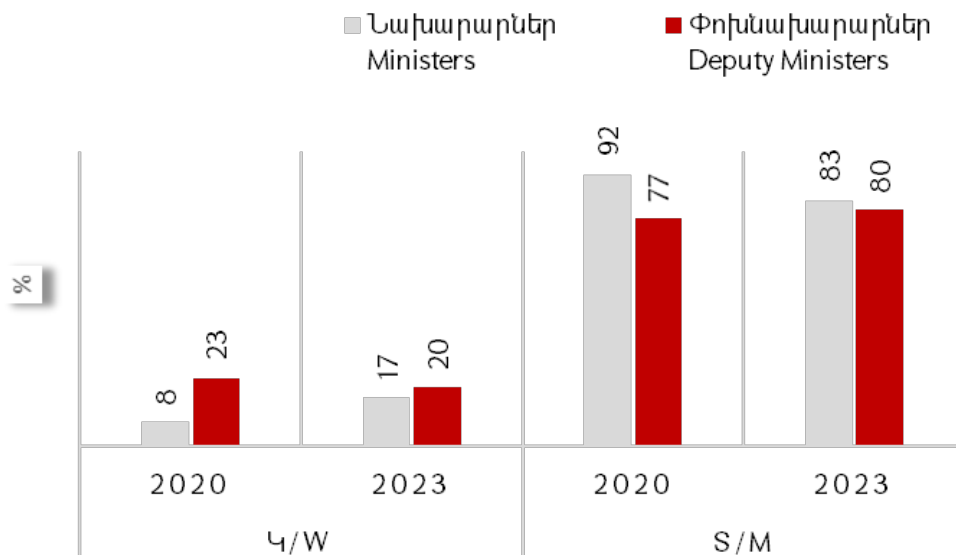
Table 17.3

	Մարդ <i>Persons</i>		% ըստ սեռի by sex		
	Կ / W	Տ / M	Կ / W	Տ / M	
Նախարարներ	2	10	17	83	<i>Ministers</i>
Փոխնախարարներ	10	40	20	80	<i>Deputy Ministers</i>
Ընդամենը	12	50	19	81	<i>Total</i>

Աղբյուրը՝ Աշխատանքի վիճակագրություն, Արմստատ
 Source: Labour statistics, Armstat

Նախարարներ և փոխնախարարներ, 2020թ. և 2023թ.
Ministers and Deputy Ministers, 2020 and 2023

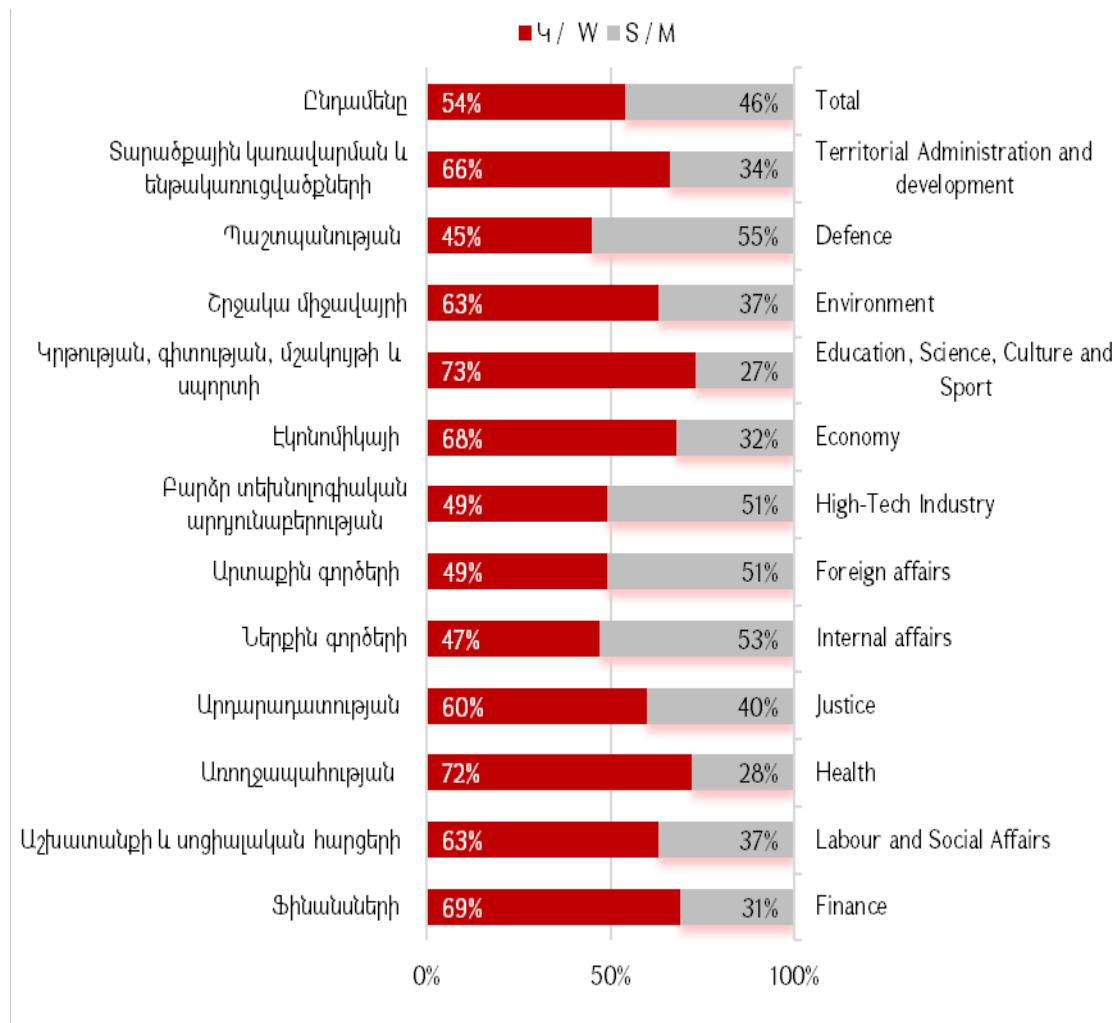
Գծապատկեր 17.4
 Graph 17.4



Աղբյուրը՝ Աշխատանքի վիճակագրություն, Արմստատ
 Source: Labour statistics, Armstat

Նախարարությունների աշխատակազմեր, 2023թ.

Graph 17.5



Աղբյուրը՝ Աշխատանքի վիճակագրություն, Արմստատ

Source: Labour statistics, Armstat

Ոստիկանների թվաքանակը, 2023թ.

