

**GOVERNMENT OF THE REPUBLIC OF ARMENIA
DECISION**

N 1334-L of September 19, 2019

**ON APPROVAL OF THE STRATEGY AND ACTION PLAN FOR 2019-2023 FOR THE IMPLEMENTATION
OF GENDER POLICY IN THE REPUBLIC OF ARMENIA**

[Guided by Article 8, Part 1, Paragraph 4](#) of the Law of the Republic of Armenia “On Equal Rights and Equal Opportunities for Women and Men” and [Paragraph 2](#) of the Appendix to the Resolution of the Government of the Republic of Armenia “On Approving the Rules of Procedure of the Government of the Republic of Armenia” No. 667-L of June 8, 2018 , the Government of the Republic of Armenia hereby decides:

1. Confirm:

- 1) The Strategy for the Implementation of Gender Policy in the Republic of Armenia for 2019-2023, in accordance with Appendix [No. 1](#) ;
- 2) The program of measures for the implementation of gender policy in the Republic of Armenia for 2019-2023, in accordance with Appendix [No. 2](#) .

2. The heads of the republican executive authorities and territorial administration bodies of the Republic of Armenia, who are responsible for implementing the events included in the program of events, shall, by February 15 of each year following the event, each in its own part, submit information to the Ministry of Labor and Social Affairs of the Republic of Armenia on the progress of implementing the events included in the program of events.

3. The Minister of Labor and Social Affairs of the Republic of Armenia shall, by March 15 of each year following the year, post a summary report on the results of the activities included in the program of activities obtained in the previous year and planned for the current year on the official website of the Ministry.

Prime Minister of the Republic of Armenia N. Pashinyan

October 4, 2019
Yerevan

Appendix No. 1
to the RA Government Decision No. 1334-L
of September 19, 2019

STRATEGY FOR THE IMPLEMENTATION OF GENDER POLICY IN THE REPUBLIC OF ARMENIA FOR 2019-2023

I. INTRODUCTION

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1. The Strategy and Action Plan for the Implementation of Gender Policy in the Republic of Armenia for 2019-2023 (hereinafter referred to as the Strategy) has been developed in accordance with paragraph 9.1 of Appendix No. 1 to the Resolution of the Government of the Republic of Armenia No. [650-L](#) of May 16, 2019 “On Approving the Action Plan of the Government of the Republic of Armenia for 2019-2023” .

2. The Strategy defines the priority directions of gender policy and is aimed at creating favorable conditions for the realization of the rights and opportunities of women and men in all spheres of public life, also taking into account the international obligations assumed by the Republic of Armenia.

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3. The basis for this document is the fundamental law of the country, the Constitution of the Republic of Armenia (amendments of 2015), which is the main guarantee of equality between women and men, in which new provisions have been enshrined, in particular, according to Article 30: “Women and men are equal in rights.” According to Article 86, paragraph 4, one of the main goals of state policy is “4) promoting de facto equality between women and men.”, which allows for the introduction of more effective mechanisms in the development of policies and targeted programs.

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4. The norm of the Constitution of the Republic of Armenia “prohibition of discrimination based on sex” is regulated by the Law of the Republic of Armenia “On Ensuring Equal Rights and Equal Opportunities for Women and Men”, adopted by the National Assembly of the Republic of Armenia on May 20, 2013, the purpose of which is to ensure gender equality in all spheres of public life, legal protection of women and men from gender discrimination, support the formation of civil society and the establishment of democratic relations in society.

5. The above-mentioned norm, as part of national legislation, is also regulated by international documents ratified by the Republic of Armenia.

6. From a legal perspective, the Republic of Armenia has ratified almost all international legal acts related to human rights and, as a member of the UN and the Council of Europe, an independent state aiming for European integration, has undertaken certain obligations: not only to ratify the most

important international legal documents, but also to harmonize national legislation with the provisions of these documents.

7. At this stage, in order for the proclaimed norms to become part of practical policy, a new strategy is needed that will meet the new challenges of the sector, define the priorities and priority directions of gender policy, and serve as a basis for state authorities, local self-government bodies, and civil society institutions to develop specific measures to promote de facto gender equality.

II. BRIEF DESCRIPTION OF THE SITUATION

8. The basis for the implementation of gender policy in the Republic of Armenia is the Gender Policy Concept approved by the Protocol Decision No. 5 of the February 11, 2010 session of the Government of the Republic of Armenia, which defines the priority directions and general strategy of state policy towards women and men, with the aim of ensuring equal rights and equal opportunities in all spheres of public life for all citizens, regardless of gender.

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[9. Protocol Decision No. 19](#) “On Approving the Strategic Program of Gender Policy for 2011-2015 and the Action Plan for Gender Policy for 2011” approved at the session of the Government of the Republic of Armenia on May 20, 2011, and Protocol Decision No. 23 “On Approving the National Program Against Gender-Based Violence, the Strategic Program for 2011-2015 and the Action Plan for 2011” approved at the session of the Government of the Republic of Armenia on June 17, 2011, were of great importance in implementing the goals set [out](#) in the Concept and ensuring the prevention of domestic violence .

10. The commitments undertaken by the Republic of Armenia in international documents ratified by it (UN, ILO, WTO, Council of Europe, EU) are also of great importance for the development of gender policy.

11. In November 2016, two UN human rights monitoring bodies, the Committee on the Elimination of Discrimination against Women (CEDAW, the monitoring body of the Convention on the Elimination of All Forms of Discrimination against Women) and the Committee against Torture (CAT, the monitoring body of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment), held discussions on the national reports of the Republic of Armenia. As a result, the committees adopted concluding observations with relevant recommendations addressed to the Armenian side. They are aimed at integrating the gender component into legislation and state policy, access to justice and legal appeal mechanisms, improving the national mechanism for the advancement of women, overcoming stereotypes in society, preventing violence in the family, ensuring women's participation in political and public life, protecting the rights of women belonging to vulnerable groups, expanding women's economic capabilities, solving existing problems in the education and healthcare sectors, determining the sex of the fetus: the fight against abortion and the like. Issues have also been raised regarding the Republic of Armenia's obligations under the UN Convention on the Rights of the Child and its protocols, which, according to the extraordinary public report submitted by the Human Rights Defender in May 2018, also need to be better addressed. On January 1, 2016, the 17 Sustainable Development Goals included in the “2030 Agenda for Sustainable Development” officially entered into force, adopted by world leaders at the UN Summit in September 2015, the fifth of which is to achieve gender equality and empower all women and girls.

The Republic of Armenia has undertaken a voluntary national review process, pursuing the consistent implementation of the Sustainable Development Goals.

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12. In 2014-2016, the Republic of Armenia signed the European Union's economic assistance documents: the "Generalized and Complementary System of Preferences" ("GSP+") trade regime (2014), "Support to the Protection of Human Rights in Armenia" (2015) and the EU budget support agreements "Public Financial Policy Reforms in Armenia", according to which it committed to ensuring the implementation/monitoring of the Convention [on the Elimination of All Forms of Discrimination against Women](#), the implementation of measures aimed at preventing domestic violence and the inclusion of a gender-sensitive component in the process of forming the state budget of the Republic of Armenia.

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13. In December 2017, the Republic of Armenia adopted the Law of the Republic of Armenia “ [On Prevention of Domestic Violence, Protection of Persons Subjected to Domestic Violence and Restoration of Solidarity in the Family](#) ”, by which the state has undertaken a commitment to make consistent efforts to prevent domestic violence and protect persons subject to violence. By the [decision of the Prime Minister of the Republic of Armenia No. 1685-A](#) of December 28, 2018, the individual composition of the Council for the Prevention of Domestic Violence was approved, which includes representatives of state authorized bodies and civil society. In order to effectively address the multidimensional problems of the phenomenon of domestic violence, it is planned to develop a separate strategic document.

