2203/435/2016

The Permanent Mission of the Republic of Armenia to the United Nations Office and other international organizations in Geneva presents its compliments to the Office of the High Commissioner for Human Rights and, with reference to the questionnaire received on 27 July 2016 from Mr. Juan Pablo Bohoslavsky, the Independent Expert on the effects of foreign debt and other related international financial obligations of states on the full enjoyment of all human rights, particularly economic, social and cultural rights, has the honour to transmit the information provided by the Ministry of Labour and Social Affairs of the Republic of Armenia.

The Permanent Mission of the Republic of Armenia to the United Nations Office and other international organizations in Geneva avails itself of this opportunity to renew to the Office of the High Commissioner for Human Rights the assurances of its highest consideration.

Geneva, 30 September 2016

OFFICE OF THE HIGH COMMISSIONER
FOR HUMAN RIGHTS
Geneva
Information
required under questionnaire titled "Labour rights in the context of structural adjustment and fiscal consolidation policies"

1. During the last two decades, has your Government implemented fiscal consolidation measures or a structural reform programme that included any of the following labour related measures?
   [ ] labour market reforms (flexibilisations);
   [ ] changes to the national labour law;
   [ ] changes to the system of collective bargaining;
   [ ] freezing of salary increases for state servants and civil servants;
   [ ] reduction of the number of persons employed in the state service;
   [ ] freezing or reduction of minimum wage;
   [ ] privatization of state-owned or controlled businesses and services;
   [ ] reform of system of unemployment and/or social security benefits.
   Please briefly summarise the reforms, the changes in law, their intended purpose and how they were implemented.

changes to the national labour law
On 9 November 2004, the Labour Code of the Republic of Armenia (HO-124-N) was adopted which entered into force on 21 June 2005. After entering into force, it has undergone amendments and supplements about 25 times, as required by the developments in socio-economic relations. The most extensive of them were the amendments carried out in 2010 (Law No HO-117-N of 24 June 2010, entered into force on 07 August 2010) and in 2015 (Law No HO-96-N of 22 June 2015, entered into force on 22 October 2015). Several secondary legislation acts were also adopted with a view to comprehensive regulation of the field of labour legislation of the Republic of Armenia (see the appendix).

changes to the system of collective bargaining
It is worth mentioning that in recent years significant progress has been recorded in the country at the national level of social partnership. The National Collective Agreement (hereinafter referred to as "the 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 (hereinafter referred to as "Parties") on 27 April 2009 may be considered the start of a new phase in social partnership development. The Agreement prescribed additional guarantees for regulation of socio-labour relations, and the joint actions of the Parties for their fulfilment.
Conditioned by the expiry of the period of validity of the Agreement concluded between the Parties on 27 April 2009, the period of validity of the Agreement was extended to 30 June 2015 by an agreement concluded between the Parties on 30 June 2012.
A new National Collective Agreement was concluded by the Parties on 1 August 2015 which consists of 9 sections.
Pursuant to the National Collective Agreement, a Tripartite Republican Commission has been set up by an agreement concluded between the Parties (signed by the Prime Minister of the Republic of Armenia, Chairperson of the Confederation of Trade Unions of Armenia, and Chairperson of the Republican Union of Employers of Armenia).
freezing of salary increases for state servants and civil servants
The transition phase to free market economy in the Republic of Armenia was also accompanied by radical changes in state regulation of salaries. The minimum salary was adopted as the main tool of state regulation of salaries in Armenia, and is the basis for
determining the size of the salary in both state and private sectors. The state service system, with diversified solutions for regulation of work remuneration, differing amounts and definitions of salaries, was introduced in the Republic of Armenia in 2002 (the minimum amounts of the base salaries of state servants were set from AMD 12,000 to AMD 55,000). The salaries of state servants (including higher officials) were not raised until 1 July 2014. The Government of the Republic of Armenia, recognizing the importance of ensuring decent work conditions and, in particular, fair remuneration for state officials, launched the introduction of the unified system at the beginning of 2013. On 12 December 2013, the National Assembly of the Republic of Armenia adopted the Law "On remuneration for persons holding state positions", which entered into force on 1 July 2014. The Law provided solutions for introducing a unified system of remuneration for persons holding state positions (higher officials, state servants, persons holding discretionary positions); one base salary was prescribed for the system (instead of dozens of amounts effective before that); salaries of most of them were raised. Moreover, the Government of the Republic of Armenia had launched the implementation of the aforementioned project in 2008 but it was postponed due to the adverse socio-economic effects of the global financial and economic crisis. Along with the introduction of the unified system, gradual raise in the base salary was planned until the year 2018, but due to the socio-economic situation in the Republic of Armenia that plan was not executed in 2015 and 2016.