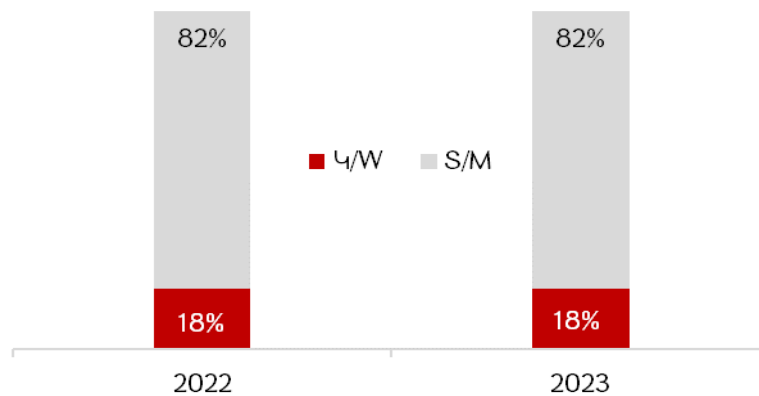
Number of Policemens, 2023

Աղյուսակ 17.4
Table 17.4

	Մարդ <i>Persons</i>				% ըստ սեռի <i>by sex</i>				
	2022		2023		2022		2023		
	Կ / W	Տ / M	Կ / W	Տ / M	Կ / W	Տ / M	Կ / W	Տ / M	
Ոստիկաններ	2 561	11 339	2 609	11 578	18	82	18	82	<i>Policemens</i>
որից՝ ղեկավարներ	92	852	85	840	10	90	9	91	<i>of which: managers</i>

ՀՀ ոստիկաններ, 2022-2023թթ.
Police of RA, 2022-2023

Գծապատկեր 17.6
Graph 17.6



Աղբյուրը՝ ՀՀ ՆԳՆ
Source: MoIA of RA

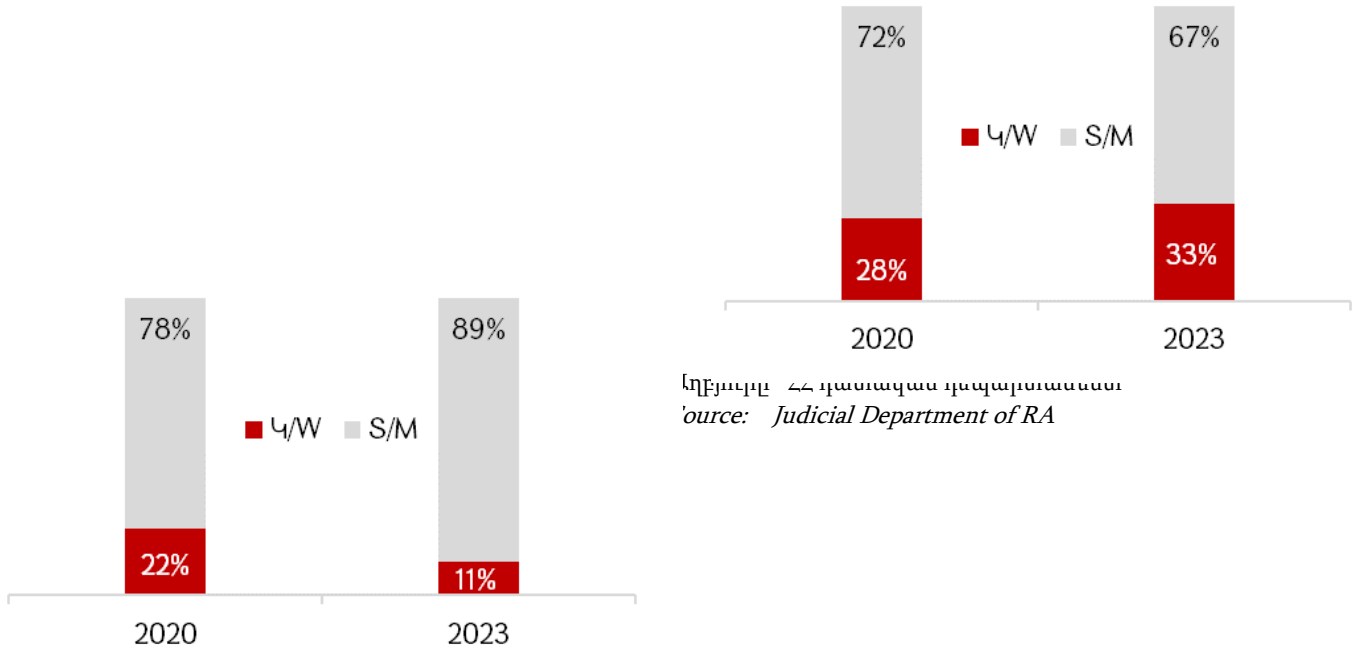
Դատավորների թվաքանակը
Number of Judges

Աղյուսակ 17.5
Table 17.5

	Մարդ <i>Persons</i>				% ըստ սեռի <i>by sex</i>				
	2020		2023		2020		2023		
	Կ / W	Տ / M	Կ / W	Տ / M	Կ / W	Տ / M	Կ / W	Տ / M	
Սահմանադրական դատարանի դատավորներ	2	7	1	8	22	78	11	89	<i>Judges of the Constitutional Court</i>
Դատավորներ	67	174	101	208	28	72	33	67	<i>Judges</i>

Աղբյուրը՝ ՀՀ սահմանադրական դատարան և ՀՀ դատական դեպարտամենտ
Source: The Constitutional Court of and RA Judicial Department of RA

Գծապատկեր 17.7
Graph 17.7



Աղյուսակ 17.6
Table 17.6

	Մարդ <i>Persons</i>		% ըստ սեռի <i>by sex</i>		
	Կ / W	S/M	Կ / W	S/M	
2022					
Ընդամենը դատավորներ	94	203	32	68	<i>Total Judges of the:</i>
Վճռաբեկ դատարանի	5	22	19	81	<i>Court of Cassation</i>
Վերաքննիչ դատարանների	14	41	25	75	<i>Courts of Appeal</i>
Մասնագիտացված դատարանների	16	34	32	68	<i>Specialized courts</i>
Առաջին ատյանի ընդհանուր իրավասության դատարանների	59	106	36	64	<i>Courts of First Instance of General Jurisdiction</i>
ԲԴԽ անդամներ	3	6	33	67	<i>SJC members</i>
2023					
Ընդամենը դատավորներ	101	208	33	67	<i>Total Judges of the:</i>
Վճռաբեկ դատարանի	7	19	27	73	<i>Court of Cassation</i>
Վերաքննիչ դատարանների	17	46	27	73	<i>Courts of Appeal</i>
Մասնագիտացված դատարանների	15	36	29	71	<i>Specialized courts</i>
Առաջին ատյանի ընդհանուր իրավասության դատարանների	62	107	37	63	<i>Courts of First Instance of General Jurisdiction</i>
ԲԴԽ անդամներ	3	6	33	67	<i>SJC members</i>