14. In 2018, the Republic of Armenia became a member of the UN Commission on the Status of Women, reaffirming its commitment to supporting international efforts aimed at women's equality, strengthening women's opportunities and roles in various spheres of public life, and to bringing national input to the annual work of the Commission. The Commission focuses on issues related to women's rights, equality and the advancement of women, and is the only intergovernmental body developing international policy in this area. The Commission is comprised of 45 member states, with equal geographical representation across regions. In March 2019, the Permanent Representative of Armenia to the UN was elected Chair of the UN Commission on the Status of Women for the 64th and 65th sessions to be held in 2020-2021.

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[15. By Resolution No. 197-L](#) of the Government of the Republic of Armenia dated February 28, 2019, the Government of the Republic of Armenia approved the 2019-2021 National Action Plan for the Implementation of the Provisions of UN Security Council Resolution 1325 “Women, Peace and Security” and the implementation schedule of the program. In this area, the National Plan of Armenia, by localizing the provisions of the UN Security Council Resolution, focuses on the issues of economic and social development of women in border communities, and issues of ensuring special protection for displaced women and girls.

16. Since 2018-2019, the Government of the Republic of Armenia has undertaken the relaunch and/or introduction of a number of effective mechanisms for ensuring gender equality, such as the reorganization of the Council on Ensuring Equal Rights and Equal Opportunities for Women and Men in the Republic of Armenia in order to coordinate work on issues related to equality between women and men and to form a national mechanism for ensuring equal rights and equal opportunities for

women and men, the relaunch of the Gender Thematic Group, and the development and introduction of a gender-responsive budgeting toolkit with the support of the European Union.

17. Although state bodies, with the support of non-governmental organizations and international structures, have implemented a number of works aimed at gender equality in various sectors and laid the necessary foundations for creating an effective environment for the implementation of sectoral and cross-sectoral policies, there are a number of obstacles and challenges on the path to achieving gender equality.

18. Since 2006, the World Economic Forum has been calculating the "Gender Gap Index" in four key areas: economy, politics, education and health. It reflects the difference between women's and men's opportunities in each of the mentioned areas. In 2016, the Republic of Armenia was in 102nd place out of 145 countries in the "Gender Gap Index", in 2017 - 97th, and in 2018 - 98th.

19. In terms of "Gender Imbalance Indicators" in the field of economic activity (ratio of employment levels between men and women, equal pay for the same or equivalent work, etc.), the Republic of Armenia is in 72nd place.

20. The gender equality gap in politics is problematic, with the Republic of Armenia ranking 115th.

21. The current problems caused by these indicators recorded in 2017 are:

1) The level of economic activity of women in the labor market of the Republic of Armenia is 52.8%, which is significantly lower than that of men - 70.7% ("Women and Men of Armenia, 2018" statistical booklet).

2) 47.0% of economically inactive women are housewives or 98.5% of those engaged in household chores are women, moreover, 42.4% of these women have higher or secondary vocational education ("Labor Market in the Republic of Armenia, 2018" statistical collection).

3) 79.6% of employers and 54.4% of the self-employed are men, while women outnumber men twice as much among unpaid workers ("Women and Men of Armenia, 2018" statistical booklet).

4) the average salary of women is 32.5% lower than that of men (Statistical booklet "Women and Men of Armenia, 2018", and the difference in terms of income is even greater and reaches 40% (2013), although 57.9% of employed women and 47% of employed men have higher or secondary vocational education (Statistical collection "Labor Market in the Republic of Armenia, 2018").

5) 15.7% of the republic's labor resources or 31.3% of the employed are employed in the agricultural sector, among which women account for 52.9%, which makes them the most important participants in the development of agriculture; in the case of informal employment, they are deprived of social guarantees ("Labor Market in the Republic of Armenia, 2018" statistical collection).

6) According to the results of the 2016 Household Living Standards Survey, 27.8% of households in rural areas are headed by women, and their per capita income is almost twice as low as that of households headed by men.

7) Female-headed households are more vulnerable due to the lack of agricultural machinery, difficult access to land, irrigation, and financial problems.

8) Women almost do not participate in decision-making related to their communities (1.6% as community leaders, 10.5% as council members) ("Women and Men of Armenia, 2018" statistical booklet), thus being deprived of the opportunity to express their interests.

- 9) In the Republic of Armenia, the fertility rate (total birth rate) per woman in 2017 was 1,576 units compared to 1,647 units in 2016, which is significantly lower than the 2,150 indicator necessary for simple population reproduction.
- 10) The probability of being poor is high among households with multiple members and children: in families with three or more children under the age of 18, 44.6% of children are poor, compared to 34.2% of all children, and in large families, 3.8% of children are extremely poor, compared to 2.0% of the total ("Social Picture and Poverty in Armenia, 2017" statistical-analytical report).
- 11) According to the data of the Statistical Committee of the Republic of Armenia, in 2017, the enrollment of children aged 0-5 in preschool institutions in the republic was 30.9%, in urban areas - 36.6%, in rural areas - 20.6%, and the enrollment of children aged 0-2 - 4.8% ("Social Situation of the Republic of Armenia in 2017" statistical collection).
- 12) The sex ratio of newborns in the Republic of Armenia has been violated since the 1990s and, according to 2018 data, is 111.1 boys per 100 girls. If such a sex ratio of births continues, almost 93,000 girls will not be born by 2060, which in turn will lead to a reduction in the number of births and, as a result, a decrease in the population.
- 13) The maternal mortality rate in the Republic of Armenia is 18.3 per 100,000 live births ("Demographic Compilation of Armenia, 2018"), in 2018.
- 14) Limited financial access to healthcare services remains a serious problem in the Republic of Armenia. Awareness of the provision of free hospital medical care services by the state is low, with 58% of respondents in beneficiary families being aware of this.
- 15) Research shows that in 66% of households, at least one family member has needed medical intervention, but only 55% of them have sought medical attention.
- 16) The issue of timely detection and quality treatment of oncological diseases among women continues to remain one of the most pressing health care issues.
- 17) School textbooks contain materials containing stereotypes, their impact on the formation of students' personalities is not taken into account, and they do not contribute to the formation of a gender-balanced culture.
- 18) The media are important institutions that reproduce and reinforce stereotypes; they contribute to the formation of discriminatory ideas about the social roles of women and men and the rules of behavior.
- 19) Armenian-produced soap operas and various TV programs shown on television form distorted values: in husband-wife or man-woman relationships, the image of a man as a violent man is promoted, while in the case of women, the image of a woman who does not work and is only concerned with marriage dominates.
- 20) Media publications continue to reproduce a number of stereotypes that serve as the basis for the preference for male children; the issue of discriminatory fetal sex selection is rarely discussed from the perspective of stereotypes and gender inequality.
- 21) Women are mainly employed in the lowest-paid sectors. There are 2.4 times more men in managerial positions than women. Women are more often involved in middle and lower-level positions even in sectors where they are more involved.
- 22) Women deputies make up 25% of the National Assembly of the Republic of Armenia.

23) Only 8 out of 500 communities in Armenia have a female leader, only 1 out of 12 female ministers in the government, 3.5% of deputy ministers are women, 0% of regional governors, 10.5% of council members, of which 30.8% are in the Yerevan Council of Elders ("Women and Men of Armenia, 2018" statistical booklet), 24% in the Gyumri and Vanadzor Councils of Elders.

III. PRIORITIES, GOALS AND EXPECTED RESULTS

22. The strategy was developed in a participatory manner, involving various stakeholders in the sector. The strategy was developed based on gender assessment studies conducted by the Ministry of Labor and Social Affairs of the Republic of Armenia, other state departments and institutions, international and local partners, analytical reports and reports, the results of public discussions, and numerous proposals submitted.