freezing or reduction of minimum wage
Since 1999, the minimum salary in the Republic of Armenia has been set by law. In 1999 it was set at AMD 5,000, which was maintained until 2003, inclusive. On 1 January 2004, the minimum salary in the Republic was set at AMD 13,000. From 2006 to 2009, the minimum salary was raised due to the economic growth in the Republic of Armenia. During 2009 to 2013 the minimum salary was not raised, which was a consequence of the global financial and economic crisis. Since 2013, the Government of the Republic of Armenia launched a program of gradual raise of the minimum salary, which aimed to double the amount of the minimum salary by the year 2017 (in 2013, the minimum salary was set at AMD 32,500). As a result, following to the annual raises, the minimum salary was set at AMD 55,000 in the year 2015 (the growth amounted to 69.2 per cent), and in the year 2016 the planned growth of the minimum salary was stopped.

reforms of system of unemployment and/or social security benefits
With a view to laying the legal grounds for the new model of the employment policy presented in the 2013-2018 Employment Strategy of the Republic of Armenia approved by Protocol Decision of the Government of the Republic of Armenia No 45 of 08 November 2012, the Law of the Republic of Armenia "On employment" was developed and then adopted by the National Assembly of the Republic of Armenia on 11 December 2013 (hereinafter referred to as "the Law"). The Law entered into force on 1 January 2014 (the legal acts ensuring its implementation were approved by Decision No 534-N of 17 April 2014), and from that moment the Law of the Republic of Armenia "On employment of the population and social protection thereof in case of unemployment" — the employment policy model prescribed by which was described as a "passive" policy model — was declared repealed. A major part — about 86 percent — of the funds allocated to this field from the State Budget of the Republic of Armenia was directed to the payment of the employment benefits. In fact, under such regulation the state funds were mainly directed — without additional efforts — at the payment of the employment benefits. In
this case, the fulfilment of the fundamental aim of the employment policy, i.e. the ensuring of effective employment, that requires clearly planned and pre-assessed active programme implementation with complete and targeted use of the institutional potential of the state employment service, is pushed back to second plan.

The new model of the state employment regulation stipulated by law is in line with the main principles and approaches adopted by the Government of the Republic of Armenia in the field of social policy and may be described as an "active" policy model that is based on the fundamental principle of "support and demand".

Within the framework of the new model, the programme of payment of the unemployment benefit has been replaced by such instruments which are mostly intended to help unemployed persons in becoming active participants in the labour market and, in particular, in the processes of seeking and finding suitable jobs, effectively filling in the existing vacancies.

In accordance with the Law, persons not competitive in the labour market have been entitled to financial assistance for visiting employers for the purpose of job placement. Namely, the matter concerns the provision of financial assistance for appropriate job placement to persons not competitive in the labour market upon the recommendation of the State Employment Agency. This programme objectively aims at providing persons not competitive in the labour market with the possibility to cover the minimum expenses necessary for finding a job during the initial period (with a duration of three months).

The referred financial assistance with such aim and mechanism can in practice fulfil one of the main functions of the unemployment benefit which are also stipulated in the relevant international law provisions.

Directing the funds generated due to the reinterpretation of the employment benefit and the planned future increases in those funds at the active regulation programmes within the scope of the new model, as well as substantially expanding, within that scope, the individual coverage for inclusion of unemployed persons in those programmes and eliminating certain restrictions on the right of unemployed persons and job seekers to be provided with employment existing in the previous regulation will also improve the purposefulness, targeting and financial efficiency of the state support for employment, the short targets and financial evaluation of which are detailed and prescribed in an annual schedule in the 2013-2018 Employment Strategy of the Republic of Armenia.

