




GENDER ASSESSMENT OF RURAL DEVELOPMENT AND AGRICULTURE POLICIES IN ARMENIA



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United Nations Entity for Gender Equality
and the Empowerment of Women

UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.

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ABBREVIATIONS AND ACRONYMS

ADB	Asian Development Bank
AMD	Armenian Dram
CARD	Center for Agribusiness and Rural Development
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRRC	Caucasus Research Resource Centers - Armenia
ENPARD	European Neighbourhood Programme for Agriculture and Rural Development
EU	European Union
GDI	Gender Development Index
GGI	Gender Gap Index
GII	Gender Inequality Index
GSP+	Generalised System of Preferences plus
HDI	Human Development Index
ILO	International Labour Organization
M4M	Markets for Meghri project
MCA-Armenia	Millennium Challenge Account - Armenia
MSME	Micro, small and medium enterprise
NGO	Non-governmental organization
SME	Small and medium enterprise
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Programme
USAID	United States Agency for International Development
USD	United States Dollar
USDA	United States Department of Agriculture
WFP	World Food Programme

I. EXECUTIVE SUMMARY

The UN Women Country Office in Georgia, in partnership with the Swiss Agency for Development and Cooperation, implemented the inception phase of the “Women’s Economic Empowerment in the South Caucasus” project in three South Caucasus countries: Georgia, Armenia and Azerbaijan. This study, as part of the project, examines how agricultural and rural development policies and programmes implemented by the Government of Armenia target and impact women in rural areas. The study also reviews the legal frameworks that support agricultural activities in Armenia.

A mixed methodology has been used to conduct this gender assessment of rural development and agriculture policies in Armenia, including a thorough desk review, analysis of available statistical information and secondary data triangulated with key informant interviews.

The desk review includes an examination of the general legal frameworks (national legislation and normative acts) on human rights and gender policy and gender mainstreaming, agricultural and rural sector development policies and programmes, as well different studies implemented by local and international organizations. The report includes data from the National Statistical Service of the Republic of Armenia. Information collected through interviews with various stakeholders is also presented in the current report. The report highlights major gender mainstreaming gaps based on the above-mentioned sources of information.

Work on the report was conducted from 28 December 2017 to 19 March 2018. The report was prepared based on the information available at that time.

As an **overview and context analysis**, it is important to note that traditionally, agricultural production and

the food processing industry have always been key for the Armenian economy. In fact, Armenia had a strong reputation for producing fresh and processed vegetables and fruits, as well as being well developed in the production of milk and meat. After the reform that introduced land privatization in the years 1991 and 1992, the agricultural sector of Armenia went through a transformation. During this transition, Armenia went from being an agricultural system based on large-scale state and collective farms towards a system composed of small, family-based and mostly subsistence farms. The agricultural sector in Armenia has always served as a safety net for workers leaving other working domains such as the industry, construction or service sectors. According to the World Bank study “Growth Challenges and Government Policies in Armenia”, between 1990 and 1995, around 300,000 workers left the industry and construction sectors; of them, almost 85 per cent joined the agriculture system. As of 1 January 2018, almost 64 per cent of the population of Armenia lived in urban areas, and around 36 per cent lived in rural areas. Of the country’s total population, 47.5 per cent were male and 52.5 per cent female.

Key findings of this gender assessment can be structured around five pillars that highlight the challenges and opportunities.

1. Social and cultural barriers

The majority of the Armenian adult population believes that traditions remain important and must be protected within their culture. The UNDP countrywide Social Cohesion survey¹ finds that a major part of Armenian society sees the role of men as contributing to and being responsible for preserving a source of income necessary to secure the livelihoods of their family. The findings of this survey report that almost 85 per cent of the surveyed sample believe that the breadwinner in the family

1 CRRC-Armenia and United Nations Development Programme. (2011). Social Cohesion Survey <http://www.crrc.am/research-and-surveys/completed-projects/57-social-cohesion-survey?lang=en>

normally should be a male. Despite the findings, the real situation on the ground is that women remain involved in the economic activities that support the household.

According to the analysis of the gender situation in Armenia, the persistence of this division of labour and responsibilities forms the basis for economic gender inequality. These norms link women primarily to family life and relevant responsibilities and limit their opportunities to engage in autonomous and independent work. Overall, gender stereotypes negatively impact women's participation in politics, and business, as well as their involvement in the formal employment market.

2. Women's ownership and possession of property, employment and control over the use of their private earnings

According to the main findings of the Agricultural Census implemented in Armenia in 2014, around 74.5 per cent of family-based farms are male-headed, while only around 25.5 per cent are female-headed.² An interesting analysis is based on a study conducted in 2016 highlighting that the poverty rate in female-headed households was higher than in male-headed households. Even in the case of joint ownership, the opportunity for rural women to take independent decisions regarding assets was very limited. According to the results of the survey, only 0.1 per cent of women owned a business, and 4.4 per cent owned it through joint ownership. Only 37.7 per cent of women were involved in income-generating activities. Moreover, 91.6 per cent of the women did not have any savings in the bank.³

Female-headed households are usually more vulnerable due to the lack of agricultural equipment, difficulty accessing land plots and available irrigation, and difficulty accessing financial resources to maintain

their assets. Such circumstances threaten the overall approach to women's economic empowerment and position this element as a key challenge for Armenian women.

3. Relevant gender equality issues in the legislation

Although Armenian authorities adopted legal acts to reduce gender inequalities and create equal opportunities for women and men, the various national development strategies and programmes are either gender-neutral or articulate gender components very weakly.

4. Agriculture and rural development per the Government's strategy

The Government of Armenia has adopted two major strategic papers defining the road maps for the regional development of the agricultural sector. However, both documents are gender-neutral and require an equal approach to men and women. Finally, the documents do not propose any specific actions to tackle gender inequalities for rural women, which poses a big strategic challenge.

The Government of Armenia implements different donor-funded programmes developing local economies and stimulating access to markets and social services, including access to infrastructure and the boosting of agricultural activities, small and medium enterprises (SMEs) and tourism development in rural areas while creating new jobs. All of these donor-funded projects usually target women as a special beneficiary group.

The main document establishing the Government's objectives, priorities and strategy for the development of agriculture, agrifood production and related businesses is the "Rural Areas and Agriculture Development Strategy of the Republic of Armenia".

2 National Statistical Committee of the Republic of Armenia. (2016). Main Findings, Agricultural Census 2014 of the Republic of Armenia
<https://www.armstat.am/en/?nid=124>

3 United Nations Population Fund. (2010). Report on Nationwide Survey on Domestic Violence Against Women in Armenia 2008-2010
<https://armenia.unfpa.org/en/publications/nationwide-survey-domestic-violence-against-women-armenia-2008-2010>

The current strategy was adopted in November 2010 and covers the period from 2010 to 2020 with a 10-year strategic plan. Although the Strategy covers a broad range of issues relevant to the development of rural areas, it is gender-neutral. The only gender-specific measure included in the Strategy is the implementation of specific projects helping to boost women's business activities.

Two additional strategies have been developed – the “Regional Development Strategy of the Republic of Armenia for 2016-2025” and the “Marzes Development Strategies for 2017-2025” – both of which prove to be gender-neutral and would require an equal approach to men and women. The documents do not propose any specific actions to tackle gender inequalities in Armenian society. Most importantly, staff responsible for the development of gender-mainstreamed documents, projects and initiatives as well as gender expertise of legal documents and the monitoring and evaluation of the project implementation, lack experience and skills within these subject matters.

5. Cooperatives and donor-driven projects

As of today, the establishment of cooperatives in agriculture is mainly donor-driven, and many projects are focusing on the creation of women's cooperatives. The Law of the Republic of Armenia on Agricultural Cooperatives regulates issues related to the establishment of cooperatives, membership, implementation of activities and management. However, the Law does not provide a specific provision for women-established and women-led cooperatives.

Many donors have established a specific quota for women's participation with their programmes. Usually it is from 30 to 50 per cent of the overall project target. However, very often women are applying for loans or other types of assistance, while in fact their husbands or sons make decisions, guide the strategy of the finances and position themselves as the leaders who, in the end, will receive and use the loans despite the women being the target group for the project and the funding.

To address these challenges, some recommendations have been identified:

The **first key recommendation** of this study would be to promote an inclusive approach to strengthen women's economic empowerment by involving all key stakeholders working on the protection and mainstreaming of women's rights, including Government counterparts, international organizations, local governments and the network of local NGOs in rural and remote areas in order to strengthen community engagement and accountability, focusing on women's groups. **Secondly**, it is crucial to create an understanding on the concept and the importance of gender; to provide technical assistance on how to build gender expertise; and to integrate it into policy development processes. **Thirdly**, the formation of women farmers groups could be a good way to build a platform for dialogue and information sharing among rural women. Cooperatives have the capacity to help small-scale producers overcome barriers to gain better access to resources and inputs. For women producers, who are at a greater disadvantage, cooperatives offer networks of mutual support and solidarity that allow them to grow their social capital, improve their self-esteem and self-reliance and acquire a greater voice in decision-making. **Fourthly**, it is highly recommended that any agriculture development project is linking project beneficiaries to potential markets and opportunities. Small-scale and female-headed farms are mostly major target groups for donor-funded projects. UN Women can cooperate with the World Food Programme (WFP), who has initiated school feeding programmes and linked women farmers with local schools to supply food. This would develop a very strong network and opportunities for women's income-generating activities in rural areas that would considerably empower the social and economic status of women. **Finally**, the development and integration of gender components into government policy documents and programmes should be based on evidence and backed up with up-to-date studies and data to justify the importance of such a topic. To reinforce this point, the National Statistical Service is working closely with the World Bank to strengthen the

national statistical system. Alongside the Ministry of Agriculture, the World Bank is also working on the establishment of a monitoring system to collect data in order to track and evaluate government policies, programmes and activities in the area of rural and

agriculture development. UN Women could benefit from establishing a partnership with the World Bank on the introduction of sex-disaggregated and gender-sensitive data that could reinforce the overall gender analysis.