Աղբյուրը՝ ՀՀ դատական դեպարտամենտ
Source: Judicial Department of RA

Դատախազների թվաքանակը, 2022-2023թթ.
The number of Prosecutors, 2022-2023

Աղյուսակ 17.7
 Table 17.7

	Մարդ <i>Persons</i>		% ըստ սեռի <i>by sex</i>		
	Կ / W	Տ / M	Կ / W	Տ / M	
2022					
Ընդամենը դատախազներ	82	319	20	80	<i>Total Prosecutors</i>
Գլխավոր դատախազ	1	-	100	-	<i>General Prosecutor</i>
Գլխավոր դատախազի տեղակալներ ¹	2	3	40	60	<i>Deputies of the General Prosecutor¹⁰</i>
Զինվորական դատախազի տեղակալներ	-	3	-	100	<i>Deputies of the Military Prosecutor</i>
Ստորաբաժանման ղեկավար-դատախազներ	1	39	3	98	<i>Chief Prosecutors of the division</i>
Ավագ դատախազներ	26	149	15	85	<i>Senior Prosecutors</i>
Դատախազներ	52	125	29	71	<i>Prosecutors</i>
2023					
Ընդամենը դատախազներ	88	286	24	76	<i>Total Prosecutors</i>
Գլխավոր դատախազ	1	-	100	-	<i>General Prosecutor</i>
Գլխավոր դատախազի տեղակալներ	2	3	40	60	<i>Deputies of the General Prosecutor</i>
Զինվորական դատախազի տեղակալներ	-	3	-	100	<i>Deputies of the Military Prosecutor</i>
Ստորաբաժանման ղեկավար դատախազներ	1	40	2	98	<i>Chief Prosecutors of the division</i>
Ավագ դատախազներ	28	136	17	83	<i>Senior Prosecutors</i>
Դատախազներ	56	104	35	65	<i>Prosecutors</i>

Աղբյուրը՝ ՀՀ դատախազություն
 Source: RA Prosecutor's Office

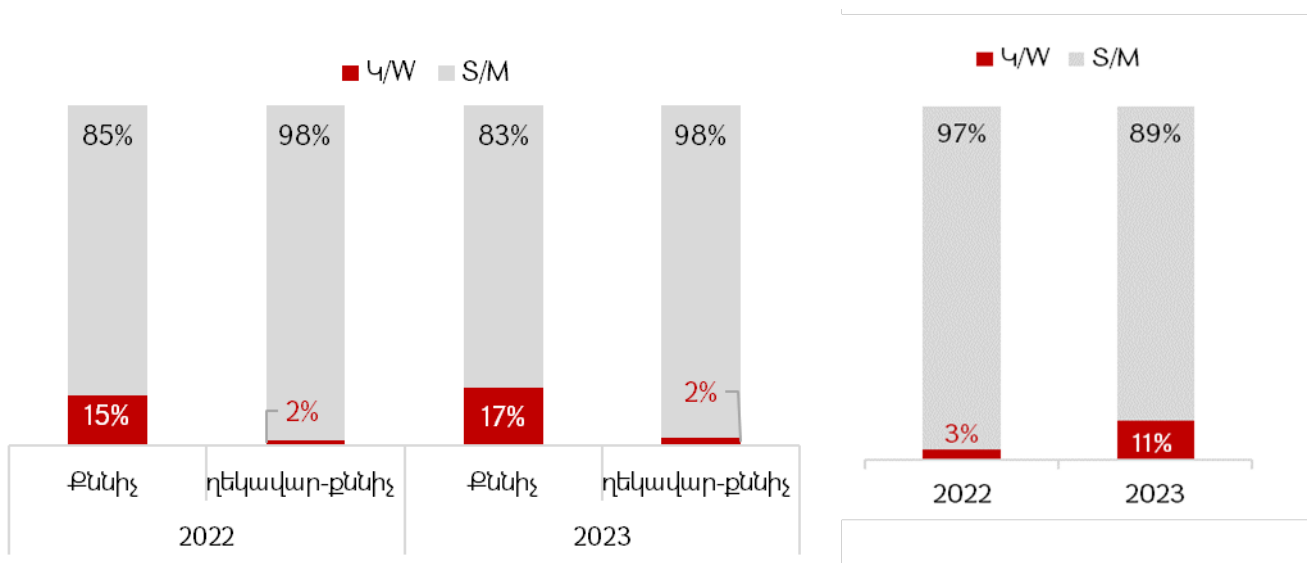
¹ Զինվորական դատախազը մինչև նույն ժամանակ հանդիսանում է Գլխավոր դատախազի տեղեկալ:
 The Military Prosecutor is the Deputy of the Prosecutor General at the same time.

Քննիչների թվաքանակը, 2022-2023թթ.
The number of Investigators, 2022-2023

Աղյուսակ 17.8
 Table 17.8

	Մարդ <i>Persons</i>				% ըստ սեռի <i>by sex</i>				
	2022		2023		2022		2023		
	Կ / W	Տ/M	Կ /W	Տ/M	Կ/W	Տ/M	Կ/W	Տ/M	
Քննչական կոմիտեի քննիչներ	119	668	132	647	15	85	17	83	<i>Investigators of Investigative Committee</i>
Հակակոռուպցիոն կոմիտեի քննիչներ	1	28	5	40	3	97	11	89	<i>Investigators of Anti-corruption Committee</i>

Գծապատկեր 17.8
 Graph 17.8



Աղբյուրը՝ ՀՀ քննչական կոմիտե
 Source: Investigative Committee of the Republic of Armenia

Աղբյուրը՝ ՀՀ հակակոռուպցիոն կոմիտե
 Source: Anti-corruption Committee of RA

ՀՀ դիվանագիտական ներկայացուցիչներ, 2023թ.
Diplomatic Representatives of th RA, 2023

Աղյուսակ 17.9
Table 17.9

	Մարդ <i>Persons</i>		% ըստ սեռի <i>by sex</i>		
	Կ / W	Տ / M	Կ / W	Տ / M	
ՀՀ դեսպաններ	6	37	14	86	<i>Ambassadors of RA</i>
ՀՀ գլխավոր հյուպատոսներ	2	3	40	60	<i>Consuls General of RA</i>
ՀՀ մշտական ներկայացուցիչներ	-	3	-	100	<i>Permanent Representatives of RA</i>