Within the scope of the co-operation between the state and private sectors, the law respectively provides for and regulates the following:

- registration of non-governmental job placement organisations with the authorised body and inclusion thereof in the list posted on the official website of the authorised body upon a memorandum of co-operation signed with the authorised body;
- relations and principles pertaining to the exchange of information and dissemination of best practices among state and non-governmental organisations, provision of necessary methodological support to non-governmental organisations;
- assigning the implementation of the state employment programmes to non-governmental organisations in accordance with the Law of the Republic of Armenia "On procurements".

The Law establishes a normative standard (quota) for organisations, irrespective of the form of ownership, for compulsory provision of jobs in order to boost the employment of persons with disabilities. An option of phased introduction of the quota is recommended by the Law as a result of comprehensive analysis and evaluation of risks and impacts, which may arise as a consequence of application of the quota. In particular, the quota requirement established:

- for state administration institutions and community administration institutions, the Central Bank, state non-commercial and community non-commercial organisations
having one hundred or more employees is at least three per cent of the total number of employees (starting from 1 January 2015);

- for non-governmental organisation, except for community administration institutions and community non-commercial organisations, having one hundred or more employees is at least one per cent of the total number of employees (starting from 1 January 2016).

The mechanisms for provision of state support to organisations for the purpose of ensuring adherence to the quota requirements are also provided for by the Law. Where an organisation fails to adhere to the quota requirement, it shall make an allocation for each job subject to quotas in an amount equal to three hundred times the minimum salary provided for by Article 3 of the Law of the Republic of Armenia "On minimum salary". These allocations are targeted funds and will be used for the purpose of solving health, social, labour, vocational rehabilitation issues persons with disabilities face, as well as for job placement of persons with disabilities, as prescribed by Decision of the Government of the Republic of Armenia No 1308-N of 19 November 2014.

2. Please explain if the above mentioned reforms were implemented at the Government's own initiative, or if they were part of conditionalities for emergency lending or other financial assistance from an international financial institution (IMF, ESM etc.), or responded to other factors.

The reforms presented under sub-points 2, 3, 4, 6 of point 1 were implemented at the initiative of the Government of the Republic of Armenia.


3. What kind of mechanisms for consultation with trade unions, business associations and civil society organizations were used during the design and implementation of the above reforms? Could you provide a brief overview of the consultative process that accompanied the reform process?

Pursuant to the National Collective Agreement currently in force, the Parties to the Agreement (the Government of the Republic of Armenia, the Confederation of Trade Unions of Armenia and the Republican Union of Employers of Armenia) agree that draft regulatory legal acts containing rules pertaining to the labour legislation and labour rights, those of substantial significance for labour rights and interests of employers and employees, except for drafts requiring prompt decision making, shall, before their adoption by the appropriate authority, be submitted to the Tripartite Republican Commission (hereinafter referred to as "the Commission") to obtain its opinion thereon.

In addition to the procedure described above, drafts of the aforementioned nature shall, before their submission for consideration at the Commission's session, be submitted, with individual [accompanying] letters, to the social partners, i.e. the Republican Union of Employers of Armenia and the Confederation of Trade Unions of Armenia, to obtain their opinion.
Work meetings, discussions, round tables, seminars and conferences with the participation of the interested parties are also organised.

4. Can you describe how your Government has reviewed proposed structural adjustment and fiscal consolidation in relation to their impact on economic and social rights? What are the results of the Government’s monitoring and evaluation of the programme’s impact on economic and social rights? Could you explain the methodologies used and share any impact assessment or evaluation reports?

The monitoring and evaluation of the annual state programme for employment regulation and the employment programmes included therein are implemented in a manner and following a methodology prescribed by the legislation of the Republic of Armenia. In 2015, the evaluation score for the annual programme for employment regulation was 72.2 points, which revealed a decline of 2.59 points or 3.6 per cent compared to the previous 2014 year (74.79).