II. BACKGROUND: SOCIOECONOMIC PROFILE OF ARMENIA

The territory of Armenia is about 29,700 square kilometres with different natural zones. Armenia is a mountainous country, and 76.5 per cent of its territory is located at an elevation between 1,000 and 2,500 metres above sea level.⁴

According to the Government of Armenia Decree No. 1338-Ն “Report on Land Availability in the Republic of Armenia and its Distribution in 2017 (Land Balance)” adopted on 12 October 2017, approximately 20,400 square kilometres or 68.7 per cent of the land in Armenia is agricultural. This includes arable land (21.8 per cent), perennial plants (1.7 per cent), grassland (5.9 per cent), pastures (51.4 per cent), and other, uncultivated land (19.2 per cent). Only 7.6 per cent of total agricultural land and 26.7 per cent of arable land are irrigated.⁵

Traditionally, agricultural production and the food processing industry was key for the Armenian economy. Armenia produced fresh and processed vegetables and fruits, in addition to having well-developed milk and meat production. After land privatization reforms in 1991 and 1992, the agricultural sector of Armenia went through a transformation. Agriculture moved from large-scale state and collective farms to small, family-based and

mostly subsistence farms. According to National Statistical Service data, around 1,000 of the state and collective farms existing at the start of land reform were replaced with 338,800 family farms by 1 January 1999. The average size of the new farms was 1.33 hectares.⁶ The agricultural sector in Armenia served as a safety net for workers leaving the industry, construction or service sectors. According to the World Bank study “Growth Challenges and Government Policies in Armenia”, between 1990 and 1995, around 300,000 workers left the industry and construction sectors; of them, around 250,000 joined the agriculture sector during that period.⁷

As of 1 January 2018, the population of Armenia was 2,972,900 people, of which 63.8 per cent live in urban areas and 36.2 per cent live in rural areas. At the same time, 56.8 per cent of the urban population live in the capital city of Yerevan.⁸ As of 1 January 2018, 47.5 per cent of the population of the country were men, and 52.5 per cent were women.⁹

In 2016, the value produced in the agricultural, hunting, forestry and fishing sector in Armenia was 15.9 per cent of GDP. This figure varies throughout the years; between 2013 and 2016, the average share of the sector was 17.4 per cent.¹⁰

4 National Statistical Committee of the Republic of Armenia. (2017). Marzes of the Republic of Armenia and Yerevan city in figures http://www.armstat.am/file/article/marz_2017_1.pdf

5 The Government of Armenia Decree No. 1338-Ն. (12 October 2017). Report on Land Availability in the Republic of Armenia and its Distribution in 2017 (Land Balance) http://www.cadastre.am/storage/files/pages/pg_0998130204_voroshum.pdf

6 National Statistical Committee of the Republic of Armenia. (1999) Peculiarities and stages of economic reforms in Armenia, 1991-1998. p. 14. <http://www.armstat.am/en/?nid=82&id=85>

7 World Bank. (2002). Growth Challenges and Government Policies in Armenia. p. 37 <http://documents.worldbank.org/curated/en/2002/02/1723020/growthchallenges-government-policies-armenia>

8 National Statistical Committee of the Republic of Armenia. (2017). Socio-Economic Situation of the Republic of Armenia http://armstat.am/file/article/sv_12_17a_520.pdf

9 ibid

10 National Statistical Committee of the Republic of Armenia. (2017). National Accounts of Armenia <https://www.armstat.am/en/?nid=81&id=1981>

In 2016, agriculture employed 338,100 people, which accounted for 33.6 per cent of the country's total employment and 69.7 per cent of rural area employment. At the same time, in the agricultural sector, 161,700 or 47.8 per cent of the employed were men, and 176,300 or 52.2 per cent were women.¹¹ According to the main findings of the Agricultural Census implemented in Armenia in 2014, 236,600 or 74.5 per cent of family-based farms are male-headed, and 80,800 or 25.5 per cent are female-headed. In 2016, the poverty rate in female-headed households was higher than in male-headed households (33.4 per cent versus 28.0 per cent, respectively). Extremely poor male-headed households accounted for 1.2 per cent, with female-headed households accounting for 3.4 per cent.

In 2016, female-headed households in Armenia accounted for 30 per cent of the poor population and 27 per cent of the total population. Female-headed households are usually more vulnerable due to the lack of agricultural equipment, difficulty accessing land plots and available irrigation, and difficulty accessing financial resources. Although the difference in poverty rates between rural and urban communities was not large in 2016, the share of poor people in rural communities (30.4 per cent) was higher than in urban communities (28.8 per cent). However, the level of extremely poor people in urban communities (2 per cent) was higher than in rural communities (1.4 per cent). The risk factors for increasing the poverty rate include geographical location of the community; land availability and fertility of soil; access to infrastructure (irrigation, roads and transportation, markets); and access to financial resources.¹²

The 2015 UNDP Human Development Index (HDI) score for Armenia was 0.743, ranking it 84 out of 188 countries and placing Armenia in the group of high human development countries. The country's HDI score has improved steadily since 1990, when the score was 0.634. The UNDP Gender Inequality Index (GII) score in 2015 was 0.293, with Armenia ranking 61 out of 159 countries. In 2015, its UNDP Gender Development Index (GDI) score was 0.993, again placing Armenia in the high human development group of countries.¹³ Another global indicator, the World Economic Forum's Gender Gap Index (GGI), ranks Armenia 97 out of 144 countries. Armenia's most problematic area in the GGI is the political empowerment of women.¹⁴

Traditions and norms regarding the role of women in the family and involvement in economic activities still persist in Armenian society. According to the analysis of the gender situation in Armenia, the persistence of this division of labour and responsibilities forms the basis for economic gender inequality. The analysis of the gender situation shows that the basis for inequality between women and men lies both in the economic arena and in the traditional division of gender roles in Armenian society. These norms link women primarily to family life and relevant responsibilities and limit their opportunities. Gender stereotypes impact women's participation in politics, business and the formal employment market. According to the World Bank's estimation, the loss associated with the gender gap in labour market participation in Armenia is around 14 per cent of income per capita. About 40 per cent of this loss in GDP per capita derives from distortions in the choice of occupations by women relative to men; the remaining 60 per cent corresponds to the costs associated with gaps in labour force participation.¹⁵

11 National Statistical Committee of the Republic of Armenia. (2017). Labour Market in the Republic of Armenia <https://www.armstat.am/en/?nid=81&id=1994>

12 National Statistical Committee of the Republic of Armenia. (2017). Social Snapshot and Poverty in Armenia, 2017 <https://www.armstat.am/en/?nid=82&id=1988>

13 United Nations Development Programme. (2016). Human Development Report 2016: Human Development for Everyone http://hdr.undp.org/sites/default/files/2016_human_development_report.pdf

14 World Economic Forum. (2017). The Global Gender Gap Report http://www3.weforum.org/docs/WEF_GGGR_2017.pdf

15 World Bank. (2017). Armenia Country Gender Assessment: Poverty and Equity Global Practice <http://documents.worldbank.org/curated/en/250481491242159715/pdf/113990-WP-P157626-PUBLIC-Armenia-Gender-Assessment-2016.pdf>

There are different surveys describing the perceived roles of men and women inside families in Armenia. According to the findings of the Caucasus Barometer survey (CRRC 2017 data), 94 per cent of the adult population thinks that in order to be a good citizen, it is important to protect traditions.¹⁶ Another countrywide Social Cohesion survey finds that a major part of Armenian society sees the man as the responsible party for the financial well-being of his family. According to the findings, 85 per cent think that the breadwinner in the family normally should be a man; 1 per cent believe it should be a women; and 14 per cent believe it should be both. However, there is a difference between the perceived responsibility to support the family and the actual situation. In 64 per cent of the families in Armenia, the breadwinner is male. In comparison, 17 per cent of Armenian families have a female breadwinner; and another 17 per cent of families have both male and female breadwinners.¹⁷ The finding reflects the fact that despite existing perceptions of the social roles of men and women, women are involved in economic activities to help their family.

Different organizations have conducted surveys describing the attitudes inside of families in Armenia. According to the findings of the study “Religious Belief and National Belonging in Central and Eastern Europe” by Pew Research Center, women in Armenia are associated with traditional gender roles such as the social responsibility to bear children and the obligation of wives to obey their husbands. Thus, 82 per cent of respondents were sure that “women have a responsibility to society to bring up children” and a “wife must always obey her husband”. A large group within society (53 per cent of respondents) thinks that when unemployment is high, men should have greater access rights to a job over women. Regarding the role of spouses in the family, 67 per cent consider it an ideal marriage when the husband and wife

both work and earn money and both look after the household and children.¹⁸

The economic empowerment of women is considered an important condition for gender equality; it is the background for achieving truly equal rights and equal opportunities between men and women, thereby increasing their political, economic and social power. Access to productive assets and financial resources is an important condition for women’s empowerment and the creation of opportunities to increase their income and protect them against financial destruction.

There is no official publicly available information on women’s ownership and possession of property. The available information is usually obtained through one-time surveys implemented with the support of donors.