Աղբյուրը՝ ՀՀ ԱԳՆ
Source: MoFA of RA

Մարդու իրավունքների պաշտպանի գրասենյակ, 2020թ. և 2023թ.
The Office of Human Rights Defender, 2020 and 2023

Աղյուսակ 17.10
Table 17.10

	Մարդ <i>Persons</i>				% ըստ սեռի <i>by sex</i>				
	2020		2023		2020		2023		
	Կ / W	Տ / M	Կ / W	Տ / M	Կ / W	Տ / M	Կ / W	Տ / M	
Քննչական կոմիտեի քննիչներ	-	1	1	-	-	100	100	-	Investigators of Investigative Committee
Հակակոռուպցիոն կոմիտեի քննիչներ	54	39	61	28	58	42	69	31	Investigators of Anti-corruption Committee

Աղբյուրը՝ Աշխատանքի վիճակագրություն, Արմստատ
Source: Labour statistics, Armstat

Փաստաբաններ և նոտարներ, 2022-2023թթ.
Advocates and Notaries, 2022-2023

Աղյուսակ 17.11
 Table 17.11

	Մարդ <i>Persons</i>				% ըստ սեռի <i>by sex</i>				
	2022		2023		2022		2023		
	Կ /W	Տ /M	Կ /W	Տ /M	Կ /W	Տ /M	Կ /W	Տ /M	
Փաստաբաններ	1 125	1 413	1 177	1 487	44	56	44	56	<i>Advocates</i>
Նոտարներ	86	28	90	26	75	25	78	22	<i>Notaries</i>
որից՝ ղեկավարներ	3	2	3	2	60	40	60	40	<i>of which: managers</i>

Աղբյուրը՝ ՀՀ փաստաբանների պալատ, ՀՀ նոտարական պալատ
 Source: Chamber of Advocates of the RA, Notarial Chamber of RA

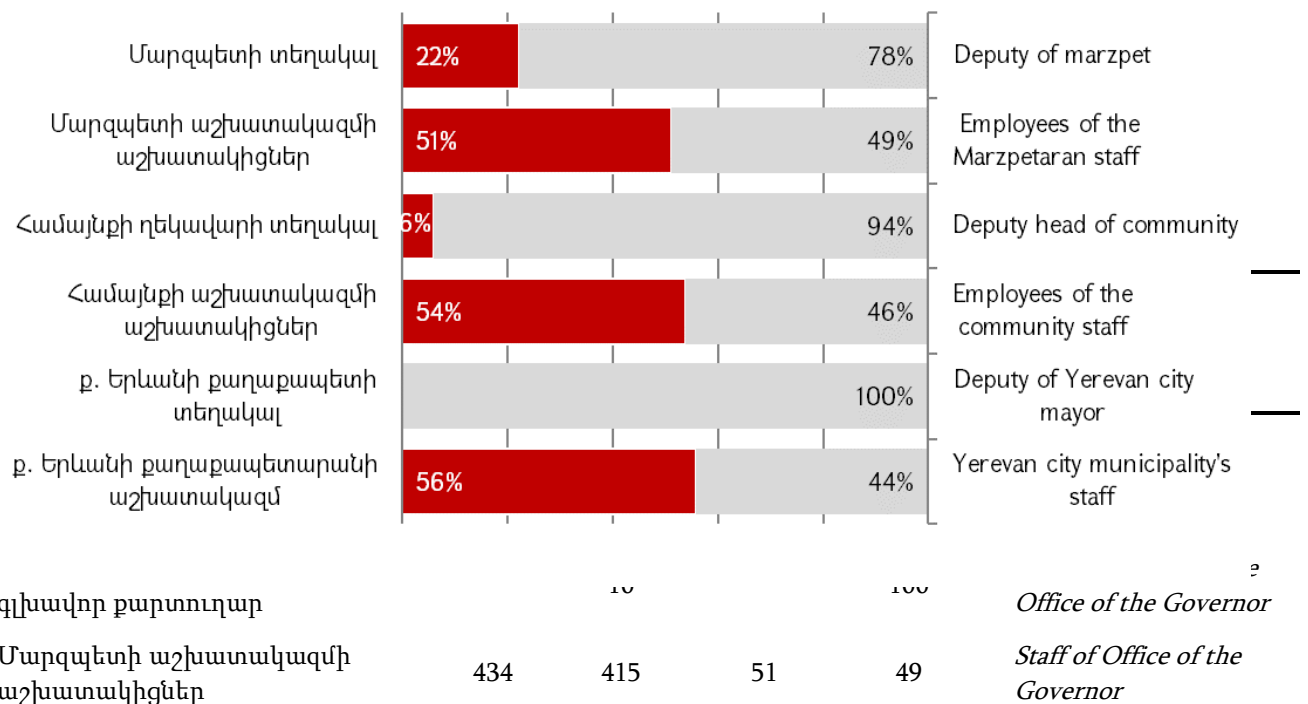
Տեղական ինքնակառավարում
Local Government Authority

Մարզպետների և համայնքների աշխատակազմեր, 2023թ.
Marzpets and Community Staffs, 2023

Կ / W

S / M

Գծապատկեր 17.9
Graph 17.9



Աղբյուրը՝ ՀՀ ՏԿԵՆ
Source: MoTAI of RA

Համայնքների աշխատակազմեր, 2023թ.

ՀԱՅԱՍՏԱՆԻ ԿԱՆԱՅՔ ԵՎ ՏՂԱՄԱՐԴԻԿ – 2024 - WOMEN AND MEN IN ARMENIA

Աղյուսակ 17.13
Table 17.13

	Մարդ <i>Persons</i>		% ըստ սեռի <i>by sex</i>		
	Կ / W	Տ / M	Կ / W	Տ / M	
Համայնքի ղեկավար¹	4	67	6	94	Head of the community¹
ք. Երևանի	-	1	-	100	<i>Yerevan city</i>
Արագածոտն	-	8	-	100	<i>Aragatsotn</i>
Արարատ	1	4	20	80	<i>Ararat</i>
Արմավիր	1	7	13	88	<i>Armavir</i>
Գեղարքունիք	-	5	-	100	<i>Gegharkunik</i>
Լոռի	-	11	-	100	<i>Lory</i>
Կոտայք	-	11	-	100	<i>Kotayk</i>
Շիրակ	1	5	17	83	<i>Shirak</i>
Սյունիք	-	7	-	100	<i>Syunik</i>
Վայոց ձոր	-	5	-	100	<i>Vayots Dzor</i>
Տավուշ	1	3	25	75	<i>Tavush</i>
Համայնքի ղեկավարի տեղակալներ	8	126	6	94	<i>Deputies of the Head of the community</i>
Համայնքի աշխատակազմի քարտուղար	37	33	53	47	<i>Secretary of the Community staff</i>
Համայնքի բնակավայրերի վարչական ղեկավարներ/ վարչական շրջանի ղեկավարներ	47	793	6	94	<i>Administrative heads of the community's settlements/ heads of the administrative districts</i>
Համայնքի աշխատակազմի աշխատակիցներ	4 304	3 694	54	46	<i>Staff of Community's</i>