5. To what extent did the reforms have a positive or negative impact on the following rights contained in international human rights treaties:
(a) Freedom of association - workers have the right to form and join, without prior authorization, organizations of their own choosing for the defense of their occupational and industrial interests.
(b) Right to collective bargaining
(c) Right to strike in conformity with domestic laws
(d) Right to just and favourable conditions of work (fair and decent living wages for workers and their families; safe and healthy working conditions; rest, leisure and reasonable limitation of working hours; etc.)
(e) Right to social security, including social insurance
(f) Prohibition of all forms of forced labour and of harmful child labour
(g) Non-discrimination in employment (equal pay for equal work; equality of opportunity and treatment, etc.)

(a) Part 3 of Article 45 of the Constitution of the Republic of Armenia (with amendments adopted on 6 December 2015) (hereinafter referred to as "the Constitution") stipulates that everyone has the right to freedom of association with others, including the right to form and to join trade unions for the protection of labour interests. No one may be compelled to join any private association.
The right to freedom of association of the employers and employees for the protection of labour rights and interests is also provided for by the Labour Code of the Republic of Armenia (point 7 of part 1 of Article 3 of the Labour Code of the Republic of Armenia).
(b) The principle of freedom of collective bargaining is also provided for by the Labour Code of the Republic of Armenia (points 9 and 10 of part 1 of Article 3).
In recent years significant progress has been recorded in the country at the national level of social partnership (see the details in the response to sub-question 3 of point 1).
(c) The employees’ right to strike for the protection of their economic, social or labour interests is stipulated in Article 58 of the Constitution of the Republic of Armenia.
The right of trade unions to organise and lead strikes is stipulated in point 3 of part 2 of Article 25 of the Labour Code of the Republic of Armenia.
The strike regulations are laid down in Articles 73-82 of the Labour Code of the Republic of Armenia.
(d) the Constitution of the Republic of Armenia (Article 82) provides that every worker 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.

The aforementioned requirement is also stipulated among the main principles of the labour legislation of the Republic of Armenia (points 4 and 6 of part 1 of Article 3 of the Labour Code of the Republic of Armenia).

As a result of implementing the programme of the Government of the Republic of Armenia for gradual increase in the minimum salary aimed at ensuring appropriate salary to ensure fair and decent life for employees and the members of their families, the following outcomes have been reached (see table 1).

<table>
<thead>
<tr>
<th>Years</th>
<th>Minimum consumer basket according to</th>
<th>Cost of minimum consumer basket (AMD)</th>
<th>Average annual cost of minimum consumer basket (AMD)</th>
<th>Difference between minimum consumer basket and minimum salary</th>
<th>Minimum monthly salary (AMD)</th>
<th>General poverty line (AMD)</th>
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¹ Calculated by the National Statistical Service of the Republic of Armenia, based on the record drafted by the Ministry of Healthcare of the Republic of Armenia on the composition, structure and energy value of the food required for the maintenance of health and normal activity of a human being (daily per capita energy value is estimated at 2412.1 kcal).

² Calculated by the National Statistical Service of the Republic of Armenia through the methodology of the World Bank, based on the actual consumer basket formed as a results of an integrated study of the standard of living of 7872 household economies (daily per capita energy value is estimated at 2232 kcal).
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(e) Pursuant to Article 83 of the Constitution of the Republic of Armenia, everyone shall, in conformity with the law, have the right to social security in cases such as maternity, having many children, illness, disability, industrial accidents, need of care, loss of breadwinner, old age, unemployment, loss of employment, and in other cases.

(f) Part 5 of Article 57 of the Constitution of the Republic of Armenia stipulates that mandatory or forced labour shall be prohibited. It also stipulates which works are not considered as mandatory or forced.

The prohibition of forced labour of any form (nature) and of violence against employees is also stipulated among the main principles of the labour legislation.

At the same time, Article 257 of the Labour Code of the Republic of Armenia stipulates that involvement of persons under the age of eighteen in heavy, harmful, especially harmful works defined by the legislation of the Republic of Armenia, as well as in other cases prescribed by law, shall be prohibited.

(g) Pursuant to Article 30 of the Constitution of the Republic of Armenia, women and men shall have equal rights. One of the main principles of the labour legislation prescribed by part 1 of Article 3 of the Code — equality of rights and opportunities of employees (point 5) — also attests to that.