The survey collected such information as women’s ownership and possession of property, employment, control over the use of their private earnings and other relevant information. In rural areas, it mainly included ownership of land, livestock and crops. Findings of the survey indicated that only a small percentage of rural women owned such resources by themselves: only 9 per cent owned land, 3 per cent cattle, 3.3 per cent other livestock, and 2.8 per cent crops and produce. The major part of these assets was in joint ownership (from 42 per cent of crops and produce to 78 per cent of land) or was owned by other family members. Even in the case of joint ownership, women in rural areas had limited opportunity to take independent decisions regarding assets. The situation among businesses owned by rural women was even worse. According to the results of the survey, only 0.1 per cent of women owned a business, and 4.4 per cent owned it through joint ownership. Only 37.7 per cent of women were

16 CRRC-Armenia. (2017). Caucasus Barometer, presentation on findings from the CRRC 2017 data http://www.crrc.am/hosting/file/_static_content/barometer/2017/CB2017_ENG_presentation_final_.pdf

17 CRRC-Armenia and United Nations Development Programme. (2011). Social Cohesion Survey <http://www.crrc.am/research-and-surveys/completed-projects/57-social-cohesion-survey?lang=en>

18 Pew Research Center. (2017). Religious Belief and National Belonging in Central and Eastern Europe: National and Religious Identities Converge in a Region Once Dominated by Atheist Regimes <http://assets.pewresearch.org/wp-content/uploads/sites/11/2017/05/15120244/CEUP-FULL-REPORT.pdf>

involved in income-generating activities. Moreover, 91.6 per cent of the women did not have any savings in the bank.¹⁹

The Demographic and Health Survey implemented in 2015 and 2016 found that 28 per cent of women working for cash said that they themselves mainly decide how their cash earnings are used, and 67 per cent said that they make this decision jointly with their husband. Women in urban areas (31 per cent) were more likely than women in rural areas (22 per cent) to decide for themselves how their cash earnings are used.

About half of women (48 per cent) owned a house alone or jointly with someone else, and 16 per cent of women owned land, compared to 72 per cent and 35 per cent of men, respectively. Rates of home ownership among women varies greatly from region to region: 81 per cent of women in Gegharkunik marz (region) owned a house, either alone or jointly, as compared to only 20 per cent in Shirak. Most women and men who own any asset have a title or other documents for the asset and have their name on the title.

About 20 per cent of women and men have a bank account that they use. Among men, use of a bank account does not vary substantially by rural-urban residence, but rural women are only half as likely (12 per cent) as urban women to have a bank account that they use (24 per cent). Mobile phone ownership is virtually universal in Armenia.²⁰

The major challenge for the development of rural areas is the migration of the male population for seasonal work. Most of them participate in seasonal migration multiple times. The main destination for migrants from rural areas is mainly Russia, and the seasonal workers there are mostly involved in construction, manufacturing, trade and services. About 50 per cent of migrants are usually employed as unskilled workers. Remittances sent back home are generally spent to cover current living expenses of family members, and only a small part is invested in education or the development of businesses.²¹ Around 82 per cent of seasonal workers are men. A large portion of the emigrants are between 20 and 54 years of age, which is considered the active employment age group. Around 48 per cent send remittances to their families on a regular basis, and around 22 per cent send remittances occasionally. Remittances are not evenly distributed across the country. There is a large difference among *marzer* (regions). Thus, the highest share of households receiving remittances is around 40 per cent in Tavush *marz*, followed by approximately 37 per cent in Gegharkunik and Shirak *marzer*.²²

Studies implemented in Ararat, Tavush and Gegharkunik *marzer* of Armenia revealed an inverse relationship between male seasonal migration and women's involvement in labour force participation outside the home. The study found that receiving remittances from seasonal migrants discourages women from seeking paid employment. Moreover, male migration does not increase women's

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- 19 United Nations Population Fund. (2010). Report on Nationwide Survey on Domestic Violence Against Women in Armenia 2008-2010
<https://armenia.unfpa.org/en/publications/nationwide-survey-domestic-violence-against-women-armenia-2008-2010>
- 20 European Training Foundation and CRRC-Armenia. (2012). Migration and skills in Armenia: Results of the 2011/12 migration survey on the relationship between skills, migration and development
http://www.crrc.am/hosting/file/_static_content/projects/Migration_and_skills_2011/Migration_and_skills_Armenia.pdf

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- 21 European Training Foundation and CRRC-Armenia. (2012). Migration and skills in Armenia: Results of the 2011/12 migration survey on the relationship between skills, migration and development
http://www.crrc.am/hosting/file/_static_content/projects/Migration_and_skills_2011/Migration_and_skills_Armenia.pdf
- 22 National Statistical Committee of the Republic of Armenia and International Organization of Migration. (2014). Report on Household Survey on Migration in Armenia
<https://publications.iom.int/books/report-household-survey-migration-armenia>

involvement in agricultural activities. However, there are more contributing factors to this phenomenon. The presence of adult males also negatively affects women's employment. Other factors to consider include the physical nature of the job, acceptable behavioural norms of the community and family traditions, women's status in the family, the lack of land and animals, and the lack of other job opportunities.²³

According to the statistical data published by the National Statistical Service:²⁴

1. In 2016, the share of economically active women in the labour market of the Republic of Armenia was 52.5 per cent, which was significantly lower than the share of men (71.2 per cent).
2. In 2016, 48 per cent of the employed, 18 per cent of employers, and 43 per cent of the self-employed were women. In the case of unpaid work contributing to the development of the family business, the share of women was 69 per cent, compared to 31 per cent of men.
3. In 2016, 37 per cent of employed women were in agriculture, 7.7 per cent in industry, 14.5 per cent in trade and services, and 31 per cent in public administration, education, health and

social work. For employed men, these figures were 30 per cent, 16 per cent, 19.5 per cent and 17.8 per cent, respectively. In addition, 6.8 per cent of employed men worked in construction. Men occupied managerial positions more often than women. Women were more often employed in positions requiring high- or middle-level qualification.

4. In 2016, the average nominal wage (income) of women was 66.4 per cent of the average wage (income) of men. The gender pay gap was 33.6 per cent. Since 2006, the gender pay gap has decreased by 7.2 percentage points. The gender pay gap is highest in the financial and insurance sector (44.4 per cent); mining, information and communications (38.4 per cent); and manufacturing (33.1 per cent). The lowest gender pay gap is in agriculture (9.4 per cent), energy (4.9 per cent), and accommodation and food services (9.8 per cent).
5. According to the Law of the Republic of Armenia "On State Pensions", the retirement age for both women and men is 63 years. In 2016, the average pension of women was equal to 92.6 per cent of the pension of men.

23 Sevoyan A. and Agadjanian. V. (2015). Men's migration and employment of women left behind in rural Armenia. In *Gender Inequalities in the Labor Market: Challenges and Solutions in Local and Global Contexts*. Center for Gender and Leadership Studies, Yerevan State University

24 National Statistical Committee of the Republic of Armenia. (2017) *Women and Men of Armenia* <https://www.armstat.am/en/?nid=82&id=1976>

III. PROVISIONS RELEVANT TO GENDER EQUALITY ISSUES IN THE LEGISLATION AND STATE PROGRAMMES OF THE REPUBLIC OF ARMENIA

Since gaining independence in 1991, Armenia has joined and ratified various international agreements and adopted national legislative acts to protect women and eliminate all forms of discrimination against women.

The Constitution of the Republic of Armenia provides equal basic rights and freedoms to all citizens and human beings in all areas of economic, social and political life in Armenia. These rights and freedoms are equal to all people regardless of their gender. Article 30 of the Constitution stipulates legal equality between women and men. All human beings are equal before the law,²⁵ and all types of discrimination, including gender-based discrimination, shall be prohibited.²⁶ The promotion of actual equality between women and men is among the main objectives of state policy.²⁷

The Law of the Republic of Armenia on Provision of Equal Rights and Equal Opportunities for Women and Men was adopted in May 2013. The objective of the Law is to serve as a safeguard for equal rights and opportunities for men and women in all areas of political, social, economic, cultural and public life, and regulate the relations arising while exercising these rights and opportunities.

Article 2 defines the purpose of the Law as to “ensure gender equality in all spheres of public life, the legal protection of women and men from gender discrimination, the promotion of civil society

formation and the establishment of democratic relationships in society”. The Law should provide “(1) the actual equality of rights, duties and responsibilities, equal treatment and exclusion of discrimination of women and men; (2) equality of opportunities; and (3) equality of outcomes for women and men”.

The Law on Provision of Equal Rights and Equal Opportunities for Women and Men prohibits any gender discrimination in all areas of political, social, economic, cultural and public life. It introduces the term “discrimination”, and article 6 “Prohibition of gender discrimination” defines direct and indirect forms of gender discrimination: (1) discrimination based on family status, pregnancy and implementation of family obligations; (2) different payments for similar or equal job, any change in salary level (increase or decrease) or worsening working conditions based on gender; (3) sexual harassment; (4) when a person has been treated, is treated or may be treated badly or unfavourably in a similar situation based on his/her gender; (5) replication of gender-based stereotypes in mass media, education and in culture; and (6) development of the conditions and introduction of the requirements which has caused or may cause negative consequences harming persons of a certain gender. It is prohibited to make offensive and humiliating public announcements concerning a person based on his/her gender, including in mass media.

25 The Constitution of the Republic of Armenia. (1995). Article 28. <http://www.concourt.am/english/constitutions/index.htm>

26 Ibid., Article 29.

27 Ibid., Article 86(4).

It is important to mention that the Law, while listing direct and indirect gender discrimination forms, does not define legal charges for cases of discrimination. Article 19 of the Law regulates the protection of gender discrimination victims, and it specifies three types of rights: (1) the right to apply to state and local self-governance bodies regarding cases of gender discrimination; (2) the right to court protection; and (3) the right to receive support from the Human Rights Defender.