Within the framework of the strategy, 5 priority areas have been highlighted and the goals and expected results aimed at solving sectoral problems have been identified accordingly.

23. Priority 1. Improving the national mechanism for the advancement of women, equal participation of women and men in the field of governance and at the decision-making level.

24. The objectives are:

- 1) Strengthening a unified system that includes national and institutional mechanisms for the development and implementation of gender policy;
- 2) strengthening the national mechanism for the advancement of women;
- 3) ensuring the establishment of civil society and the full participation of women in all spheres of public life of the country, including politics;
- 4) overcoming the underrepresentation of women at the decision-making level of legislative, executive and other authorities.

25. The expected results are:

- 1) the existence of an effective national mechanism for the advancement of women;
- 2) a unified system that includes national and institutional mechanisms for the development and implementation of gender policy;
- 3) improved participation of women in various spheres of public life, including politics;
- 4) the introduction of quotas to ensure gender equality in the public administration system and the expanded participation of women at the decision-making level of legislative, executive and other authorities;
- 5) Activation of gender committees attached to regional governors and improvement of the quality of their work.

26. Priority 2. Overcoming gender discrimination in the socio-economic sphere, expanding women's economic opportunities.

27. The objectives are:

1) reducing socio-economic inequality between women and men, including:

- a. reducing the level of gender discrimination in the field of professional work,
- b. creating favorable conditions for combining work and family responsibilities,
- c. Protection of the labor rights and utilization of the potential of women from vulnerable groups.

2) increasing women's competitiveness in the labor market, expanding economic opportunities, including:

- a. promotion of women's entrepreneurship, improvement of business knowledge of women entrepreneurs, access and affordability of business information and advice for start-up and existing SMEs,
- b. expanding women's economic opportunities in the agricultural sector,
- c. Increasing the employment rate of women and reducing the proportion of women among the poor population of the republic.

28. The expected results are:

1) an integrated and effective gender component in the country's socio-economic development programs;

2) opportunities for expanded use of the socio-economic potential of women from vulnerable groups, including ensuring stable employment by providing opportunities for young mothers who are uncompetitive in the labor market and do not have a profession to acquire their work skills and abilities at work, protecting the labor rights of women with disabilities, eliminating stereotypes against them among employers, protecting the labor rights of women belonging to national minorities, the elderly, refugees, women living in regions affected by disasters and military conflicts, and other vulnerable groups, ensuring access to social, health, educational and other services,

3) creating favorable conditions for combining work and family responsibilities in the family and for women, including expanded opportunities to combine work and child/family care, expanding choices in reproductive decisions, expanding opportunities for people on parental leave up to three years of age to return to the labor market or enter it for the first time, creating conditions conducive to improving the living conditions of families with preschool children, and ensuring the socialization of children.

4) Valuing the economic role of women in society, including the participation of women entrepreneurs in entrepreneurship support programs for start-up entrepreneurs, developing the capabilities of women entrepreneurs and raising their awareness, expanding the proportion of women members of agricultural cooperatives and improving working conditions (mechanization of manual labor as much as possible), increasing the efficiency of the activities of women farmers engaged in livestock breeding, introducing new technologies in agricultural sectors with the involvement of women and disseminating experience.

29. Priority 3: Enhancing the full and effective participation and equal opportunities of women and men in education and science.

30. The objectives are:

1) the formation of citizens with an active, proactive, critical mindset and democratic stance in society as a result of the educational process;

- 2) ensuring gender-balanced representation at all levels of education and in all fields of science;
- 3) Creating a gender-sensitive environment at all levels of education by conducting gender expertise of published school textbooks and including the issue of presenting equal rights and equal opportunities for women and men in all standards in the education sector, in developed educational and methodological complexes, programs, textbooks and manuals, and in training programs for the staff of educational institutions.
- 4) ensuring gender-sensitive approaches within the framework of the universal inclusion process,
- 5) overcoming gender inequality and reducing discriminatory manifestations in the field of education and science, expanding women's involvement in scientific research.

31. The expected results are:

- 1) preventing the formation of gender discrimination among learners;
- 2) High awareness of human rights, democracy, and gender equality among students of general education, primary (vocational) and secondary vocational, as well as higher professional educational institutions;
- 3) High awareness among general school students about healthy lifestyle and gender roles, and the necessary life skills developed among students.
- 4) identifying children who do not attend school for various social reasons (including those with disabilities, those belonging to national minorities, and girls living in rural areas) and including them in schools;
- 5) raising awareness and building gender sensitivity among the management staff and educators of educational institutions on gender equality topics;
- 6) gender sensitivity of the universal inclusion process;
- 7) implementing an effective policy against the manifestations of gender discrimination highlighted in the field of education and science;
- 8) transformation of gender stereotypes regarding professions and elimination of manifestations of gender discrimination during the choice of profession.

32. Priority 4. Promoting equal opportunities for women and men in health care

33. The objectives are:

- 1) ensuring the quality, availability and affordability of healthcare services, including medical care provided in the field of reproductive health;
- 2) Increasing gender sensitivity of healthcare providers through mandatory and regular training.

34. The expected results are:

- 1) improving the quality of reproductive health services, reducing rural/urban disparities;
- 2) reducing maternal and child mortality rates;
- 3) protection of women's sexual and reproductive rights, including women from vulnerable groups;
- 4) ensuring gender sensitivity in the provision of health services.

35. Priority 5. Prevention of gender discrimination

36. The objectives are:

- 1) the establishment of gender-neutral approaches in the country's economic, social and political spheres, the assessment of the situation of women and men, and the identification of differences between their status;
- 2) overcoming gender stereotypes, raising awareness about the importance of balanced participation of women and men in solving the country's political problems and sustainable economic development;
- 3) development and implementation of a gender-sensitive budget toolkit;
- 4) maintaining gender-disaggregated, systematic and unified statistics, including on groups receiving state services;
- 5) reducing the gender imbalance in newborns;
- 6) ensuring the inclusion of all groups of women and girls;
- 7) increasing the gender sensitivity of the mass media, including by including the gender component in the professional education and training of journalists;
- 8) the creation of mechanisms for the prevention of violence against women and state support for persons subjected to violence;
- 9) raising public awareness about the state's efforts to achieve gender equality in all socio-political, socio-economic spheres;
- 10) overcoming gender stereotypes in the field of culture;
- 11) Promoting women's involvement in sports.

37. The expected results are:

- 1) Reducing the number of sex-selective abortions and valuing female children.
- 2) raising public awareness about gender equality in emergency management;
- 3) ensuring gender sensitivity of programs included in the state budget;
- 4) reducing the gender imbalance of newborns in the republic;
- 5) the existence of different programs for different groups of women and girls, based on assessed needs: elderly women, women and girls with disabilities, women and girls living in border regions, women and girls belonging to different religious and ethnic groups, refugee women and girls, etc.
- 6) Increasing gender sensitivity and presenting ideas aimed at gender equality through mass media;
- 7) opportunities created for creative women to present their work, later establish their own business, and expand collaboration;
- 8) Expanded opportunities for women and girls to participate in and achieve in sports, including those with disabilities, those belonging to national minorities, and those living in rural areas.

IV. MONITORING AND EVALUATION

38. During the implementation of the strategy, priority will be given to continuous monitoring and oversight.

39. The Strategy Action Plan envisages introducing a mechanism for monitoring gender policy programs and exchanging information, which will contribute to assessing the effectiveness of the implementation of the measures envisaged in the strategy, clarifying the problems that have arisen and possible solutions.

40. The Strategy will also be evaluated through alternative forms of monitoring and evaluation: monitoring indicators developed based on official statistical national gender indicators and their analysis, research conducted by civil society, and reports.