Article 29 of the Constitution of the Republic of Armenia prescribes that discrimination based on sex, race, skin colour, ethnic or social origin, genetic features, language, religion, worldview, political or other views, affiliation to a national minority, property status, birth, disability, age, or other personal or social conditions shall be prohibited.

The specified requirement is also stipulated in the main principles of the labour legislation prescribed by Article 3 of the Code (point 3 of part 1 of Article 3).

From the perspective of equality of rights and opportunities of employees, regulations are also provided by part 2 of Article 178 of the Code.

According to the statistics, there are differences between the average salaries of women and men in the Republic of Armenia, which is mainly conditioned by the high level of involvement of women in low-productivity sectors, due to which differences between the average salaries of women and men emerge. One of the instruments for regulating the problem is increasing the minimum salary, which will lead to increases in the salaries in low-pay spheres.

6. Please explain changes/impacts caused by the reforms in the following areas:
(a) levels of unemployment,
(b) poverty (including the number of people considered as working poor).

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3 Average indicator of two quarters is presented
4 Average indicator of two quarters is presented
(c) involuntary temporary employment,
(d) non-standard work contracts,
(e) irregular and/or informal work arrangements or
(f) the percentage of people contributing to or receiving benefits from unemployment social security or public health insurance?

In 2014, the level of unemployment was 17.6%, and in 2015 — 18.5%. The increase in the level of unemployment is conditioned by the decline in the level of employment (in 2014 — 52.0%, in 2015 — 50.9%) and of economic activity (in 2014 — 63.1%, in 2015 — 62.5%). By the way, since 2012, the level of unemployment has been calculated by the National Statistical Service of the Republic of Armenia through the methodology of the International Labour Organisation.

The Government of the Republic of Armenia had planned to reach the following targets through the implementation of the programme for gradual increase in the minimum salary:

- ensure a higher minimum salary than the upper threshold of poverty;
- ensure — from the perspective of the standard applied in international practice in the equal distribution of salaries — that in 2014 the minimum salary exceeds the 2/3 threshold of the median salary in Armenia;
- have, in 2016, a higher minimum salary than the cost of the minimum consumer basket;
- bring, in 2017, the ratio of the minimum salary to the average salary to 40%, which is considered as the desired indicator.

Following are the indicators achieved after the programme implementation:

- based on the data of the first semester of 2014, the ratio of the minimum salary to the upper threshold of poverty was 112.5%, and based on the data of the second semester — 124.1% (according to the data of the National Statistical Service of the Republic of Armenia, in 2014, the upper general poverty line was AMD 40 264; in the first semester of 2014, the minimum salary was AMD 45 000, and in the second semester — AMD 50 000);
- based on the data of 2015, the minimum salary/average salary ratio was 39.4 per cent, and as of June 2015 — 39.2 percent (the nominal amount of the minimum monthly salary is AMD 72 751; in 2015, the average salary amounted to AMD 184 647, in June 2016 — to AMD 185 506).

The amount of the minimum salary — AMD 55 000 — in effect since 1 July 2015 is almost equal to the cost of the minimum consumer basket — AMD 55 703 — calculated for the 2nd quarter of 2016 by the National Statistical Service of the Republic of Armenia based on the regulatory healthcare requirements, and is higher than the cost of the basket — AMD 44 672 (AMD 49 746 per adult) — calculated based on the regulatory minimum social requirements. Programmes have been introduced under the Law to ensure temporary employment; namely, programmes for providing support to rural economies through the promotion of seasonal employment and for ensuring temporary employment of unemployed persons through organising paid public works. The procedures of implementation whereof are prescribed by Decision of the Government of the Republic of Armenia No 534-N of 17 April 2014 (Annexes NN 19 and 21). The programme for providing support to rural economies through the promotion of seasonal employment involved 3 679 persons in 2014 (2 583 programmes were carried out), 6 285 persons in 2015 (4 793 programmes were carried out), and 5 447 persons as of 1 July 2016 (4 276 programmes were carried out).
174 unemployed persons have been involved in the programme for providing unemployed persons with temporary employment through organising paid public works, and 19 programmes have been carried out (the programme was introduced on 1 January 2016). Article 84 of the Labour Code of the Republic of Armenia lays down the content of the individual legal act on employment or the employment contract. At the same time, it should be mentioned that we do not have separate statistics and studies on non-standard work contracts.