The Law also established a national institutional mechanism providing support for reaching gender equality and equal opportunities for women and men. The national mechanism consists of the following entities:

- **Council on Provision of Equal Rights and Equal Opportunities for Women and Men adjunct to the Prime Minister of the Republic of Armenia:** The Council was established by Decree of the Prime Minister in November 2014 as a national mechanism to coordinate the provision of equal rights and equal opportunities between women and men in all spheres of public life. The Council should coordinate the development and implementation of strategic programmes in all areas of life and of public policies to ensure gender equality, exclude gender-based discrimination, exclude violence-related issues and ensure the resolution of such issues. The Council should work with civil society organizations. Council members include the Prime Minister of Armenia, ministers and deputy ministers, representatives of the Office of the President and National Assembly of Armenia, and the judge of the Court of Cassation of Armenia. The Head of the Social Department of the Government Staff serves as the secretary of the Council.²⁸

However, the Council is not convening on a regular basis. The latest meeting was held in February 2017, although according to the Statute, the meetings should be held at least every four months. Representatives of civil society organizations are not included in the Council. For discussions of specific issues, working groups are usually formed with the

participation of representatives of business communities, international organizations and NGOs. These representatives may participate at the Council's meetings in an advisory capacity.

- **Department of Family, Women and Children's Issues at the Ministry of Labour and Social Affairs:** The Department is responsible for the development of policy measures, state programmes and coordination of their implementation in the area of social protection of family, women and children in Armenia. The Department is also responsible for developing policies and legal acts in the area of equal rights and opportunities for women and men, and for coordinating their implementation, as well ensuring the unified application of legal acts regulating all the issues. The Department has limited capacities with a small number of staff. Moreover, the line ministries do not have staff working on gender issues.
- **Permanent commissions on gender issues established in each marzpetaran (regional governing body):** The commissions are responsible for developing annual action plans on gender equality, producing detailed lists of activities for their implementation and introducing the gender policy on the marz level. In Yerevan municipality, the Department of Family, Women and Children's Issues was established.
- **Advisor on Women's Issues at the Office of the Human Rights Defender:** The Advisor researches, records and responds to the issues connected to the rights of women at places of detention and penitentiary institutions, including the rights to adequate living conditions, hygiene, provision of food and clothing, communication with the outside world and other issues related to women's rights.

Article 18 of the Law requires the gender expertise of draft legal acts and their impact assessment according to the requirements of the Law on Legal Acts. The gender expertise of the legal acts aims to exclude and eliminate gender discrimination and violations of gender equality, ensuring compliance with the legislation of Armenia, international treaties and agreements signed by the country. Gender

28 See Annex 4.

expertise of the legal act should ensure the principle of provision of equal rights and equal opportunities for women and men in political, social, economic, cultural and other spheres of public life, as well as the protection of women and men from gender-based discrimination.

However, adoption of the Law created misperceptions and protests in society. Protests were caused by the use of the word “gender”. Some opponents insisted that the Law aimed to neglect traditional Armenian values and history and, thereby, to erode families. Other opponents believe that gender equality equated with homosexuality, which created harassment cases against sexual minorities. The protests demanded the removal of the use of the word gender in the Law, but no amendment was made. The negative reaction to the Law demonstrated that gender equality is not supported by society at large and that traditions and stereotypes dominate society.

In 2010, the Government of Armenia adopted the Concept Paper on Gender Policy, a long-term framework that defines major principles, goals and objectives and includes a strategy to introduce gender criteria in all spheres of social and political life such as public administration, socioeconomic, health, education and other sectors, as well as in rural areas. It also responds to the objectives of improving gender policy in decision-making, economic reforms, education and health spheres, and widening women’s opportunities. The Concept Paper also addresses the issues of human trafficking and gender-based violence. The framework is based on the gender equality approach, which is a core value and necessary condition for social justice. The Concept Paper on Gender Policy reflects the latest international approaches to gender equality implementation based on the principle of equal rights and equal opportunities.

The Concept Paper defined the main goals of the gender policy in Armenia as the following:²⁹

- Achieving gender equality in all spheres of social life aimed at the sustainable development of society and the provision of democratic reforms
- Ensuring equal representation of women and men at all levels of decision-making
- Overcoming all forms of discrimination on the basis of sex
- Creating equal opportunities and equal accessibility to economic resources for women and men in the labour market and employment spheres
- Forming a democratic political culture that can support a gender dialogue in society

Based on the Concept Paper requirements, in 2011 the Government of Armenia adopted the 2011-2015 Gender Policy Action Plan, which addressed all areas of the Concept Paper and stated special goals for each area. The Action Plan particularly stated measures to improve the life of rural women. The Government would support women’s business activities and economic initiatives, especially in rural areas, through the implementation of targeted projects expanding the economic opportunities of women and their access to loans and microloans (which are provided at reduced interest rates) and increasing their income. Various women’s empowerment programmes are implemented with the support of donors. The Action Plan required the introduction of a gender expertise system for social and economic development programmes and projects. The Action Plan also required the inclusion of gender into the budgeting and planning processes and the gradual application of gender-sensitive budgeting at various stages of the budgetary cycle.³⁰ Currently, the Ministry of Labour and Social Affairs implements targeted programmes to bring young women to the labour market by reimbursing babysitters’ services.

29 Available at http://www.un.am/up/file/Gender-Concept-Paper_Engl_2010.pdf.

30 To the Protocol Decision No. 19 made by the Government of the Republic of Armenia. (May 20, 2011). Republic of Armenia Gender Policy Strategic Action Plan For 2011-2015 http://www.un.am/up/file/2011-2015_Gender%20Policy_NAP-Eng.pdf

The Government of Armenia implements various donor-funded programmes developing local economies and stimulating access to markets and the social service infrastructure; boosting agricultural activities, SMEs and tourism development in rural areas; and creating new jobs. All of these donor-funded projects usually target women as their special beneficiary group.

Recently, the Ministry of Labour and Social Affairs developed and introduced for discussion the Draft of the Decree of the Government of the Republic of Armenia “On Approval of the Strategy Implementing the Policy on Provision of Equal Rights and Equal Opportunities for Women and Men, and Actions Plan for 2018-2022”. The Strategy defines six major areas in which the Government will focus its activities, related goals and expected outcomes:

1. Overcoming discrimination on gender-based characteristics in the socioeconomic arena, and expansion of women’s economic opportunities
2. Full and effective participation of women and men, and expansion of their equal opportunities in education and science
3. Expansion of equal opportunities for women and men in health care
4. Prevention of gender-based discrimination, and equal participation of men and women in governance and decision-making processes
5. Improvement of the national mechanism for the promotion of women
6. Prevention and combating of domestic violence

It is important to mention that the submitted Strategy targets rural women and rural children. Expansion of women’s economic opportunities in the agricultural sector is one of the goals of the Strategy. To reach this goal, the Government will engage women in agricultural cooperatives to support their involvement in the agricultural value chain,

introduce new technologies to increase efficiency, and disseminate experience and best practices. The Government will also implement capacity-building for women entrepreneurs and support women’s access to loans. It is expected that the share of the women receiving agricultural loans will reach 18 to 20 per cent. The share of women participating in agricultural value chain development programmes should reach 20 to 23 per cent. As a result of the various implemented activities, the income of the women involved in agriculture and rural development activities will increase.

In the course of implementing the Strategy, the process will be continuously monitored and evaluated. The Action Plan proposes the introduction of monitoring and information exchange systems for Government programmes in the area of equal rights and equal opportunities for women and men, which should help to evaluate the effectiveness of planned activities, reveal arising problems and solve them. Alternative monitoring and evaluation will be based on analysis of official statistics, research and reports produced by various organizations.

In 2012, the Ministry of Labour and Social Affairs developed a manual on “Gender sensitive and disaggregated indicators”.³¹ The indicators should be used to analyse the state of equality of rights and opportunities between men and women, and to assess the level of integration of the different genders in society at the local level. However, in order for state agencies to use these indicators, the relevant monitoring system should be implemented, due in the fourth quarter of 2018. At the same time, many indicators presented in the manual are collected currently by the National Statistical Service.

The Ministry of Agriculture alongside the World Bank are working to establish a comprehensive monitoring and evaluation system for evidence-

31 Available at <http://mlsa.am/wp-content/uploads/2016/11/93A.pdf>.

based policymaking. This project should develop the capacities of the Ministry of Agriculture in policy formulation and implementation of agriculture sector strategy, as well as support adoption of the principles and techniques of evidence-based policymaking including statistical and sex-disaggregated analysis. As a result, the Ministry will establish a system for regular collection, analysis and publication of data on the implemented policies and programmes.³²

Although adopted legislation in Armenia protects gender equality in all spheres of public life, there is a gap between the adopted legislation and actual practice and results, especially in the economic arena.

For substantive gender equality and equal opportunities for men and women, it is necessary

to develop and implement a set of standards and criteria, including the regular monitoring and assessment of the application of legal documents and norms. According to the 2017-2019 Action Plan implementing the Human Rights Defending Strategy, the Ministry of Labour and Social Affairs will develop and submit in the fourth quarter of 2018 a monitoring system tracking the implementation of policy measures for equal rights and equal opportunities for women and men.

Although Armenian authorities adopted legal acts to diminish gender inequalities and create equal opportunities for women and men, various national development strategies and programmes either do not include a gender component or articulate it very weakly. This approach can deepen the gender gap.

32 World Bank. (2016). Project Information Document. Agriculture Policy Monitoring And Evaluation Capacity Building Project, Armenia
<http://documents.worldbank.org/curated/en/361371473360424633/pdf/PIDC46851.pdf>

IV. AGRICULTURAL AND RURAL DEVELOPMENT POLICIES IN ARMENIA

a) State strategies

The main document establishing government objectives, priorities and strategy for the development of agriculture, agrifood production and related businesses is the **Rural Areas and Agriculture Development Strategy of the Republic of Armenia**. The current strategy was adopted in November 2010 and covers the period from 2010 to 2020. The Strategy outlines the framework and major priorities for rural areas, agriculture and agro-processing development for the 10-year period. The framework includes the following measures:

- Efficient use of land, water, labour and other resources to improve the productivity of the agriculture sector
- Enhancement of agricultural competitiveness and introduction of innovations to the sector
- Development of agricultural cooperation to increase the efficiency of the agricultural sector
- Strengthening of agricultural support services and improving their quality and accessibility
- Strengthening of integration links in agriculture and agro-processing, and creating new value chains
- Improvement of market access for agricultural and agro-processing products and increase their export volumes
- Establishment of a food safety system complying with international standards
- Expansion of non-agricultural employment opportunities in rural areas to increase the income of the rural population
- Development of rural communities' economic and social infrastructure to improve the living conditions of the local population
- Development of nature- and environment-friendly agro-tourism and organic agriculture

Although the Strategy covers a broad range of issues relevant to the development of rural areas, it is gender-neutral. The only gender-specific measure included in the Rural Areas and Agriculture Development Strategy is the implementation of specific projects helping to boost women's business activities.