V. STRATEGY IMPLEMENTATION INDICATORS

41. Key monitoring indicators for assessing the progress and expected results of the strategy implementation by priorities:

1) Priority 1. Improvement of the national mechanism for the advancement of women, equal participation of women and men in the field of governance and at the decision-making level.

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a. [By the decision of the Prime Minister of the Republic of Armenia No. 1152-A](#) of November 19, 2014, the Council on Ensuring Equal Rights and Equal Opportunities for Women and Men in the Republic of Armenia was established, the Council's work plan has been developed and is in effect, the Council regularly convenes sessions and discusses the national agenda for gender equality,

b. the gender thematic group operates effectively and regularly convenes sessions, discusses the national agenda for gender equality, and submits proposals to the Council for Ensuring Equal Opportunities and Rights of Women and Men,

c. the representation of women in representative bodies, including local self-government, is higher after each subsequent election compared to the previous election (%),

d. The proportion of women in high-ranking public positions is increasing every year (%),

e. training programs for civil servants have been revised and updated to ensure gender sensitivity, and courses are regularly conducted, with at least 60% of participants being men,

f. In state delegations, expert groups, among decision-makers, among the staff of the government, regional administrations, and community administrations, no more than 60% representation of the same gender is ensured.

2) "Priority 2. Overcoming gender discrimination in the socio-economic sphere, expanding women's economic opportunities"

a. methodological guidelines for gender assessment and gender mainstreaming in socio-economic development programs have been developed and are available to at least 90% of target departments, employees, and organizations,

- b. Trainings on gender assessment and the introduction of gender mainstreaming tools in socio-economic development programs have been conducted and were attended by representatives from all target departments, employees, and organizations,
- c. a relevant legal act is in place and in force on the monitoring and exchange of information on gender policy programs,
- d. The number of people enrolled in the employer's vocational training program for young mothers who are uncompetitive in the labor market and do not have a profession exceeds the indicator of the previous year for each subsequent year,
- e. After awareness-raising events on state employment programs, there is an increase in the number of applicants for these programs,
- f. Based on research and a package of recommendations on equal rights and equal opportunities for women and men in the labor market and employment sector, relevant legal acts and legislative amendments have been developed and adopted,
- g. Based on state policy analyses and recommendations aimed at expanding women's opportunities to combine family and work, relevant legal acts and legislative amendments have been developed and adopted,
- h. In the event that persons on leave to care for a child under three years of age return to work before the child turns two years old, the number of persons included in the support program for organizing childcare in parallel with work for each subsequent year exceeds the indicator of the previous year,

In 2018, a program was developed and implemented to support people on leave to care for a child under the age of three in organizing childcare alongside work if they enter the labor market before the child turns two years old.

- j. For each of the identified socio-economic problems of families with children (including those of preschool age), there are local social programs aimed at solving them, the needs of the beneficiary families were taken into account during their development,
- k. All social workers working with women (and their families) with disabilities, belonging to national minorities, the elderly, refugees, and women in disaster and conflict-affected areas have undergone specialized training and at least 80% of beneficiaries are satisfied with their work,
- l. For each of the identified socio-economic problems of women with disabilities, belonging to national minorities, the elderly, refugees, and women in disaster and conflict-affected regions, there are local social programs aimed at solving them, the needs of the beneficiaries being taken into account during their development,
- m. Representatives of at least 80% of target employers participated in awareness-raising events on the issues of women with disabilities among employers,
- n. The number of women entrepreneurs receiving support within the framework of the SME support state program for each subsequent year exceeds the indicator of the previous year,
- o. the number of new jobs created for women in industrial sectors for each subsequent year exceeds the indicator of the previous year,
- p. the incomes received from women's productive activities for each subsequent year exceed the indicator of the previous year by at least five percent, the number of women involved in

cooperatives for each subsequent year exceeds the indicator of the previous year, the enrollment of women and men in vocational training reflects the socio-demographic composition of the population of the area,

q. The share of loans provided to women among the loans provided for each subsequent year exceeds the previous year's indicator.

3) Priority 3: Expanding the full and effective participation and equal opportunities of women and men in education and science.

a. Educational and methodological materials that meet uniform requirements from a gender-sensitive perspective (ensuring equal representation and balance of women and men) are implemented in the educational process,

b. the number of learners trained on gender-sensitive civic education topics for each subsequent year exceeds the previous year's indicator by at least five percent, after each course, the awareness of at least 70% of learners on gender topics is higher than before the course,

c. the number of students trained in gender-sensitive, healthy lifestyle topics in general education schools for each subsequent year exceeds the previous year's indicator by at least five percent, and after each course, the awareness of at least 70% of students on gender topics is higher than before the course,

d. the number of children excluded from compulsory education, identified and returned to the education system for each subsequent year exceeds the previous year's figure by at least five percent,

e. the number of teachers and principals of general education schools, managers and pedagogical staff of VET institutions who have participated in trainings and discussions on gender equality topics for each subsequent year exceeds the indicator of the previous year by at least five percent, after each training the awareness of at least 70% of the trainees on gender topics is higher than before the training,

f. Research on gender equality issues is regularly conducted in the field of education and science, including with state support,

g. the number of women in scientific research exceeds the previous year's figure for each subsequent year,

h. The number of students of the Police Educational Complex of the Republic of Armenia in courses on the topic of "Gender Equality" for each subsequent year exceeds the previous year's indicator by at least five percent, after each course the awareness of at least 70% of the trainees on gender topics is higher than before the course,

Training courses are conducted for employees of the juvenile affairs and domestic violence prevention departments (groups) of the Police of the Republic of Armenia, the number of participants of which exceeds the previous year's indicator by at least five percent each year, and after each training course, the awareness of at least 70% of the trainees on gender topics is higher than before the training.

j. In senior classes, meetings are held on the topic of "Gender Equality", the number of participants in which exceeds the previous year's indicator by at least five percent each year, and after each course, the awareness of at least 70% of the trainees on gender topics is higher than before the course.

4) Priority 4: Expanding equal opportunities for women and men in the health sector.

- a. The percentage of abortions among women in special and social groups decreases every year (%),
- b. training events aimed at protecting women's sexual and reproductive rights are implemented for specialists from organizations providing women's health services, including those related to women from vulnerable groups, such as women with disabilities, and the number of participants in each subsequent year exceeds the indicator of the previous year, after each training session, the awareness of at least 70% of the trainees on gender topics is higher than before the training,
- c. The number of infertile women living in border areas examined and treated by the state order for each subsequent year exceeds the indicator of the previous year.

5) Priority 5: Prevention of gender discrimination.

- a. there is a program to prevent sex-selective abortions,
- b. effective mechanisms have been established to prevent violence against women, protect victims of violence, and prosecute perpetrators of violence,
- c. The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) has been ratified by the Republic of Armenia,
- d. a national program to combat domestic violence has been developed and adopted,
- e. the mechanisms for implementing the Law of the Republic of Armenia "On the Prevention of Domestic Violence, Protection of Persons Subjected to Domestic Violence and Restoration of Solidarity in the Family" are clarified and in place,
- f. gender-responsive budgeting standards are implemented and implemented at all levels of public administration: national, regional and community, and their monitoring is carried out,
- g. gender-disaggregated, systematic and unified statistics are available, including by expanding the content of the annual statistical booklet "Women and Men of Armenia",
- h. the needs of women and girls of different groups: elderly women, women and girls with disabilities, women and girls living in border regions, women and girls belonging to religious, ethnic and other groups, are regularly assessed and programs are implemented according to the identified needs for each of the groups,

Number of public awareness-raising events on gender equality issues in disaster risk management, including the involvement of women and girls,

- j. In training groups for disaster risk management specialists, lectures on gender equality issues and the specifics of their solutions are regularly held, and the number of participants in them is growing every year,
- k. Special training courses on gender equality for media representatives are held and the number of participants in them exceeds the previous year's figure by at least five percent each year, and after each training course, the awareness of at least 70% of the trainees on gender topics is higher than before the training,
- l. Events aimed at introducing a gender component are being held in theatrical performances and exhibitions, and their number is growing every year,

- m. There are television programs and film series produced and broadcast with gender-sensitive content, the number of which is growing every year,
- n. Exhibitions and sales of handmade works by creative women are held in museums and libraries, the number of which is growing every year,
- o. Sports events and tournaments are held, in which the proportion of women and girls increases every year, including the involvement of women and girls from vulnerable groups.