In 2014, 49.9% of employment in the Republic of Armenia was rated as informal, which is equivalent to 584.4 thousand informal jobs. In 2014, the level of informal employment reduced by 0.5 percent, as compared to 2011. The level of informal employment among women exceeded the men's indicator, amounting to 50.4%. 17.4% of informally employed persons are hired employees, and 82.6% — unhired employees. 420.0 thousand or 71.9% of informally employed persons were employed in the agricultural sector, and 164.4 thousand or 28.1% — in sectors other than the agriculture. The level of informal employment in rural settlements amounted to 73.5%, which is considerably higher than the indicator recorded the same year at the national level (49.9%). This was mainly conditioned by the fact that the majority of the population was self-employed in their own economies or worked in other economies without concluding written contracts.

Between 2011 and 2015, informal employment declined in the Republic, but at a very low rate, and in 2015, it was 47.7%, instead of 50.4% in 2011. It is necessary to mention that assessments on the impact of reforms on the informal employment arrangements have not been carried out.

Starting from 2012, the health insurance system has become widely common in the Republic of Armenia. The social package introduced for state employees should be brought as the main example, the key and mandatory component of which is the health insurance. Nearly 152 000 state employees are beneficiaries of this programme. Private employees (banks, etc.) also use the health insurance system as a social and employment guarantee.

It is necessary to mention that no unemployment benefit is provided in the Republic of Armenia.

At the same time, the types of state benefits are prescribed by the Law of the Republic of Armenia "On state benefits". There are 106 073 families receiving benefits aimed at increasing the standard of living of the families that are provided through the system of family insecurity assessment.

7. How did the reforms affect the inclusion/exclusion of the following groups in the labour market: young persons, older persons, persons with disabilities, migrant workers, and members of ethnic or religious minorities?

Following the reforms in the employment sector, persons with disabilities shall be declared as unemployed and obtain the rights prescribed by the law for unemployed persons, provided that they are not employed in any type of activity considered employment as prescribed by law. According to the previous regulation, persons with disabilities had the status of "unoccupied person seeking a job".

Persons with disabilities, as well as persons who are owners of agricultural land may obtain the status of an unemployed person and become involved in relevant state programmes.

On the other hand, one of the criteria prescribed by law for determining the uncompetitiveness of an unemployed person in the labour market is the fact of his or her disability and the risk of leaving for work abroad. The procedure for determining the uncompetitiveness of an unemployed person in the labour market is prescribed by Decision of the Government of the Republic of Armenia No 534-N of 17 April 2014 (Annex No 14).
Pursuant to the law, persons uncompetitive in the labour market may, by way of priority, be engaged in 13 state employment programmes.

8. How did the reforms affect the inclusion/exclusion of women in the labour market? Had the reforms any impact on the gender-related wage gap, and women’s right to enjoy the same rights in employment on an equal basis with men (for example, the right to maternity leave with pay or comparable social benefits; the right to protection from dismissal on the grounds of pregnancy, maternity leave or marital status, etc.)?

According to the statistics, there are differences between the average salaries of women and men in the Republic of Armenia, which is mainly conditioned by the high level of involvement of women in low-productivity sectors, due to which differences between the average salaries of women and men emerge. One of the instruments for regulating the problem is increasing in the minimum salary, which will lead to increases in the salaries in low-pay spheres. On average, 53.4 percent of those involved in state programmes for regulation of employment were women.

9. Could you provide information whether the reforms resulted in an increase in the activity of organized labour, including strikes and public demonstrations? Could you describe possible human rights concerns related to the treatment or safety of labour representatives, workers, or individuals who participated in trade union work, strikes or public demonstrations or were affected by them, that have been brought to your attention?

Within the scope of the tripartite social partnership, the Ministry of Labour and Social Affairs of the Republic of Armenia actively co-operates with the Confederation of Trade Unions of Armenia. Representatives of the Confederation of Trade Unions of Armenia have actively participated in the sessions of the Tripartite Republican Commission and in the discussion of issues presented during the sessions.