Two additional important strategies have been developed – the “Regional Development Strategy of the Republic of Armenia for 2016-2025” and the “Marzes Development Strategies for 2017-2025”. The major objective of the Regional Development Strategy is the sustainable economic and social development of all marzer based on needs and available resources, as well as the improvement of their competitiveness. The Strategy defined six major priorities for regional development:

1. Development of drivers for economic growth in regional hubs , including the development of new jobs and improvement of the quality of life through development of regional urban infrastructure and provision of quality services, as well as the establishment of relevant infrastructure and environment supporting business activities
2. Development of regional and local transportation systems in order to improve access to markets and various services for the local population, as well as to support the development of the tourism sector
3. Improvement of an environment for local businesses, including development of business support centres and support of different regional and local initiatives creating new jobs
4. Investments in human capital and social infrastructure, which should increase access of the local population to services such as health, education and culture

5. Sustainable development and promotion of the tourism sector based on restoration and preservation of historic, cultural and natural monuments in the regions, as well as tourism sector infrastructure development which should make regions attractive and support new jobs creation
6. Strengthening of regional development management capacities at the *marz* level to make the programmes and projects development and implementation more transparent at all stages

The Regional Development Strategy outlines priorities, principles and approaches. Development of the each *marz* should be based on the *marz* development strategies taking into account its competitive advantages. These strategies for each *marz* were approved by the Government of Armenia on 6 July 2017.

Both strategies are gender-neutral and require an equal approach to men and women. The documents do not propose any specific actions to tackle gender inequalities. As mentioned above, according to the Government Programme, by 2022 the gender equality component will be reflected in the various socioeconomic development programmes.³³ In addition, staff responsible for the development of gender-mainstreamed documents as well as gender expertise of legal documents and the monitoring and evaluation of the implementation, lack experience and skills in these areas.

To address gender issues and increase income and employment in rural areas, the Regional Development Strategy supports the expansion of rural non-agricultural employment opportunities (rural development, agro-tourism, craftsmanship, souvenir and home-based support) through the implementation of targeted programmes raising the business activities of rural women.

33 On 7 June 2018, the National Assembly of Armenia approved a new Government Programme. The Programme does not contain direct reference to gender equality issues. As of 14 June 2018, however, more women were appointed as minister and deputy minister. Two women were appointed as ministers, and 10 women were appointed as deputy ministers.

b) Agricultural cooperatives

Fragmentation of land after privatization created certain problems for newly established family-based farms. Few small land parcels and limited financial resources made the use of agricultural machinery and proper agricultural practices difficult, thus reducing productivity and income from agricultural activity. The small size of farms made it difficult to negotiate a fair price with large input suppliers and buyers of the farm output.

Many donors implementing agriculture development programmes supported the establishment of agricultural cooperatives. In 2009 and 2010, the Millennium Challenge Account–Armenia was managing the implementation of an agriculture development programme funded by the United States Government through the Millennium Challenge Corporation; as part of a larger study, it also reviewed farmers’ attitude towards agricultural cooperatives.

The main objections that farmers had to working in cooperation with other farmers were related to land rights; the management of cooperative and decision-making processes; the fair and equal involvement of all members in the production process; and trust in each other and the fair distribution of the results of the joint work. Many farmers considered the establishment of agricultural cooperatives as land consolidation; therefore, they did not want to lose control over their land and did not see opportunities to cooperate at other phases of the production cycle or agricultural activities.³⁴

In December 2008, the National Assembly of Armenia adopted the amendment to the Civil Code creating the basis for farmers’ cooperation without formal registration as a legal entity. The amendment allowed farmers to sign a simple agreement on joint work, which should contain full information on

34 Millennium Challenge Account–Armenia. (2010). The Water-to-Market Qualitative Process Analysis Report

property invested by each member, representation of members, sharing of profit from joint agricultural activity and other important clauses.

As a next step, in December 2015, the National Assembly of Armenia adopted the Law of the Republic of Armenia on Agricultural Cooperatives. The Law covers relations between farmer-members of the agricultural cooperatives. The Law regulates issues related to the establishment of agricultural cooperatives, membership and implementation of activities, as well as management, reorganization and liquidation of agricultural cooperatives and their unions. The Law also defines the rights, obligations and responsibilities of the members, as well as states support to agricultural cooperatives. However, the Law does not provide a specific provision for women-established and women-led cooperatives.

As of today, the establishment of cooperatives in agriculture is mainly donor-driven, such as by the World Bank, OXFAM and other donors. Most of the cooperatives were established as consumer cooperatives or as informal groups. Particularly, within the framework of the “Community Agricultural Resource Management and Competitiveness” (CARMAC I and II) project funded by the World Bank’s Community Pasture User Association, 189 consumer cooperatives were established in eight *marzer* of the Republic of Armenia (Aragatsotn, Gegharkunik, Kotayk, Lori, Shirak, Syunik, Tavush and Vayots Dzor). Within these cooperatives, there were 8,046 members, of whom 2,422 were women. Trainings on the rights and responsibilities of members, budgeting, sustainable pasture use practices and land degradation, prevention of negative impact on the environment, current legislative issues and other topics were conducted for women members of cooperatives. Implemented activities should promote the creation of additional jobs for women, improve their working conditions, raise their awareness on principles of cooperation, and raise their income. As a part of the project, cooperatives received access to financial resources through an innovative grants programme.

An ENPARD project co-financed by the European Union and Austrian Development Agency also

supported the establishment of agricultural cooperatives. Thus, with the support of the project, several buckwheat growing and processing cooperatives were established in Gegharkunik, Kotayk and Shirak *marzer*. Buckwheat was a new crop and replaced wheat, barley and potatoes or used new lands. Women established a non-traditional vegetable production cooperative in Lori *marz* that started broccoli production. Six women-run modern dried fruit and herb-production cooperatives were established in Aragatsotn *marz*.

The NGO Green Lane Agricultural Assistance, with the assistance of the UN Women Fund for Gender Equality, works with rural women producer groups to build their sustainable agricultural businesses, link to the markets and increase their incomes. They work with rural women on organic agriculture techniques, help them to develop business plans and provide them with training, equipment and seedlings needed to implement the plans. Organic agriculture is a very promising sector to involve rural women in farming. Women are usually responsible farmers who are concerned not only about income and availability of food for families, but also about the quality of the food and its impact on the health of family members.

c) Research and education on agriculture issues in Armenia

The agricultural knowledge dissemination network in Armenia includes the Armenian National Agrarian University with its research centres, agricultural colleges in the *marzer* and the extension system.

Armenian National Agrarian University is a higher education institution that trains students and conducts research in different areas of agricultural science.

Five agricultural colleges in the *marzer* help young people from rural areas in Armenia to obtain skills and knowledge in agriculture. Reforming and strengthening the vocational education and training system and bringing it to the modern requirements of the labour market have been implemented by UNDP and currently by the EU.

The extension system in Armenia includes public services, private services and NGOs. Before 2017, there was a network of Republican and Regional Agricultural Support Centers established with the support of the World Bank in 1999. These Centers were mainly funded from the state budget. In 2017, they were merged with the Agriculture Development Fund as regional groups. However, the statute of the Fund does not clearly define the implementation of the extension function.

There are also a number of private organizations working at the same area. The leading private sector actor is the Center for Agribusiness and Rural Development (CARD) Foundation. The Foundation was established in 2005 as a successor of the Marketing Assistance Project funded by USDA, and moved from a donor project to a commercial, for-profit entity. CARD promotes modern agricultural technologies, machinery and equipment; supports agricultural processing companies to improve the competitiveness of their products to sell at local and export markets; helps to improve food safety and food security at all stages of the production cycle; and works on the improvement of animal genetics, animal health and husbandry practices.³⁵

The Law of the Republic of Armenia on Agricultural Cooperatives also allows the cooperatives to

implement activities specific to the private agricultural extension system. In particular, Article 5 of the Law states that agricultural cooperatives can work and provide services in the areas of plant protection, animal breeding, animal husbandry and veterinary, and agricultural land improvement, as well provide information and advisory and consulting services. In addition, according to Article 6 of the Law, agricultural cooperatives can establish unions in order to provide information and advisory services, training to the members for their professional development and capacity-building, as well as market research.

There are also a number of non-governmental organizations offering different types of services to farmers. One good example is Green Lane, which works with women farmers groups.

The experience of the M4M project, funded by the Swiss Agency for Development and Cooperation, is of particular interest. The project works with youth developing and establishing agricultural classes in the local schools. The purpose of the classes are to make children interested in agriculture, demonstrate best practices and disseminate knowledge. The young people wishing to study at the Agrarian University and return back to their communities to work in the agricultural sector have the opportunity to receive a 50 per cent reduction in the tuition fee.

35 Center for Agrobusiness and Rural Development Foundation. <http://www.card.am>

V. MAPPING OF AGRICULTURAL AND RURAL DEVELOPMENT PROGRAMMES IMPLEMENTED IN ARMENIA SUPPORTED BY DEVELOPMENT PARTNERS

The European Union is a large trading partner for Armenia. In 2017, according to the National Statistical Service of Armenia, around 24.5 per cent of external trade was with EU member countries,³⁶ and there is potential for growth. Among Armenia's main EU trading partners are Belgium, Bulgaria, France, Germany, Italy and Netherlands.