VI. STRATEGY IMPLEMENTATION LEVELS, IMPLEMENTERS' RESPONSIBILITIES

42. The process of implementing this strategy assumes the following division of responsibilities by level:

1) National level: Government of the Republic of Armenia, "Council on Equality Issues of Women and Men in the Republic of Armenia", executive bodies and other departments, Civil Service Office of the Prime Minister's Office of the Republic of Armenia, State Employment Agency, "Science Committee of the RA Ministry of Education, Science and Culture", RA Academy of Justice, "Rural Financing Structure" of the "Economic Development of Rural Areas" PIU of the RA Ministry of Economy. At this level, the following is ensured:

- a. development and approval of legislative and other legal acts related to ensuring gender equality,
- b. coordinating actions implemented at the national level in accordance with the strategic directions of the implementation of this strategy,
- c. organizing the process of developing guides and other educational materials and approving the materials,
- d. organization of training courses for specialists in various fields,
- e. development and publication of information materials,
- f. conducting research aimed at studying key issues in the field,
- g. Managing the implementation and ongoing control/monitoring process of programs implemented within the framework of this strategy.

2) regional level: regional governors of the Republic of Armenia. At this level, the following is ensured:

- a. participation in the process of implementing measures aimed at implementing this strategy at the regional level,
- b. in the coordination of the implementation of programs implemented within the framework of this strategy at the regional level,
- c. Monitoring the implementation of programs implemented within the framework of this strategy at the regional level.

3) Community level: local self-government bodies. At this level, the following is ensured:

- a. participation in the process of implementing measures aimed at implementing this strategy at the community level,
 - b. in the coordination of the implementation of programs implemented within the framework of this strategy at the community level,
 - c. Monitoring the implementation of programs implemented within the framework of this strategy at the community level.
- 4) Non-governmental organizations operating in the field: implementation of programs within the framework of this strategy, public awareness, dissemination of information, monitoring, organization of research, etc.
 - 5) international organizations: technical assistance to the developed program and legal documents, provision of international expertise, multi-scale support to the process of implementing programs implemented within the framework of this strategy;
 - 6) Private sector: ensuring social partnership, support.

VII. FINANCIAL RESOURCES FOR STRATEGY IMPLEMENTATION

43. Funding to support the implementation of the strategy is expected from the following sources:

- 1) State budget of the Republic of Armenia (within the framework of funds provided to interested ministries from the state budget of the Republic of Armenia).
- 2) Targeted funding from international organizations, own funds.
- 3) Targeted funding by public organizations.
- 4) Other financial sources not prohibited by the law of the Republic of Armenia.

VIII. STRATEGY IMPLEMENTATION RISKS

44. A prerequisite for the effectiveness of the implementation of the strategy is close inter-agency cooperation between different state structures, as well as cooperation between the state, private and public sectors. To ensure effective cooperation, it is necessary to have a national operational mechanism to monitor the implementation of the strategy. The gender thematic group will serve as an additional monitoring platform.

45. During the implementation of the strategy, extensions of the deadlines for certain actions are possible due to the need to carry out additional work. For example, the introduction of a gender-sensitive budgeting process may require the involvement of additional resources.

46. During the implementation of the strategy, certain problems related to systemic innovations are possible. The introduction of new systems and mechanisms often encounters certain resistance, misunderstanding, and insufficient capacities. Awareness and capacity building programs will be implemented with the aim of minimizing the risk.

IX. STRATEGY IMPLEMENTATION ACTION PLAN

47. The Strategy will be implemented in 2019-2023 in accordance with the Action Plan presented in Appendix No. 2 to the Resolution No. 1334-L of the Government of the Republic of Armenia of September 19, 2019.

Appendix No. 2
to the RA Government Decision No. 1334-L
of September 19, 2019

PROGRAM OF ACTIVITIES FOR THE IMPLEMENTATION OF GENDER POLICY IN THE REPUBLIC OF ARMENIA FOR 2019-2023

N N h / c	Events	Expected result	Deadli ne	Performan ce indicators	Responsible executor	Co- performer	Source of funding
	2	3	4	5	6	7	8
	Priority 1. Improving the national mechanism for the advancement of women, equal participation of women and men in the field of governance and decision-making.						
1)	Raising awareness among state officials about the documents adopted on gender issues within the framework of the UN, OSCE and the Council of Europe and the commitments	Ensuring awareness among government officials of adopted documents on gender issues, including the recommendations of the UN Conventio	2019-2023. Periodically	Strengthening the knowledge and improving awareness of relevant government officials in the concerned ministries in terms of knowledge of international document	Ministry of Foreign Affairs of the Republic of Armenia	international organizations (by agreement)	No funding required.

	undertaken by the Republic of Armenia	n on the Elimination of All Forms of Discrimination against Women		s on gender issues			
2)	Overcoming the underrepresentation of women at the decision-making level of legislative and executive authorities, ensuring proportional representation of men and women in representative bodies (including local self-government bodies), in line with international standards.	1. introduction of quotas to ensure gender equality in the public administration system and expanded participation of women in decision-making at the legislative, executive and other levels of government; 2. activation of gender commissions attached to regional governors and improvement of the quality of their work; 3.	2019-2023	1. A higher level of representation of women in representative bodies, including local self-government bodies, after each subsequent election compared to the previous elections (%). 2. Registration of an annual increase in the proportion of women in high-ranking state positions /%/ . 3. Ensuring no more than 70% representation of the same	Civil Service Office of the Prime Minister's Office of the Republic of Armenia	RA Ministry of Justice RA Regional Administrations NGOs (by agreement) International Organizations (by agreement)	No funding required.

		establishment of civil society and ensuring full participation of women in the political life of the country.		gender in state delegations, expert groups, among decision-makers, among the staff of the government, regional administrations, community administrations			
3)	Development of a draft decision of the Prime Minister of the Republic of Armenia "On Amendments and Supplements to the Decision of the Prime Minister of the Republic of Armenia No. 1152-A of November 19, 2014"	Strengthening the national mechanism for the advancement of women	2019	Existence of an amended legal act on the Council and the procedure for ensuring equal opportunities and rights for women and men	Ministry of Labor and Social Affairs of the Republic of Armenia		No funding required.
Priority 2. Overcoming gender discrimination in the socio-economic sphere, expanding women's economic opportunities							
1)	Implementation of a program to	Ensuring stable employment	2019-2023	Exceeding the number of	Ministry of Labor and Social Affairs		RA State Budget (no

	organize vocational training at the employer's place of work for young mothers who are uncompetitive in the labor market and do not have a profession	nt for young mothers who are uncompetitive in the labor market and do not have a profession by providing them with opportunities to acquire work skills and abilities in the workplace		people enrolled in the employer's vocational training program for young mothers who are uncompetitive in the labor market and do not have a profession , for each subsequent year.	of the Republic of Armenia State Employment Agency		additional funding required)
2)	Conducting state policy analyses aimed at expanding women's opportunities to combine family and work	Increasing women's competitiveness in the labor market, increasing women's role in providing family income, expanding opportunities to combine work and child/family care in the family, expanding opportunities for choice in reproductive	2019-2023	1. Availability of a package of proposals, legal acts, and implementation of legislative amendments aimed at increasing women's participation in the workforce and expanding opportunities to combine family and work. 2.	Ministry of Labor and Social Affairs of the Republic of Armenia	State Employment Agency United Nations Population Fund (by agreement) NGOs (by agreement) International organizations (by agreement)	Other sources not prohibited by RA law