10. Please explain a particular successful measure or good practice by your Government that had a positive impact on the enjoyment of labour rights or economic and social rights in your country. This can include successful measures to mitigate adverse impacts of a financial crisis or adjustment programme. If possible, please provide a reference or link to an academic article, independent evaluation, or report providing more details.

The periodic development and adoption of new laws and acts of secondary legislation, the making of supplements and amendments to existing laws and acts of secondary legislation can be mentioned as a particular successful working practice of the Government of the Republic of Armenia that has had a positive impact on the exercise of labour or economic and social rights in our country.
In particular, amendments and supplements have been made to the labour legislation of the Republic of Armenia, taking as a basis the problems that have emerged in law-enforcement practice, as well as the requirements of the European Social Charter (revised) and the Conventions of the International Labour Organisation.
The new model of the active state employment policy has been introduced, the main goal of which is to ensure stable or temporary employment of persons uncompetitive in the labour market.
A unified system of remuneration for persons holding state positions has been introduced, which is based on the principles of raising the level of effectiveness and quality of the public service through fair remuneration.
LIST
of acts of secondary legislation in the field of the labour legislation of the Republic of Armenia

- Decision of the Government of the Republic of Armenia No 1384-N of 11 August 2005
  "On defining the list of employees of specific category entitled to additional annual leave, the minimum period of and the procedure for providing that leave";

  "On defining the list of employees of specific category entitled to extended annual leave";

  "On defining the work and rest regimes of employees working in the domains of healthcare, curatorship (guardianship), children’s education, energy supply, gas supply, heating supply, communication, and other domains of work of specific nature"

  "On defining the list of works of employees of specific category requiring daily 24-hour work schedule"

- Decision of the Government of the Republic of Armenia No 1698-N of 2 December 2010

  "On approving the procedure for announcement, registration, keeping and archiving of the internal and individual legal acts of an employer"

  "On approving the procedure for compulsory preliminary (at the time of being admitted to work) and periodic medical examination of the health status of people subject to the impact of harmful and hazardous factors in the industrial environment and in the working process, the lists of factors, nature of works being performed, scope of the examination and medical contraindications and the procedure for hygienic characterisation of working conditions"

  "On approving the procedure for activities of the commission for ensuring the safety and healthcare of employees of an organisation"

  "On approving the procedure for compulsory preliminary (at the time of being admitted to work) and periodic medical examination of health status, the list of spheres of activities, persons engaged wherein are subject to compulsory examination of health status, and of the scope and periodicity of the medical examination, the forms of the personal sanitary (medical) record, of the name lists of persons subject to medical examination, and of the decision on temporarily excluding a person from work"

  "On approving the procedure for registration of and internal investigation into occupational illnesses (intoxications), the procedure for registration of and internal investigation into accidents, the list of occupational illnesses (intoxications), and on repealing Decision of the Government of the Republic of Armenia No 121 of 25 April 1996"
• Decision of the Government of the Republic of Armenia No 2335-N of 29 December 2005 "On approving the minimum and maximum amounts of and procedures for payments intended for compensating the business trip expenses incurred by employees having left for official business trips, and the procedures for and amounts of financial compensation for the transportation expenses incurred by military servants of the system of the Ministry of Defence of the Republic of Armenia seconded to foreign states for study or service and the members of their families, by diplomats leaving for service at a diplomatic authority operating in a foreign state and the members of their families when leaving from the Republic of Armenia to a foreign state or returning from a foreign state to the Republic of Armenia, as well as for lease of a residential area in a foreign state";

• Decision of the Government of the Republic of Armenia No 914-N of 23 July 2009 "On approving the procedure for capitalisation of relevant payments and paying them to the victim in case of liquidation or declaration of insolvency of a legal person declared, in the manner prescribed, responsible for damage caused to life or health";

• Decision of the Government of the Republic of Armenia No 579 of 15 November 1992 "On approving the rules of procedure for compensating the damage caused to the employees of enterprises, institutions and organisations (irrespective of the form of ownership) by mutilation, occupational illness and other damage to health connected with the performance of work duties";

• Decision of the Government of the Republic of Armenia No 1480-N of 25 August 2005 "On approving the list of seasonal jobs".