Armenia is among 10 countries with preferential EU market access under the GSP+ framework (Regulation EU No. 978/2012). Armenia accessed the current GSP+ framework on 1 January 2014. In general, under the GSP+ there are up to 6,400 tariff lines, including agricultural production and processed food. Currently under the GSP+ preferences system, Armenia exports 35 to 40 per cent to EU countries. The share of the agricultural trade GSP+ system (about 1.5 per cent) is small compared to the percentage of GDP produced in the agriculture and agrifood sector and the number employed there.

The GSP+ preferences framework is an EU tool to promote core human and labour rights, principles of sustainable development and environmental protection, and good governance in vulnerable developing countries. The GSP+ grants additional preferences to countries that ratified and are effectively implementing 27 core international conventions and treaties in the above-mentioned

areas.³⁷ At the GSP+ arrangement, participating countries are also considered to be vulnerable because of the lack of diversification of their economy and insufficient integration into the international trading system. The current GSP+ framework strengthened the monitoring mechanism on the implementation of core rights and principles by introducing a two-year monitoring period; it is the country's responsibility to prove positive developments.

As already noted, the GSP+ arrangement is linked to the implementation of core human rights, labour rights and other sustainable development conventions, including the Convention on the Elimination of All Forms of Discrimination against Women. The latest monitoring mission to Armenia (June 2017) referred to, among other issues, the CEDAW recommendation to pay special attention to the needs of rural women in state policies and to ensure their equal access to basic services. The monitoring mission also recorded that the lack of an effective implementation mechanism for the Law on Equal Rights and Equal Opportunities for Men and Women has limited its impact during the reporting period. The monitoring mission recommended that strategies and action plans covering gender-related issues should include specific, measurable performance indicators, expected outcomes and, most importantly, effective implementation, monitoring and evaluation mechanisms.³⁸

36 National Statistical Committee of the Republic of Armenia. (2017). Socio-Economic Situation of the Republic of Armenia
http://armstat.am/file/article/sv_12_17a_520.pdf

37 See Annex 3.

38 European Commission. (2018). The EU Special Incentive Arrangement for Sustainable Development and Good Governance ('GSP+') assessment of Armenia covering the period 2016 - 2017
http://trade.ec.europa.eu/doclib/docs/2018/january/tradoc_156537.pdf

Programmes targeting the agriculture and tourism SMEs finance programme funded by the European Investment Bank is providing training in financial literacy, entrepreneurship and business skills and financing of SMEs, particularly those run by women, operating in the agriculture and tourism sectors. Through local financial institutions, the SMEs receive long-term loans to invest in agriculture and tourism development. In the framework of the Women's Entrepreneurship Support Sector Development Programme funded by the Asian Development Bank, the Government promotes the development of women-owned SMEs. To be considered women-owned, SMEs should meet at least one of the following criteria: at least 50 per cent of the enterprise should be owned by women; or at least 60 per cent of the executive body should consist of women; or at least 50 per cent of the employees should be women. These SMEs are receiving business skills training and access to long-term financial resources through local financial institutions.^{39,40}

The MCA-Armenia Credit Program, still a remaining part of the Compact funded by the Millennium Challenge Corporation, extends long-term and low interest rate loans to agriculture and agriculture-related business development, and for the purchase of agricultural machinery and equipment. The Program is lending to small and mid-size farmers and rural businesses, and up to 30 per cent of borrowers should be women.

The World Food Programme (WFP) is another organization with impact on local development. WFP, with co-financing from the Government of Armenia, implements the Sustainable School Feeding Programme for primary school children.

The objective of the programme is to support the food security for these children, provide a safety net for their families and bring children to school, and address the country's nutritional concerns. WFP operates in six marzer and provides support in in-kind or cash modalities. The Government provides cash-based transfers in the remaining four marzer. WFP is planning to gradually move to a home-grown school meals approach, linking schools to farmers to provide fresh and locally sourced food to children, thus boosting the local economy.⁴¹

The Second Community Agricultural Resources Management and Competitiveness project (CARMAC II) funded by the World Bank is a project with livelihood and environmental impact. The project develops and supports implementation of participatory management plans to improve productivity and sustainability of pasture and livestock systems in upland areas in targeted communities, thus improving food security and incomes. The project also supports the development of selected value chains, including livestock production, through targeted investments to strengthen links between producers and processors and markets, promote food safety, and support processing and marketing. Finally, the project provides investments to increase the capacity of public sector institutions to improve market access and selected value chain development. The Women/Youth Special Support Program component provides special training and mobilization activities to women and rural youth with the aim of enhancing their participation in the cooperatives and communal decision-making processes around livestock and pasture management and to foster engagement by the younger generation in livestock production. Linked to value chain development, the trainings are

39 Gevorg Tumanyan. (2016). Presentation: Armenia Loan for SMEs. German Armenian Fund http://www.eib.org/attachments/general/events/20161118_eligibility_and_procedures_german_armenian_fund_gevorg_tumanyan_eng.PDF

40 Asian Development Bank. (2012). Report and Recommendation of the President to the Board of Directors. Proposed Policy-Based Loan, Loan, and Technical Assistance Grant Armenia: Women's Entrepreneurship Support Sector Development Program <https://www.adb.org/sites/default/files/project-document/74531/45230-001-arm-rrp.pdf>

41 WFP Armenia. (2017). Country Brief <http://documents.wfp.org/stellent/groups/public/documents/ep/wfp274961.pdf>

also provided to interested women and youth on the development of food businesses, and they support women- and youth-run food businesses to apply for available funding grants.⁴²

The World Bank also implements two grant projects with the National Statistical Service of Armenia: Implementation of the National Strategy Program for Strengthening of the National Statistical System; and Strengthening Armenia's Integrated Living Conditions Survey. Although Armenia generally follows international standards in the collection and dissemination of statistical data, there is need for further streamlining according to the international approaches in such areas as demographic data, labour markets, education and health, environment, transport, business registry, national accounts, and price indices. Thus, the first project will address this issue and further improve the capacity of the statistical system of Armenia and the technical capacity of the staff at the National Statistical Service to produce and disseminate relevant, reliable and timely statistics in a cost-effective manner that are in line with international standards and responsive to end-users needs.⁴³ The second project will be focused on the strengthening of poverty monitoring in Armenia and more precise estimates of poverty, especially at the regional level. For this purpose, the National Statistical Service alongside the World Bank are work on improvements to the quality of the integrated living conditions survey microdata.⁴⁴

In November 2017, the Government of Armenia signed an agreement with the German Development Bank (KfW) to develop and introduce a national system of agricultural insurance. Armenia is located in an area that regularly experiences hailstorms, droughts and other natural disasters, and thousands

of subsistence farmers lose their crops each year. The introduction of an agricultural insurance system will be a necessary tool to soften losses.⁴⁵

Beginning in 2011, the Government of Armenia has been implementing an agricultural loans interest rates subsidizing programme. The purpose of the programme is to reduce the cost of capital for agriculture in order to boost entrepreneurial activities of the rural population; introduce new technologies improving the efficiency of the sector; create new jobs and increase income; and eventually bring about improvements to the living conditions in rural areas. In 2018, the Government will allocate AMD 1.16 million⁴⁶ (around USD 2.43 million) from the State budget for this programme. As with most implemented programmes, the agricultural loans interest rates subsidizing programme does not specifically target rural women. On average, only 15 per cent of the subsidy amount was distributed to women. The same picture applies to loans extended by credit organizations specialized in the provision of agricultural loans. On average, 15 to 20 per cent of loans are given to women. The relatively small share of loans disbursed to women can be also explained by the fact that women are mostly risk averse, and the current level of interest rates will not always encourage women to apply for loans.

The Asian Development Bank approved the non-sovereign (private) Rural Financial Inclusion Project to support MSMEs and the agriculture sector, primarily outside of Yerevan. A loan in an amount up to USD 6 million (or AMD equivalent) will be provided to FINCA Armenia UCO. Up to 75 per cent of the funding will go to MSMEs outside the capital, and up to 70 per cent will be used to on-lend to the agricultural sector.⁴⁷

42 Available at <http://documents.worldbank.org/curated/en/464361468005066524/pdf/PAD7220PAD0P13010Box385222B00UO090.pdf>.

43 World Bank. (2016). Project Information Document. Strengthening Armenia's Integrated Living Conditions Survey <http://documents.worldbank.org/curated/en/874251468206054050/pdf/PIDC25060.pdf>

44 World Bank. (2016). Project Information Document. Agriculture Policy Monitoring And Evaluation Capacity Building Project, Armenia <http://documents.worldbank.org/curated/en/361371473360424633/pdf/PIDC46851.pdf>

45 The Government of the Republic of Armenia. (2017). Official News: Republic of Armenia Government, KfW Sign Cooperation Agreements <http://www.gov.am/en/news/item/9246/>

46 State Budget of the Republic of Armenia. (2018) <http://www.gov.am/en/budget/>

47 Asian Development Bank. (2012). Report and Recommendation of the President to the Board of Directors. Proposed Policy-Based Loan, Loan, and Technical Assistance Grant Armenia: Women's Entrepreneurship Support Sector Development Program <https://www.adb.org/sites/default/files/project-document/74531/45230-001-arm-rrp.pdf>

Many donors establish a specific quota for women's participation in their programmes (MCA-Armenia program, ADB Women Entrepreneurship Support program). Usually it is from 30 to 50 per cent. However, very often women are applying for loans or other types of assistance, while in fact their husbands or sons make the decision to receive and use loans.