		decisions, creating favorable conditions for combining work and family responsibilities		Increasing the level of women's employment and reducing the proportion of women among the poor population of the republic.			
3)	Implementation of campaigns aimed at transforming the single-earner model in the family	Gradual increase in family well-being, appreciation of the economic role of women in the family and society	2019-2023	events held every year	Ministry of Labor and Social Affairs of the Republic of Armenia	State Employment Agency United Nations Population Fund (by agreement) NGOs (by agreement) International organizations (by agreement)	Other sources not prohibited by RA law
4)	In the event that persons on leave to care for a child under the age of three return to work before the child turns two years old, childcare	1. Creating favorable conditions for women to combine work and family responsibilities, expanding opportunities	2019-2023	Expanding the scope of beneficiaries of the program to support people on leave to care for a child under three	Ministry of Labor and Social Affairs of the Republic of Armenia State Employment Agency		RA State Budget (no additional funding required)

	shall be organized in parallel with work.	ies to combine work and child/family care 2. Expanding opportunities for people on parental leave up to three years of age to return to the labor market or enter it for the first time		years of age to combine care with work			
5)	Development and implementation of local social programs aimed at solving the socio-economic problems of families with children (including preschool age) within the framework of the social case management system, based on the conducted analyses	Creating conditions conducive to improving the living conditions of families with preschool children, ensuring the socialization of children	2019-2023. Periodically	The existence of local social programs aimed at solving each of the identified socio-economic problems of families with children (including those of preschool age), the development of which takes into account the needs of	RA regional governors	Ministry of Labor and Social Affairs of the Republic of Armenia	RA State Budget (no additional funding required)

				beneficiary families.			
6)	Ensuring full social inclusion of disabled, ethnic minority, and elderly women, assessing their needs, and developing and implementing local social programs aimed at solving socio-economic problems	Protection of the rights of women belonging to vulnerable groups, ensuring access to social, health, educational and other services	2020-2023.	The existence of local social programs aimed at solving each of the identified socio-economic problems of women with disabilities, belonging to national minorities, the elderly, refugees, and women in disaster and conflict-affected regions, the development of which will take into account the assessed mapped needs of beneficiaries by community.	Ministry of Labor and Social Affairs of the Republic of Armenia Ministry of Health of the Republic of Armenia Regional Governors of the Republic of Armenia Ministry of Education, Science, Culture and Sports of the Republic of Armenia	NGOs (by agreement) International organizations (by agreement)	Other sources not prohibited by RA law

7)	Carrying out awareness-raising activities among employers on the issues of women with disabilities	Protection of the labor rights of women with disabilities, elimination of stereotypes towards them among employers	2020-2022.	Participation of at least 80% of target employers' representatives in awareness-raising events on the issues of women with disabilities among employers	Ministry of Labor and Social Affairs of the Republic of Armenia	NGOs (with consent) International organizations (with consent)	Other sources not prohibited by RA law
8)	Measures implemented within the framework of the state program for supporting SME, including: a. support for entrepreneurship of start-up entrepreneurs	Participation of women entrepreneurs in entrepreneurship support programs for start-up entrepreneurs	2019-2020	The number of women entrepreneurs receiving support under the state SME support program exceeds the previous year's figure for each subsequent year.	Ministry of Economy of the Republic of Armenia	Armenian SME DNC Foundation (with consent)	RA State Budget (no additional funding required)
	b. Business training support (capacity building) for SMEs	Participation of women entrepreneurs in business training programs aimed at capacity	2019-2020	The provision of support for each subsequent year exceeds the previous	Ministry of Economy of the Republic of Armenia	Armenian SME DNC Foundation (with consent)	RA State Budget (no additional funding required)

		developm ent		year's figure.			
	c. Business information and advisory support to SMEs	Raising awareness among women entrepren eurs	2019- 2020	The provision of support for each subsequen t year exceeds the previous year's figure.	Ministry of Economy of the Republic of Armenia	Armenian SME DNC Foundation (with consent)	RA State Budget (no additional funding required)
9)	Creating new jobs for women in industrial sectors	Reducing the ratio of men to women in employe ment, utilizing women's human resources potential	During 2019- 2023	The number of new jobs created for women in industrial sectors each year exceeds the previous year's figure.	Ministry of Economy of the Republic of Armenia	private sector (with consent)	Other sources not prohi bited by RA law
1 0)	Implementat ion of measures to support the process of expanding the capacities of those engaged in agriculture in the Republic of Armenia (inclusion in cooperatives , consulting, etc.)	Expanding the proportion of women members of cooperativ es formed within the framewor k of the "Communi ty Agricultur al Resources Managem ent and Competiti	2019- 2020	Increasing women's income from productive activities, increasing the number of women involved in cooperativ es, ensuring the inclusion of women and men in	Ministry of Economy of the Republic of Armenia	Regional governors of the Republic of Armenia (by agreement)	RA state budget, loans, foreign investmen ts , investmen ts of businessm en

		veness" credit program of the Ministry of Economy of the Republic of Armenia, improving working conditions (mechanization of manual labor as much as possible), increasing the efficiency of the activities of female farmers engaged in livestock breeding, introducing new technologies in the agricultural sector and disseminating experience		vocational training			
11)	Promoting women's and men's entrepreneurship by ensuring women's	Introduction of new technologies and dissemination of experience	2019-2020	Creation of new jobs, increase in incomes, ensuring women's	Ministry of Economy of the Republic of Armenia		RA state budget, loans, foreign investments,

	participation in value chain development programs	e in the agricultural sector, increasing production efficiency through value chain development projects implemented within the framework of the "Community Agricultural Resources Management and Competitiveness" credit program of the Ministry of Economy of the Republic of Armenia		participation in value chain development programs within 20-23%.			investments of businessmen
1 2)	Implementation of measures aimed at economic initiatives of women and men within the framework of the	Increasing the level of employment of women in rural areas, targeted use of women's opportunities	2019-2023	Number of loans provided to entrepreneurs in agriculture (female-male ratio), share of loans	Ministry of Economy of the Republic of Armenia "Rural Financing Structure" of the PIU "Economic Development of Rural Areas" of the Ministry	Financial institutions of the Republic of Armenia	RA state budget financial institutions funds

	"Interest rate subsidy for loans provided to the agricultural sector" program	ies, expansion of production capacities, increase in incomes		provided to women in loans provided 18-20%	of Economy of the Republic of Armenia		
13)	Implementation of a sample survey of the labor force in households according to the annual statistical work program	Providing comprehensive information and disseminating data on the level, nature, and problems of women's and men's participation in the RA labor market	1. Summary indicators : quarterly (2.90th day following the quarter under review) detailed and aggregated information : annual (fourth quarter following the year under review)	1. Economic activity level by gender 2. Employment by gender (by sectors, occupations, formal-informal, permanent, temporary , etc.) 3. Unemployment by gender (by duration of unemployment, reasons, job search methods, reasons for losing a job, etc.) 4. Labor income (by sectors, occupations, formal-informal employment, etc.)	Statistical Committee of the Republic of Armenia		RA State Budget (no additional funding required)

				5. Working hours by gender 6. Others. All resulting indicators will be available in the "Labor Market in the Republic of Armenia" statistical collections			
Priority 3: Full and effective participation and equal opportunities for women and men in education and science							
1)	Inclusion of a gender component during the review of the state standard of general education and subject programs, provision of relevant topics and illustrative materials in published textbooks	Prevention of gender discrimination and stereotypes among secondary school students	2020-2023	Introduction of teaching and methodological materials in educational processes that meet uniform requirements from a gender-sensitive perspective (ensuring equal representation and balance of women and men)	Ministry of Education, Science, Culture and Sports of the Republic of Armenia		RA State Budget (no additional funding required), other sources not prohibited by RA law