Աղբյուրը՝ ՀՀ ՏԿԵՆ
Source: MoTAI of RA

Համայնքների ղեկավարներն ըստ տարիքային խմբերի և ՀՀ մարզային/Երևան քաղաքի բաշխվածության, 2023թ

¹ Համայնքը ներառում է և՛ քաղաքային, և՛ գյուղական բնակավայրերը: Համայնքի 71 ղեկավարները միևնույն ժամանակ հանդիսացել են նաև համայնքի ավագանու անդամ:
Community includes both urban and rural settlements. 71 of Community Leaders also served as Community Council members at the same time.

Աղյուսակ 17.14
Table 17.14

	Մարդ Person				
	18 - 29	30 - 44	45 - 59	60 +	
Երևան	-	1	-	-	Yerevan
Արագածոտն	-	4	1	3	Aragatsotn
Արարատ	-	3	-	2	Ararat
Արմավիր	-	6	1	1	Armavir
Գեղարքունիք	-	2	3	-	Gegharkunik
Լոռի	-	4	4	3	Lory
Կոտայք	-	4	3	4	Kotayk
Շիրակ	-	4	1	1	Shirak
Սյունիք	-	3	4	-	Syunik
Վայոց ձոր	-	1	4	-	Vayots Dzor
Տավուշ	-	1	3	-	Tavush
Ընդամենը	-	33	24	14	Total
%, տվյալ խմբի ընդամենի մեջ to the total of the relevant group					
Երևան	-	100	-	-	Yerevan
Արագածոտն	-	50	13	37	Aragatsotn
Արարատ	-	60	-	40	Ararat
Արմավիր	-	75	13	12	Armavir
Գեղարքունիք	-	40	60	-	Gegharkunik
Լոռի	-	36	36	26	Lory
Կոտայք	-	36	27	36	Kotayk
Շիրակ	-	67	17	16	Shirak
Սյունիք	-	43	57	-	Syunik
Վայոց ձոր	-	20	80	-	Vayots Dzor
Տավուշ	-	25	75	-	Tavush
Ընդամենը	-	46	34	20	Total

Աղբյուրը՝ ՀՀ ՏԿԵՆ
Source: MoTAI of RA

Համայնքների ավագանու անդամների թվաքանակը¹, 2023թ.

¹ Համայնքը ներառում է ն՝ քաղաքային, ն՝ գյուղական բնակավայրերը: Համայնքի 71 ղեկավարները միևնույն ժամանակ հանդիսացել են նաև համայնքի ավագանու անդամ:

Number of Members of Community Council¹, 2023

Աղյուսակ 17.15
Table 17.15

	Մարդ <i>Persons</i>		% ըստ սեռի <i>by sex</i>		
	Կ / W	Տ / M	Կ / W	Տ / M	
ք. Երևանի	25	40	38	62	<i>Yerevan city</i>
Արագածոտն	15	96	14	86	<i>Aragatsotn</i>
Արարատ	32	88	27	73	<i>Ararat</i>
Արմավիր	52	117	31	69	<i>Armavir</i>
Գեղարքունիք	30	99	23	77	<i>Gegharkunik</i>
Լոռի	62	137	31	69	<i>Lory</i>
Կոտայք	58	155	27	73	<i>Kotayk</i>
Շիրակ	46	86	35	65	<i>Shirak</i>
Սյունիք	40	89	31	69	<i>Syunik</i>
Վայոց ձոր	25	55	31	69	<i>Vayots Dzor</i>
Տավուշ	30	60	33	67	<i>Tavush</i>
Ընդամենը	415	1 022	29	71	Total

Աղբյուրը՝ ՀՀ ՏԿԵՆ
Source: MoTAI of RA

Համայնքների ավագանու անդամների թվաքանակն ըստ տարիքային խմբերի, 2023թ
The Number of Members of Community Council by Age Groups, 2023

Community includes both urban and rural settlements. 71 of Community Leaders also served as Community Council members at the same time.