The Government of Armenia with the World Bank will implement the Local Economy and Infrastructure Development Project in five *marzer* (Ararat, Kotayk, Lori, Syunik and Vayots Dzor). The project will develop tourism infrastructure and restore cultural and historical heritage sites, thus supporting development of new related businesses and jobs. Tourism is a growing sector of Armenian economy and has the potential to expand. An increased number of tourists visiting the historical and cultural sites will boost economic activities and community development in the regions. New income-generating opportunities in each project region will arise, such as guest-houses, restaurants, handicraft workshops, handicraft and souvenir shops, food production and other activities demonstrating region-specific traditions. These activities will increase different employment opportunities in the tourism and hospitality sectors for both men and women.⁴⁸

Together with UNDP, the Government of Armenia implements two projects: the Integrated Rural Tourism Development Project and the Integrated Support to Rural Communities Development Project.

The Integrated Support to Rural Communities Development Project is implemented in 45 bordering communities of Tavush marz. The goal of the project is to raise the quality of life and the income of the local

population through the application of an integrated socioeconomic approach. Community economic sustainability activities are supporting development agriculture and agro-processing development. These activities include the establishment of agricultural machinery stations, energy- and water-efficient greenhouses, new orchards and vineyards, modern small agro-processing units and collection centres. The activities' beneficiaries will receive relevant training. Community sustainability activities are supporting development and rehabilitation of rural communities' infrastructure to improve efficiency of energy and water use. The selection of activities at beneficiary communities takes place with broad participation of the local population.⁴⁹

Another project is the Integrated Rural Tourism Development Project, which supports the development of rural communities by incorporating rural tourism opportunities as an additional source of income. The project will be implemented in 60 communities across the country. The project is helping beneficiary communities to identify historical heritage, cultural, nature and other tourist attraction sites, and to develop, brand and promote relevant tourism products and services in the market. The project is supporting the capacity-building of farmers and rural entrepreneurs (including women and youth) in food processing, packaging, hospitality services, food safety and quality requirements, management and other sector-specific topics. The UNDP Integrated Rural Tourism Development Project also cooperates with the "My Armenia" cultural tourism programme funded by USAID. This programme is managed by the Smithsonian Institution and aims to preserve Armenian national culture by developing cultural tourism.⁵⁰

48 Available at <http://documents.worldbank.org/curated/en/831361467992519563/pdf/PAD1424-REVISED-P150327-PUBLIC-disclosed-12-22-2015-11-30PM-R2015-0241-2-Box394828B.pdf>.

49 United Nations Development Programme, Armenia. (2015). Project Document: Integrated Support for Rural Development <http://www.am.undp.org/content/dam/armenia/docs/Russian%20ProDoc%20Eng.pdf>

50 United Nations Development Programme, Armenia. (2016). Project Document: Integrated Rural Tourism Development http://www.am.undp.org/content/dam/armenia/img/povred/irted/Docs/Prodoc/Final%20prodoc_Eng.pdf

VI. CONCLUSIONS AND RECOMMENDATIONS

1. Inclusive approach involving all key stakeholders

Armenia shifted its policy from protecting women's rights to a neutral gender policy creating equal rights and equal opportunities for men and women. Because of the gender structure of the Government of Armenia, the Council on Provision of Equal Rights and Equal Opportunities for Women and Men adjunct to the Prime Minister of the Republic of Armenia is male-dominated and includes only public-sector representatives. Civil society can participate only through the specially formed working groups.

Recommendation:

To make the Council's activity more balanced, an effective approach would be the involvement of representatives of civil society and international organizations to discuss drafts of legal acts and other important topics. Civil society organizations, especially women's NGOs, actively work in the area of the protection of women's rights and in promoting gender equality. Their participation in the work of the Council will accelerate, strengthen and integrate a gender equality component in the various government socioeconomic development programmes, as well as introduce tools to assess the current situation of gender issues and monitoring.

To gender mainstream programmes and monitor their implementation at the marz level, an efficient way is to use an inclusive approach with involvement of local NGOs working on the protection of women's rights and with women and local governments with their increasing functions and roles in the course of the decentralization.

2. Gender expertise of legal acts and programmes

The Law on Provision of Equal Rights and Equal Opportunities for Women and Men requires gender

expertise of legal acts and programmes. There exists a misunderstanding of the role and methods of gender expertise and a lack of skills and capacity to implement gender expertise of legal acts and programmes at different level of government.

Recommendation:

There will be a need to define a relevant body responsible for the implementation of gender expertise, including providing technical assistance on the republican and regional levels to organize a system of gender expertise, and integrating gender expertise into policy development processes as a requirement.

3. Formation of women-farmers groups

Agriculture development projects have the aim to improve the efficiency of the sector and increase the income of the rural population. For small-scale and female-headed farms, the introduction of new high-value varieties and use of technologies will support improvements in farm efficiency and help them to find their market niche.

The formation of women-farmers groups will stimulate joint work as well as create to opportunities for information sharing, social life and connections within the communities for rural women.

Recommendation:

A knowledge dissemination system is a necessary condition for efficient agricultural production. In Armenia, main sources of information for farmers are public and private extension services. Farmers need knowledge in animal breeding, land cultivation, plant growing, crop storage, marketing, and the recording of farm expenditures and crop budgets. The Agriculture Development Fund, with its regional advisory groups, provides public services mainly to small-scale subsistence farmers. However, the statute of the Fund does not clearly define the

implementation of the extension function. The project may work with the Agriculture Development Fund and regional extension groups to streamline their services to the needs of women farmers. Establishment of agricultural classes in the local schools will create interest towards agriculture and motivate youth to stay in their communities.

4. Linking beneficiaries to potential markets

An important part of any agriculture development project is linking project beneficiaries to potential markets. Small-scale and female-headed farms are mostly the major target groups for donor-funded projects.

Recommendation:

UN Women can cooperate with the WFP-initiated school feeding programme and link women farmers with local schools to supply food. UN Women can also cooperate with the World Bank and UNDP in Armenia implementing tourism development projects as a potential market for women farmers.

5. Introduction of sex-disaggregated and gender-sensitive data

Development and integration of gender components into government policy documents and programmes should be evidence-based. The National Statistical Service collects sex-disaggregated data and statistics, but information collected on rural women does not fully reflect the picture. The World Bank is working with the National Statistical Service to strengthen the national statistical system. With the Ministry of Agriculture, the World Bank is also working on the establishment of a monitoring system to collect data in order to track and evaluate government policies, programmes and activities in the area of rural and agriculture development.

Recommendation:

UN Women can cooperate with the World Bank on the introduction of sex-disaggregated and gender-sensitive data.

ANNEX 1

Agricultural Zones in Armenia⁵¹

Armenia's geographic location and diverse elevation has shaped the conditions of its climate and its specializations in agricultural production. Despite its relatively small territory, the country has nine distinct agricultural zones:

- **Ararat Valley:** The zone is located at an altitude between 800 and 1,000 metres. This is the major agricultural area of the country, and agricultural production is only possible with the use of irrigation. The zone is specialized mostly in growing vegetables, fruits and grapes.
- **Pre-mountainous zone of Ararat Valley:** The zone is located at an altitude of 900 to 1,000 metres and higher. Agricultural production is possible with the use of irrigation and rain collection. The zone is specialized in growing vegetables, fruits, grapes and cereal crops, as well as animal breeding and dairy production.
- **Central zone:** The zone is divided into two subzones. The first subzone is located at an altitude between 1,400 and 1,800 metres, and the second is above 1,800 metres. Agricultural production is mostly rain-fed. The zone is mostly specialized in livestock breeding and growing potatoes and cereal crops.
- **Lake Sevan basin:** The zone is located at an altitude of up to and above 2,000 metres. Agricultural production is possible with the use of irrigation and rain collection. At an altitude above 2,500 metres, there are open grazing lands. The zone is mostly specialized in animal husbandry, dairy production and growing potatoes.
- **North-eastern zone:** The zone is located at an altitude of up to and above 900 metres. The zone has two subzones: a woodless plain located up to 900 metres and a mountain-forest above 900 metres. Agricultural production is possible with the use of irrigation and rain collection. The zone is specialized in growing fruits and grapes, livestock breeding and tobacco cultivation.
- **Lori-Pambak:** The zone is divided into two subzones: areas up to 1,500 metres and above 1,500 metres. Agricultural production is mostly rain-fed. The zone is specialized in livestock breeding, dairy production and potato cultivation.
- **Shirak:** The zone is divided into two subzones: areas up to 1,700 metres and above 1,700 metres. Agricultural production is possible with the use of irrigation and rain collection. The zone specializes in animal husbandry, dairy production, and growing potatoes and cereals crops.
- **Vayk:** The zone is divided into three subzones: areas up to 1,400 metres, between 1,400 and 1,900 metres, and above 1,900 metres. Agricultural production is possible with the use of irrigation and rain collection. The zone is specialized in growing grapes and fruits.
- **Zangezur:** The zone is divided into two subzones: a lowland up to 900 metres and areas above 900 metres. Agricultural production is possible with the use of irrigation and rain collection. The zone is specialized in growing fruits and grapes, livestock breeding, dairy production and tobacco cultivation.