2)	Teaching topics related to civic education and healthy lifestyles (including human rights, democracy, gender equality) among students	1. Prevention of gender discrimination among students 2. Raising awareness of human rights, democracy, and gender equality among students of general education, primary (vocational) and secondary vocational, as well as higher professional educational institutions	2020-2023	Exceeding the previous year's indicator for each subsequent year in the number of students trained in gender-sensitive revised civic education topics	Ministry of Education, Science, Culture and Sports of the Republic of Armenia	NGOs (with consent)	RA State Budget (no additional funding required) Other sources not prohibited by RA law
3)	a) Ensuring gender-sensitive approaches within the framework of the universal inclusion process: developing mechanisms for identifying and	Ensuring gender sensitivity in the process of universal inclusion Identifying children who do not attend school for various social reasons	2020-2021 2021-2023.	The number of children excluded from compulsory education, identified and returned to the education system, exceeding	Ministry of Education, Science, Culture and Sports of the Republic of Armenia	Ministry of Labor and Social Affairs of the Republic of Armenia Ministry of Territorial Administration and Infrastructure of the	The RA State there is a budget (additional funding is not required), other sources not prohibited by RA law

	referring children who are excluded from compulsory education, including children with disabilities b) Ensuring gender-sensitive approaches within the framework of the universal inclusion process: introducing mechanisms for identifying and referring children who are excluded from compulsory education, including children with disabilities	(including girls with disabilities , belonging to national minorities and living in rural areas) and ensuring their integration into schools		the previous year's indicator for each subsequent year		Republic of Armenia	
4)	Organization of trainings and discussions on gender equality among the administrative and pedagogical staff of general education,	Raising awareness and building gender sensitivity among educational institution management staff and	2020-2023	The presence of an improved level of awareness after the trainings and discussions. The number of teachers	Ministry of Education, Science, Culture and Sports of the Republic of Armenia	RA regional administrations (with consent) Yerevan Municipality (with consent) non-governmental organizations	RA State Budget (no additional funding required) Not prohibited by RA law Other sources

	primary (vocational) and secondary vocational educational institutions	educators on gender equality topics		and principals of general education schools who participated in trainings and discussions on topics related to gender equality. The number of managers and pedagogical employees of VET institutions for each subsequent year exceeds the indicator of the previous year.		(with consent)	mentioned
5)	Conducting research on gender equality issues in education and science, creating a database on women involved in scientific research	Availability of research conducted, including state-supported research, degree of women's involvement in scientific research	2020-2023	The presence of a package of recommendations developed based on the analysis of research data, the number of women involved in	Ministry of Education, Science, Culture and Sports of the Republic of Armenia Science Committee of the Ministry of Education, Science, Culture and Sports of the Republic of	NGOs (by agreement) Universities (by agreement)	Other sources not prohibited by RA law

				scientific research each year exceeds the previous year's figure	Armenia		
6)	Conducting research to identify problems in the formation of traditional and stereotypical thinking and value systems regarding skills, professions, occupations and positions within the framework of equal opportunities for women and men, and developing an educational and methodological guide based on its results	Transformation of gender stereotypes regarding professions	2020	Availability of information about the current situation and, accordingly, a methodological guide for career advancement counseling	Ministry of Labor and Social Affairs of the Republic of Armenia	international organizations (by agreement) universities	Other sources not prohibited by RA law
7)	Development of educational and non-formal modules:	Promoting equal opportunities for women and men	2020-2023.	availability of thematic module	Ministry of Labor and Social Affairs of the Republic of Armenia	Ministry of Education, Science, Culture and Sports of the	Other sources not prohibited by RA law

	<p>a. on the topic of eliminating gender-based discrimination in the choice of professions and occupations in the professional orientation and career program of general education institutions,</p> <p>b. on the topic of developing women's leadership and entrepreneurship skills in the event plan of career centers of vocational education institutions and in the "Career Management" curriculum</p>	to choose a profession , raising awareness among students studying in vocational education institutions and creating opportunities for developing leadership and entrepreneurship skills				Republic of Armenia	bited by RA law
8)	Organizing courses on the topic of "Gender Equality" for students of the RA Police	Ensuring and developing knowledge of gender policy	2019-2023	Exceeding the previous year's indicator for the number of students of the RA	RA Police		Other sources not prohibited by RA law

	Educational Complex			Police Educational Complex in courses on the topic of "Gender Equality", the presence of an improved level of awareness after the course			
9)	Organization and conduct of training courses on gender equality for employees of the specialized subdivision of the RA Police, the juvenile affairs and domestic violence prevention departments (groups)	raising awareness about gender issues	2019-2023	Trainings are conducted for employees of the juvenile affairs and domestic violence prevention departments (groups) of the RA Police, with the number of participants exceeding the previous year's indicator for each subsequent year, and the presence	RA Police	NGOs International organizations (by agreement)	Other sources not prohibited by RA law

				of an improved level of awareness after the training.			
10)	Meetings and discussions on the topic of "Gender Equality" for minors were held by employees of the juvenile and domestic violence prevention departments (groups) of the RA Police.	Conducting conversations about gender equality among students	2019-2023	Increase in the number of students participating in meetings on the topic of "Gender Equality" in senior grades	RA Police	Ministry of Education, Science, Culture and Sports of the Republic of Armenia	No funding required.
Priority 4: Expanding equal opportunities for women and men in the health sector							
1)	Implementation of training programs for specialists of organizations providing women's health services on the protection of the sexual and reproductive rights of	Protection of sexual and reproductive rights of women with disabilities	2019-2022	Training events aimed at protecting women's sexual and reproductive rights are being held for specialists from organizations providing women's health services, including those	Ministry of Health of the Republic of Armenia	Ministry of Labor and Social Affairs of the Republic of Armenia NGOs (with consent) International organizations (with consent)	Other sources not prohibited by RA law

	women with disabilities			related to women from vulnerable groups, such as women with disabilities , and the number of participants in each subsequent year exceeds the previous year's figure.			
2)	Development and implementation of programs aimed at raising awareness of HIV/AIDS issues, promoting safe sexual behavior, and conducting HIV research in communities (especially in communities with high levels of migration, including border regions)	Reducing women's vulnerability to HIV, raising awareness , protecting women's sexual and reproductive rights, including women from vulnerable groups.	2019-2023	About 15 thousand beneficiaries included in the programs	Ministry of Health of the Republic of Armenia "Republican Center for AIDS Prevention" SNCO	Ministry of Territorial Administration and Infrastructure of the Republic of Armenia State Migration Service Regional Governors hips of the Republic of Armenia Local Government Bodies (by agreement)	Not prohibited by RA law Other sources mentioned