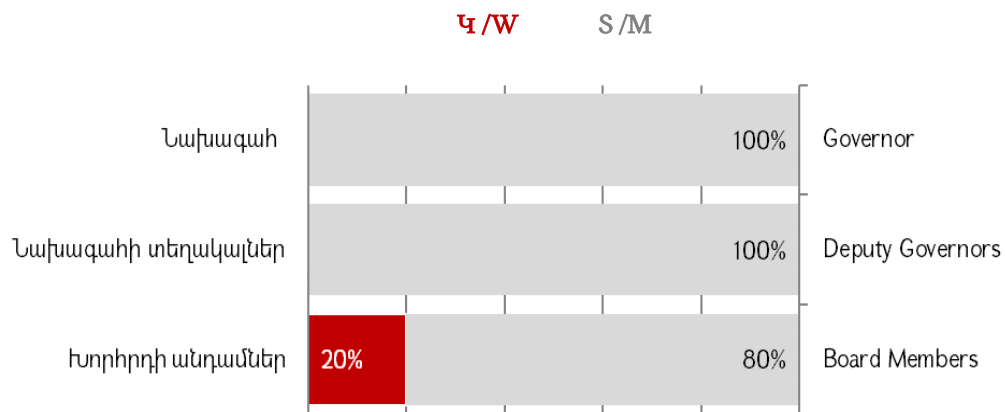
Աղյուսակ 17.16
Table 17.16

	Մարդ <i>Person</i>				
	18 - 29	30 - 44	45 - 59	60 +	
Երևան	5	36	20	4	<i>Yerevan</i>
Արագածոտն	6	53	37	15	<i>Aragatsotn</i>
Արարատ	9	62	39	10	<i>Ararat</i>
Արմավիր	10	82	57	20	<i>Armavir</i>
Գեղարքունիք	14	54	47	14	<i>Gegharkunik</i>
Լոռի	13	100	69	17	<i>Lory</i>
Կոտայք	20	111	60	22	<i>Kotayk</i>
Շիրակ	7	60	44	21	<i>Shirak</i>
Սյունիք	5	72	41	11	<i>Syunik</i>
Վայոց ձոր	5	34	26	15	<i>Vayots Dzor</i>
Տավուշ	1	46	37	6	<i>Tavush</i>
Ընդամենը	95	710	477	155	Total
%, տվյալ խմբի ընդամենի մեջ <i>to the total of the relevant group</i>					
Երևան	8	55	31	6	<i>Yerevan</i>
Արագածոտն	5	48	33	14	<i>Aragatsotn</i>
Արարատ	8	52	32	8	<i>Ararat</i>
Արմավիր	6	48	34	12	<i>Armavir</i>
Գեղարքունիք	11	42	36	11	<i>Gegharkunik</i>
Լոռի	7	50	35	8	<i>Lory</i>
Կոտայք	9	52	28	11	<i>Kotayk</i>
Շիրակ	5	46	33	16	<i>Shirak</i>
Սյունիք	4	56	32	8	<i>Syunik</i>
Վայոց ձոր	6	43	32	19	<i>Vayots Dzor</i>
Տավուշ	1	51	41	7	<i>Tavush</i>
Ընդամենը	7	49	33	11	Total

Աղբյուրը՝ ՀՀ ՏԿԵՆ
Source: MoTAI of RA

ՀՀ կենտրոնական բանկի խորհուրդ, 2023թ.
Board of the Central Bank RA, 2023

Գծապատկեր 17.10
Graph 17.10



Աղբյուրը՝ ՀՀԿԲ
Source: CB of RA

Քաղաքացիական ծառայողների թվաքանակն ըստ պաշտոնների խմբերի, 2023թ.
Number of Civil Servants by Job/ Position Groups, 2023

Աղյուսակ 17.17
Table 17.17

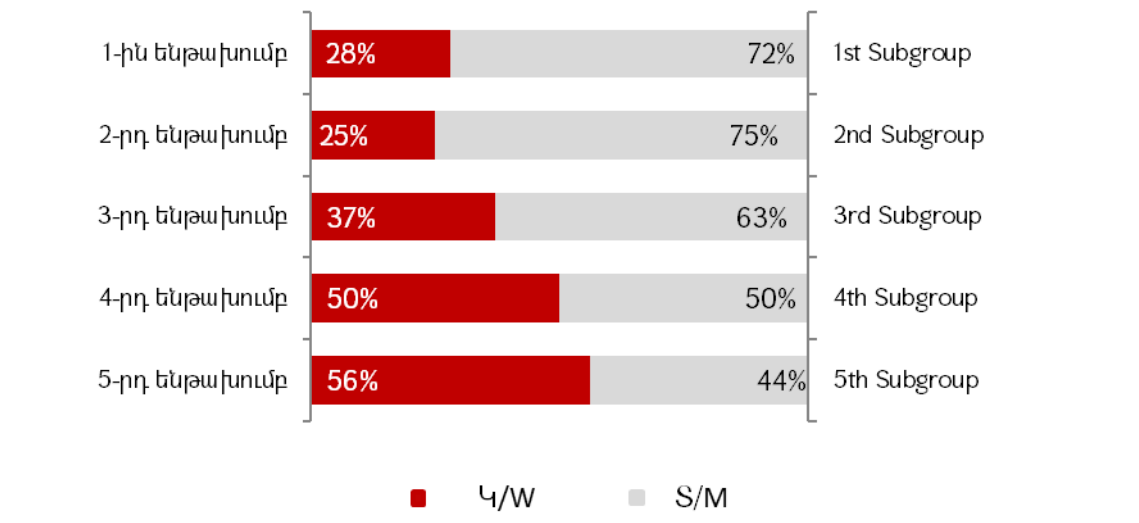
	Մարդ <i>Person</i>		% ըստ սեռի <i>by sex</i>		
	Կ / W	S / M	Կ / W	S / M	
Ղեկավարներ	856	982	47	53	<i>Managers</i>
Մասնագետներ	5 000	1 775	74	26	<i>Professionals</i>
Ընդամենը	5 856	2 757	68	32	Total

Աղբյուրը՝ ՀՀ վարչապետի աշխատակազմի քաղաքացիական ծառայության գրասենյակ (ՔՄԳ)
Source: Civil Service Office at the Staff of the Prime Minister of the RA (CSO)

Քաղաքացիական ծառայողների թվաքանակն ըստ պաշտոնների ենթախմբերի, 2023թ.
Number of Civil Servants by Job/ Position Subgroups, 2023

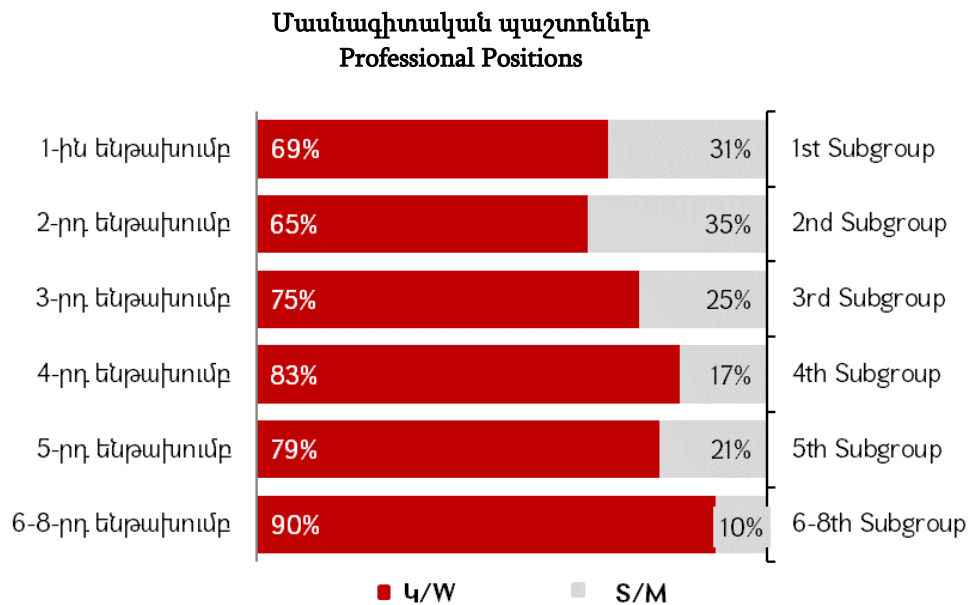
Ղեկավար պաշտոններ
Managerial Positions

Գծապատկեր 17.11
Grarf 17.11



Աղբյուրը՝ ՀՀ վարչապետի աշխատակազմի քաղաքացիական ծառայության գրասենյակ (ՔՄԳ)
Source: Civil Service Office at the Staff of the Prime Minister of the RA (CSO)