51 European Commission. (2018). The EU Special Incentive Arrangement for Sustainable Development and Good Governance ('GSP+') assessment of Armenia covering the period 2016 - 2017
http://trade.ec.europa.eu/doclib/docs/2018/january/tradoc_156537.pdf

ANNEX 2

Gender-related International Conventions and National Legal Acts

- UN International Covenant on Civil and Political Rights, and on Economic, Social and Cultural Rights, and their Optional Protocols (1993)
- UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1993)
- Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (2006)
- ILO Equal Remuneration Convention (1994)
- European for the Protection of Human Rights and Fundamental Freedoms and its Protocols (2002)
- UN Convention Against Transnational Organized Crime and related protocols (2003)
- UN Convention on the Political Rights of Women (2008)
- Convention on the Rights of Persons with Disabilities and its Optional Protocols (2010)
- Commitments at the Global Leader's Meeting on Gender Equality and Women's Empowerment in September 2015 on Beijing +20 (2015)
- Commitment of the Republic of Armenia to the Sustainable Development Goals (2015). Decree No. 242 of the Government of Armenia "On the Basics of the Program for the Improvement of the Status of the Women in the Republic of Armenia" (1998)
- Decree No. 406 of the Government of Armenia "On Approving the National Plan for the Improvement of Women's Status and Enhancement of Their Role in the Society for the Period 1998–2000 in the Republic of Armenia" (1998)
- National Action Plan on Improving the Status of Women and Enhancing Their Role in the Society for 2004–2010 (2004)
- Republic of Armenia Government Program for 2008–2012 (2008)
- Gender Policy Concept Paper of the Republic of Armenia (2010)
- Republic of Armenia Gender Policy Strategic Action Plan for 2011–2015 (2011)
- Law of the Republic of Armenia on Provision of Equal Rights and Equal Opportunities for Women and Men (2013)
- Decree No. 1152-A of the Prime Minister of the Republic of Armenia "On Establishment of Council on Ensuring Equal Rights and Equal Opportunities between Women and Men in the Republic of Armenia" (2014)
- Constitution of the Republic of Armenia with Amendments (2015)
- Program of the Government of the Republic of Armenia for 2017–2022 (2017)
- Draft of the Decree of the Government of the Republic of Armenia "On Approval of the Strategy Implementing the Policy on Provision of Equal Rights and Equal Opportunities for Women and Men, and Actions Plan for 2018-2022" (2018)

ANNEX 3

Armenia: Relevant GSP+ International Conventions and Treaties⁵²

Conventions related to the core human and labour rights:

1. Convention on the Prevention and Punishment of the Crime of Genocide, Accession on 23.06.1993
2. International Convention on the Elimination of All Forms of Racial Discrimination, Accession on 23.06.1993
3. International Covenant on Civil and Political Rights, Accession on 23.06.1993
4. International Covenant on Economic, Social and Cultural Rights, Accession on 13.09.1993
5. Convention on the Elimination of All Forms of Discrimination against Women, Accession on 13.09.1993
6. Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment, Accession on 13.09.1993
7. Convention on the Rights of the Child, Accession on 23.06.1993
8. Convention concerning Forced or Compulsory Labour, No. 29, Ratification on 2004
9. Convention concerning Freedom of Association and Protection of the Right to Organise, No. 87, Ratification in 2006
10. Convention concerning the Application of the Principles of the Right to Organise and to Bargain Collectively, No. 98, Ratification in 2003
11. Convention concerning Equal Remuneration of Men and Women Workers for Work of Equal Value, No. 100, Ratification in 1994
12. Convention concerning the Abolition of Forced Labour, No. 105, Ratification in 2004
13. Convention concerning Discrimination in Respect of Employment and Occupation, No. 111, Ratification in 1994
14. Convention concerning Minimum Age for Admission to Employment, No. 138, Ratification in 2006
15. Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, No. 182, Ratification in 2006

Conventions related to the environment and to governance principles:

1. Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), Accession on 10.04.2008
2. Montreal Protocol on Substances that Deplete the Ozone Layer, Accession on 01.10.1999
3. Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, Accession on 01.10.1999
4. Convention on Biological Diversity, Accession on 14.05.1993
5. UN Framework Convention on Climate Change, Accession on 14.05.1993
6. Cartagena Protocol on Biosafety, Accession on 30.04.2004
7. Stockholm Convention on Persistent Organic Pollutants, Accession on 26.11.2003
8. Kyoto Protocol to the UN Framework Convention on Climate Change, Accession on 25.04.2003
9. UN Single Convention on Narcotic Drugs, Accession on 13.09.1993
10. UN Convention on Psychotropic Substances, Accession on 13.09.1993
11. UN Convention Against Illicit Traffic in Narcotic Drugs and Psychotropic Substances, Accession on 13.09.1993
12. UN Convention Against Corruption, Accession on 08.03.2007

52 Available at http://trade.ec.europa.eu/doclib/docs/2018/january/tradoc_156537.pdf.

ANNEX 4

Annex N1 to Prime Minister Decree No. 1152-U dated 19 November 2014

MEMBERS OF THE COUNCIL on Affairs of Ensuring Equal Rights and Equal Opportunities between Men and Women in the Republic of Armenia

Prime Minister of the Republic of Armenia (Chairman of the Council)
Minister of Education and Science of the Republic of Armenia
Minister of Labour and Social Affairs of the Republic of Armenia
Minister of Culture of the Republic of Armenia
Minister of Diaspora of the Republic of Armenia
Deputy of the National Assembly of the Republic of Armenia (with consent)
First Deputy Minister of Justice of the Republic of Armenia
Deputy Minister of Foreign Ministry of the Republic of Armenia
Deputy Minister of Territorial Administration of the Republic of Armenia
Deputy Minister of Economy of the Republic of Armenia
Deputy Minister of Healthcare of the Republic of Armenia
Deputy Minister of Agriculture of the Republic of Armenia
Deputy Minister of Urban Development of the Republic of Armenia
Deputy Minister of Sport and Youth Affairs of the Republic of Armenia
Deputy Minister of Defence of the Republic of Armenia
Deputy Head of Police of the Republic of Armenia Adjunct to the Government of the Republic of Armenia
Judge of the Court of Cassation of the Republic of Armenia (with consent)
Head of Department of Amnesty, Citizenship, Awards and Titles of the Office of President of the Republic of Armenia (with consent)
Head of the Social Department of the Government Staff of the Republic of Armenia (Secretary of the Council)

Annex N2 to Prime Minister Decree No. 1152-U dated 19 November 2014

MEMBERS OF THE WORKING GROUP on Affairs of Ensuring Equal Rights and Equal Opportunities between Men and Women in the Republic of Armenia

Head of the Social Department of the Government Staff of the Republic of Armenia (Head of the Working Group)
Representative of the Staff of the Ministry of Education and Science of the Republic of Armenia
Representative of the Staff of the Ministry of Labour and Social Affairs of the Republic of Armenia
Representative of the Staff of the Ministry of Labour and Social Culture of the Republic of Armenia
Representative of the Staff of the National Assembly of the Republic of Armenia (with consent)
Representative of the Staff of the Ministry of Justice of the Republic of Armenia
Representative of the Staff of the Ministry of Territorial Administration of the Republic of Armenia
Representative of the Staff of the Ministry of Economy of the Republic of Armenia
Representative of the Staff of the Ministry of Health of the Republic of Armenia
Representative of the Staff of the Ministry of Foreign Ministry of the Republic of Armenia

Representative of the Staff of the Ministry of Agriculture of the Republic of Armenia
Representative of the Staff of the Ministry of Sport and Youth Affairs of the Republic of Armenia
Representative of the Staff of the Ministry of Defence of the Republic of Armenia
Representative of the Police of the Republic of Armenia Adjunct to the Government of the Republic of Armenia
Representative of the National Statistical Service of the Republic of Armenia
Representative of the Staff of Yerevan Municipality (with consent)
Representative of the Staff of National Commission on television and radio of the Republic of Armenia (with consent)
Chief Specialist of the Social Department of the Government Staff of the Republic of Armenia (Secretary of the Working Group)

ANNEX 5

List of Key Informants

#	Key Informant	Organization	Location	Relevant persons	Number of interviews conducted
1	NGO	Green Lane Agricultural Assistance, Women in Agriculture	Yerevan	Ms. Nune Sarukhanyan	1 interview
2	Government	Ministry of Agriculture of the Republic of Armenia	Yerevan	Mr. Hrachya Tspnetsyan	1 interview
3	Private sector / Financial	Farm Credit Armenia UCO	Yerevan	Mr. Mushegh Petrosyan	1 interview
4	Private sector / Financial	Aniv UCO	Yerevan	Mr. Edgar Galstyan	1 interview
5	Government/International Organization	Swiss Cooperation Office for the South Caucasus in Armenia	Yerevan	Ms. Zara Allahverdyan	1 interview
6	Government/International Organization	Office for the Technical Cooperation of the Austrian Embassy	Yerevan	Ms. Nora Alanakyan	1 interview
7	International Organization	The World Bank Yerevan Office	Yerevan	Ms. Arusyak Alaverdyan	1 interview
8	NGO	OXFAM Armenian branch / OXYGEN	Yerevan	Ms. Kristine Hovhannisyan	1 interview
9	NGO	Strategies for Development	Yerevan	Mr. Mkrtich Ayvazyan	1 interview
10	NGO	Strategies for Development	Yerevan	Ms. Karine Harutyunyan	1 interview
11	Government	Office of the Human Rights Defender of the Republic of Armenia	Yerevan	Ms. Lusine Sargsyan	1 interview
12	Government	Ministry of Labour and Social Affairs of the Republic of Armenia	Yerevan	Ms. Astghik Minasyan	1 interview
13	Government	Former Head of the Social Department of the Government Staff of the Republic of Armenia	Yerevan	Ms. Astghik Mirzakhanyan	1 interview
14	Foundation	CARD - M4M/Markets for Meghri Project	Yerevan	Ms. Sona Telunts	1 interview
15	Foundation	CARD - M4M/Markets for Meghri Project	Yerevan	Ms. Mariam Sukiasyan	1 interview
16	Government	National Statistical Service of the Republic of Armenia	Yerevan	Ms. Lusine Kalantaryan	1 interview
17	Government	Ministry of Labour and Social Affairs of the Republic of Armenia	Yerevan	Mr. Zhora Sargsyan	1 interview
18	Government	Ministry of Labour and Social Affairs of the Republic of Armenia	Yerevan	Ms. Eleonora Virabyan	1 interview

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United Nations Entity for Gender Equality
and the Empowerment of Women