3)	Conducting a training course on HIV/AIDS among healthcare workers, aimed at developing their capacities and reducing possible stigma and discrimination against women living with HIV	Capacity building of healthcare workers in the field of HIV/AIDS, reduction of stigma and discrimination against women living with HIV	2019-2023	About 1,000 healthcare workers have completed the "HIV Infection" course	Ministry of Health of the Republic of Armenia , "National Institute of Health after Academician S. Avdالبekyan " CJSC "Republican Center for AIDS Prevention" SNCO		Other sources not prohibited by RA law: in
4)	Informing socially vulnerable women about the provision of free hospital medical care services by the state	Raising awareness among the population about the provision of free hospital medical services	2019-2023	conducting disease prevention activities	Ministry of Health of the Republic of Armenia	RA regional governors and local self-government bodies (by agreement)	Other sources not prohibited by RA law
5)	Provision of dining rooms for nursing mothers in higher education and state institutions.	Creation of cafeterias for breastfeeding mothers at work and study places	2021-2023.	Implementation of pilot projects in Yerevan	Ministry of Health of the Republic of Armenia	Ministry of Labor and Social Affairs of the Republic of Armenia Ministry of Education, Science, Culture and Sports of the Republic of Armenia Yerevan Municipality	Other sources not prohibited by RA law

						y (by agreement) Internation al organizatio ns (by agreement) Universitie s	
6)	Ensuring the quality, availability and affordability of health services, including medical care provided in the field of reproductive health	Expansion of measures aimed at conducting periodic preventive examinations of women within the framework of the state order	2019-2023	1. Increasing the scope of the "Comprehensive Gynecological Service" program, in particular, ensuring access to medical services for the population of hard-to-reach and poor regions 2. The number of infertile women examined and treated by the state order living in border areas exceeds	Ministry of Health of the Republic of Armenia	NGOs , (by agreement) Internation al organizatio ns (by agreement)	Other sources not prohibited by RA law

				the indicator of the previous year for each subsequent year			
7)	Increasing gender sensitivity of healthcare providers through mandatory and regular training	Ensuring gender sensitivity in the provision of health services	2019-2023	Number of events implemented each year, improvement of the result indicator each year	Ministry of Health of the Republic of Armenia	Public organizations, (by agreement) international organizations (by agreement)	Other sources not prohibited by RA law
Priority 5: Prevention of gender discrimination							
1)	Implementation of the 2020-2023 Program for the Prevention of Discriminatory Sex Selection	Reducing the gender imbalance of newborns in the republic, reducing the number of abortions based on the sex of the fetus, and valuing female children	2020-2023.	Existence of a program approved by a joint order of the Ministers of Labor and Social Affairs of the Republic of Armenia and the Minister of Health of the Republic of Armenia, reports on the implement	Ministry of Labor and Social Affairs of the Republic of Armenia Ministry of Health of the Republic of Armenia	United Nations Population Fund NGOs (by agreement) International organizations (by agreement)	Other sources not prohibited by RA law

				ation of the measures envisaged by the program			
2)	Inclusion of gender equality issues in annual events organized in the field of disaster risk management, preparation of materials on them and dissemination through the media	Raising public awareness on gender equality issues in emergency management	2019-2023	Number of public awareness events on gender equality issues in emergency management	Ministry of Emergency Situations of the Republic of Armenia		No funding required. It's raining.
3)	Organizing lectures on gender issues and the specifics of their solutions in training groups for disaster risk management specialists	gender equality awareness	2019-2023	Regular lectures on gender equality issues and the specifics of their solutions in training groups for emergency management managers and specialists, and an annual increase in the number of	Ministry of Emergency Situations of the Republic of Armenia		No funding required.

				participants, resulting in an improved level of awareness			
4)	Organizing special trainings on gender equality for media representatives	Increasing gender sensitivity in the mass media, including by including the gender component in the professional training and retraining of journalists	2020-2023.	Number of courses conducted each year Annual increase in the number of participants	Ministry of Labor and Social Affairs of the Republic of Armenia	NGOs (by agreement) International organizations (by agreement)	Other sources not prohibited by RA law
5)	Increasing gender sensitivity in mass media	Increasing gender sensitivity and presenting gender equality-oriented ideas through mass media	2020-2023	Increase in the number of television programs and film series produced and broadcast with gender-sensitive content each year compared to the previous year	Public Television Company Board		Other sources not prohibited by RA law

6)	Support for projects involving individual women artists in various fields of culture / performance , exhibition, concert /	To preserve and transmit national customs and culture, creating opportunities for creative women to present their art	2019-2022	Implementation of events aimed at introducing a gender component in theatrical performances and exhibitions, the number of which is growing every year	Ministry of Education, Science, Culture and Sports of the Republic of Armenia	NGOs (by agreement)	RA State Budget (does not require additional funding) Funds not prohibited by RA law
7)	Organizing exhibitions, master classes, and meetings of women artists' works (tapestry, embroidery , carpet weaving, quilt making, doll making, painting) in museums and libraries	popularizing the work of women artists and re-evaluating their role in Armenian culture; creating new opportunities for creativity and collaboration;	2019-2022	Organizing exhibitions and sales of handmade works of creative women in museums and libraries, the number of which is growing every year	Ministry of Education, Science, Culture and Sports of the Republic of Armenia	public organizations (with consent) individual creators (with consent)	RA State Budget (no additional funding required) (j) Means not prohibited by RA law
8)	Promoting women's involvement in sports.	expanded opportunities for women and girls to engage in sports and achieve results, including	2020-2023	Implementation of sports events and tournaments in which the proportion of women and girls	Ministry of Education, Science, Culture and Sports of the Republic of Armenia	NGOs (by agreement) International organizations (by	RA State Budget (does not require additional funding) Sources of funds not

		those with disabilities , national minorities, for those belonging to the poor and living in rural areas		increases every year, including the involvement of women and girls from vulnerable groups		agreement)	prohibited by RA law
9)	Ensuring gender sensitivity of programs included in the state budget	Development and implementation of a gender-sensitive budget toolkit	2019-2020	Introduction of gender-sensitive budgeting standards at all levels of public administration, implementation of program monitoring	Ministry of Labor and Social Affairs of the Republic of Armenia	Ministry of Finance of the Republic of Armenia NGOs (with consent) International organizations (with consent)	Other sources not prohibited by RA law
10)	Collection and summary of statistical information on the social, economic, state, and political gender situation in the Republic of Armenia (as well as the ratio of men and women among	1. Proportion of women and men in the legislative, executive, and judicial branches of the Republic of Armenia. 2. Proportion of women and men in the	October 31 of the year following the reporting year	Availability of gender-disaggregated, systematic and unified statistics, including expansion of the content of the statistical booklet "Women and Men	Statistical Committee of the Republic of Armenia (with consent)	Central Electoral Commission of the Republic of Armenia (with consent)	RA State Budget (no additional funding required)

	those who participated in the elections) according to the annual program of statistical work	staffs of regional and community administrations . 3. Proportion of women and men in managerial positions. 4. Others. All resulting indicators will be available in the statistical booklets "Women and Men of Armenia"		of Armenia"			
11)	Creation of mechanisms for preventing violence against women and providing state support to victims of violence.	Existence of mechanisms for the prevention of violence against women and the protection of victims of violence	2020-2023.	Creation of new support centers and state shelters for victims of domestic violence in the regions of Armenia, as defined by law, and introduction of	Ministry of Labor and Social Affairs of the Republic of Armenia	international organizations (by agreement) non-governmental organizations (by agreement)	RA State Budget (no additional funding required) Other sources not prohibited by RA law

				mechanisms for recording cases of domestic violence			
1 2)	Taking the necessary steps to ratify the Council of Europe Convention on preventing and combating violence against women and domestic violence	Existence of a sector policy in line with the commitments undertaken under the Convention on Preventing and Combating Violence against Women and Domestic Violence	2020	The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) has been ratified by the Republic of Armenia.	Ministry of Justice of the Republic of Armenia	Ministry of Foreign Affairs of the Republic of Armenia Ministry of Labor and Social Affairs of the Republic of Armenia other interested departments (by agreement)	No funding required.
1 3)	Amendment of the RA Law "On Prevention of Domestic Violence, Protection of Persons Subjected to Domestic Violence and Restoration of Solidarity in the Family" and amendment of the implementat	availability of an improved legislative framework	2019-2020	The mechanisms for implementing the RA Law "On the Prevention of Domestic Violence, Protection of Persons Subjected to Domestic Violence and	Ministry of Labor and Social Affairs of the Republic of Armenia RA Police	NGOs (by agreement) International organizations (by agreement)	No funding required.

	ion mechanisms based on it			Restoratio n of Solidarity in the Family" have been clarified and are in place.			
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