Գծապատկեր 17.12
Grarf 17.12

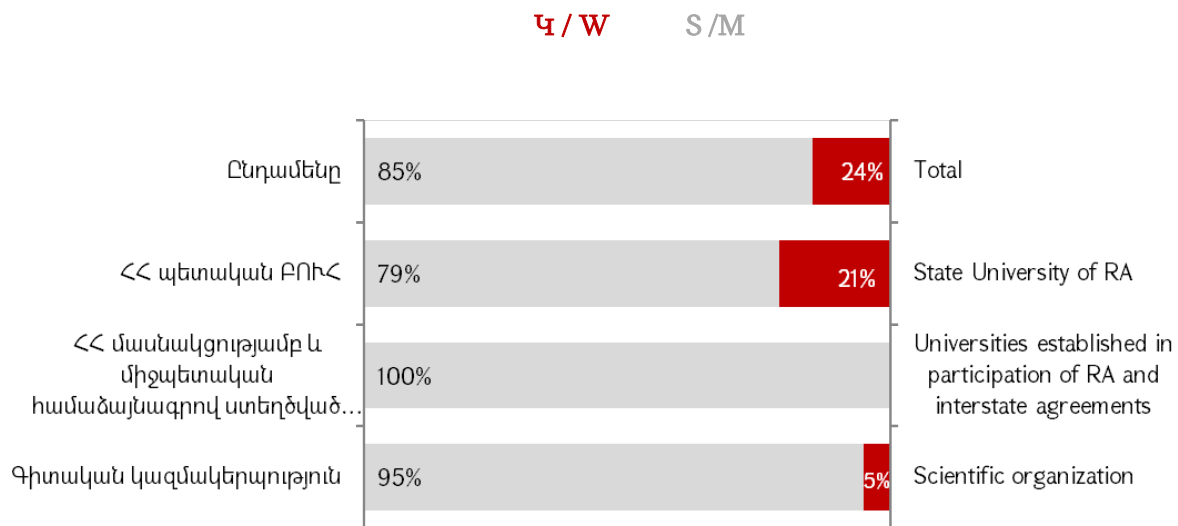


Աղբյուրը՝ ՀՀ վարչապետի աշխատակազմի քաղաքացիական ծառայության գրասենյակ (ՔՄԳ)
Source: Civil Service Office at the Staff of the Prime Minister of the RA (CSO)

ԲՈՒՀ-երի մասնագիտական խորհրդի նախագահներ, 2023թ.
Presidents of Vocational Council of State and Non-state Universities of RA, 2023

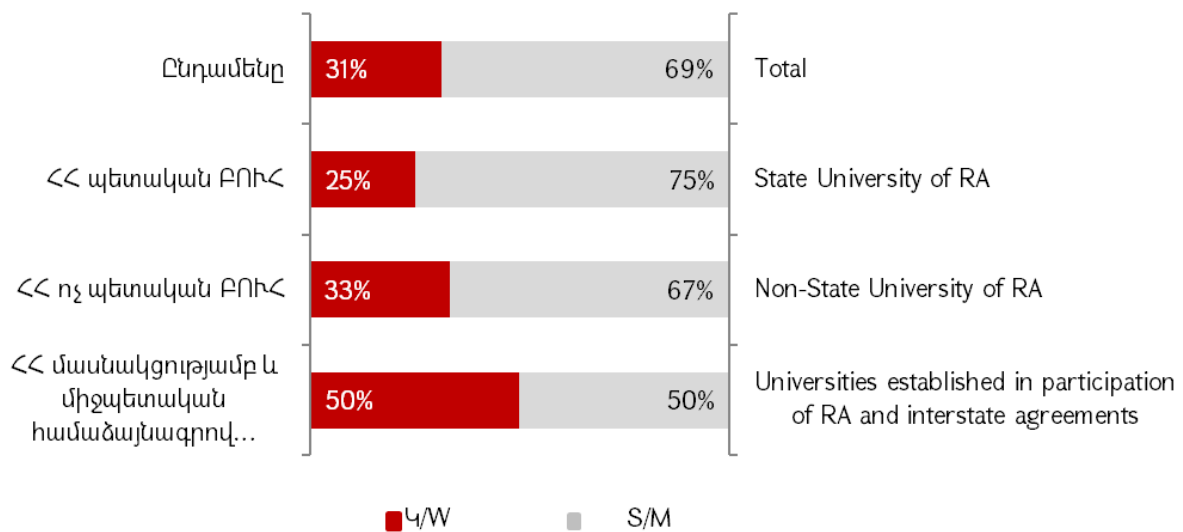
Գծապատկեր 17.13

Graph 17.13



ԲՈՒՀ-երի ղեկավարներ, 2023թ.
Rectors of Universities, 2023

Գծապատկեր 17.14
 Graph 17.14



Աղբյուրը՝ ՀՀ ԿԳՄՍ
 Source: MoESCS of RA

Շրջակա միջավայր
Enviornment

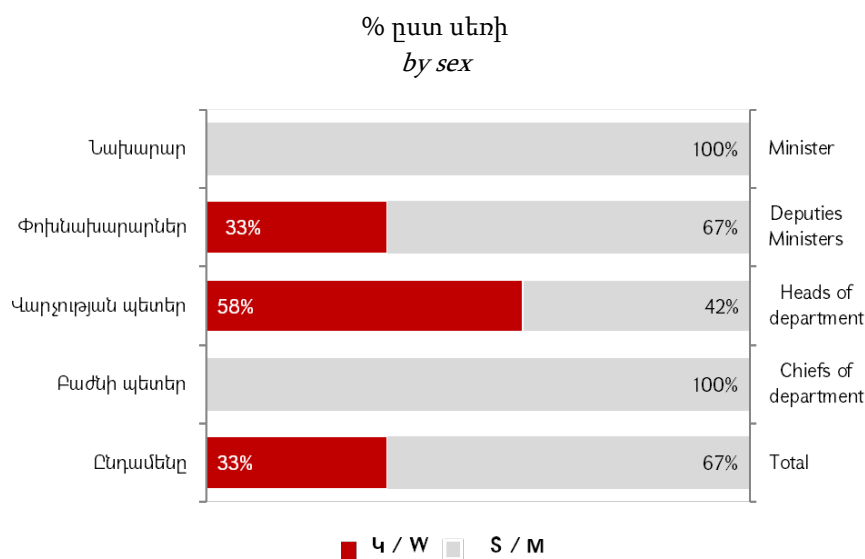
Շրջակա միջավայրի նախարարության ղեկավար պաշտոններ, 2023թ.
Managerial Positions of the Ministry of Environment, 2023

Աղյուսակ 17.18
 Table 17.18

	Մարդ Persons		% ըստ սեռի by sex		
	Կ / W	Տ / M	Կ / W	Տ / M	
Նախարար	-	1	-	100	Minister
Փոխնախարարներ	1	2	33	67	Deputies Ministers
Մասնագիտական գործունեություն իրականացնող՝					Performer of profession activities:
վարչության պետեր	7	5	58	42	Head of department
բաժնի պետեր	-	8	-	100	Head of divisions
Ընդամենը	8	16	33	67	Total

Շրջակա միջավայրի նախարարության ղեկավար պաշտոններ, 2023թ.
Managerial Positions of the Ministry of Environment, 2023

Գծապատկեր 17.15
 Graph 17.15



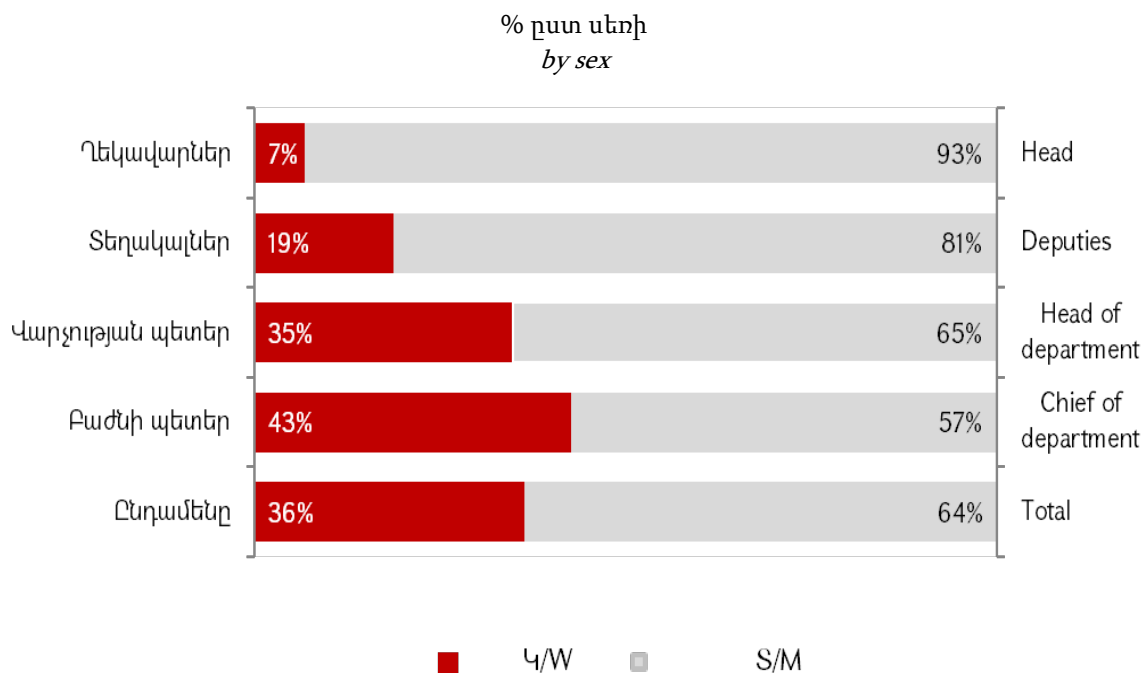
Աղբյուրը՝ ՀՀ շրջակա միջավայրի նախարարություն
 Source: Ministry of Environment of the RA

ՇՄՆ ենթակա կառույցներում ղեկավար պաշտոններ, 2023թ.
Managerial Positions in the Institutions subordinate to the ME, 2023

Աղյուսակ 17.19

Table 17.19

	Մարդ <i>Persons</i>		% ըստ սեռի <i>by sex</i>		
	Կ / W	Տ / M	Կ / W	Տ / M	
Ղեկավար (կոմիտեի նախագահ, տնօրեն)	1	14	7	93	<i>Head (Chairman of the committee, Director)</i>
Տեղակալներ	3	13	19	81	<i>Deputies</i>
Մասնագիտական գործունեություն իրականացնողներ՝					<i>Performers of professional activity:</i>
վարչության պետեր	8	15	35	65	<i>Heads of department</i>
բաժնի պետեր	52	70	43	57	<i>Heads of divisions</i>
Ընդամենը	64	112	36	64	<i>Total</i>

Գծապատկեր 17.16
Graph 17.16

Աղբյուրը՝ ՀՀ շրջակա միջավայրի նախարարություն
Source: Ministry of Environment of the RA

Աղյուսակ 17.20
Table 17.20

	Մարդ <i>Persons</i>		% ըստ սեռի <i>by sex</i>	
	Կ / W	Տ / M	Կ / W	Տ / M

	Կ / W	S / M	Կ / W	S / M	
Կլիմայական քաղաքականության հարցերով որոշում կայացնողներ ¹	6	1	86	14	<i>Climate policy decision-makers¹</i>
Կլիմայի փոփոխության միջգերատեսչական հանձնաժողով ²	36	13	73	27	<i>Interagency Commission on Climate Change²</i>

¹ Շրջակա միջավայրի նախարարության կլիմայական քաղաքականության հարցերով զբաղվող, որոշում կայացնող (միջին և բարձր օղակներում) աշխատողների թվաքանակը:
The count of high-level and mid-level decision-makers responsible for addressing climate policy matters within the Ministry of Environment.

² ՄԱԿ «Կլիմայի փոփոխության մասին» շրջանակային կոնվենցիայի և Փարիզյան համաձայնագրի պահանջների ու դրույթների կատարման միջգերատեսչական համակարգման խորհրդի (այսուհետ՝ Խորհուրդ) և Խորհրդին կից գործող 3 աշխատանքային խմբերի կլիմայական հարցերով զբաղվող անձանց թվաքանակը:
The count of individuals involved in climate-related matters within the Interagency Coordination Council for the Implementation of the Requirements and Provisions of the UN Framework Convention on Climate Change and the Paris Agreement (referred to as the Council), along with the three working groups affiliated with the Council.