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# USAID/ARMENIA GENDER ANALYSIS REPORT AUGUST 2019

Contract No.: AID-OAA-TO-17-00018

August 13, 2019

This publication was produced for review by the United States Agency for International Development. It was prepared by Banyan Global.

This publication was produced for the United States Agency for International Development (USAID), Contract Number AID-OAA-TO-17-00018. It was prepared by Banyan Global under the authorship of Ruta Aidis, PhD., Sona Balasanyan, PhD., and Gohar Shahnazaryan, PhD.

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**Recommended Citation:** Ruta Aidis, PhD., Sona Balasanyan, PhD., and Gohar Shahnazaryan, PhD. USAID/Armenia Gender Analysis Inception Report and Work Plan. Prepared by Banyan Global. 2019.

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# ACKNOWLEDGEMENTS

Dr. Ruta Aidis, Gender Team Lead with Dr. Gohar Shahnazaryan and Dr. Sona Balasanyan researched and wrote this report under the direction of Louis Alexander and Victoria Rames from Banyan Global. Banyan Global's Senior Program Coordinator, Yasmine Arsala, also provided critical additional support.

The authors developed this publication with guidance from Astghik Gregorian, Project Management Specialist from USAID/Armenia Mission and Sylvia Cabus, Senior Gender Advisor, Office of Gender Equality and Women's Empowerment (GenDev), Bureau for Economic Growth, Education and Environment (E3) at the U.S. Agency for International Development. The team expresses its gratitude and special thanks to Zaruhi Hovhannisyan, Gemafin Gasparyan, Ani Hakobyan, Nvard Manassyan, Somer Bessire-Briers, Lilit Antonyan, Audie Holloway, Maritsa Hovhannisyan, Ani Manukyan, David Pogosian, Marina Vardanyan, Armen Yeghiazarian, Lusine Hakobyan, Simon Sargsyan, Sevan Petrosyan, Lara Aharonian, Nana Hovhannisyan, Liana Khachatryan, Vladimir Sahakyan, Asta A.K., Vardan Shanoyan, Aram Harutyunyan, Arpine Baghdoyan, Liana Amirbekyan, and Susanna Khachatryan.

The authors also appreciate the support of Tamara Hovnatanyan, Seda Papoyan, Maria Karapetyan, Taguhi Ghazaryan, Tsovinar Haroutuyan, Anush Khachatryan, Natalya Haroutunyan, Talar Kazanjian, Tachat Stepanyan, Tatevik Manukyan, Zara Gasparyan, Vahagn Hambarzumyan, Hasmik Asatryan, Narek Mnatsakanyan, Irina Yolyan, Ruzanna Torozyan, Bella Petrosyan, Susanna Shahnazaryan, Nerses Shadunts, Grigor Dashtoyan, Arman Martirosyan, Vahagn Dabaghyan, Anahit Gevorgyan, Manan Mkhitarian, Anna Sargsyan, Adam Stefan, and Lyla Andrews Bashan.

# ACRONYMS

ADB	Asian Development Bank
AGBU	Armenian General Benevolent Union
C4E	Caring for Equality
CSO	Civil Society Organization
DHS	Domestic Household Survey
DV	Domestic Violence
EU	European Union
FAO	United Nations Food and Agricultural Organization
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GEWE	Gender Equality and Women's Empowerment
GGGI	Global Gender Gap Index
GoA	Government of Armenia
HDI	Human Development Index
HR	Human Resources
IO	International Organization
IP	Implementing Partner
IT	Internet Technologies
J2SR	Journey to Self-Reliance
LGBT	Lesbian, gay, bisexual and transgender
M&E	Monitoring and Evaluation
NGO	Non-governmental Organization
NPO	Non-profit Organization
NSC	National Science Council
NSS	National Statistical Survey
OECD	Organisation for Economic Development
OSCE	Organization for Security and Co-operation in Europe
PAD	Project Appraisal Document
PMP	Performance Management Plan
RA	Republic of Armenia
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development

WB  
WE3

World Bank  
Women's Economic Empowerment and Equality

# EXECUTIVE SUMMARY

## Introduction

The United States Agency for International Development (USAID)/Armenia contracted Banyan Global to undertake a countrywide gender analysis to inform the development of its 2019-2024 Country Development Cooperation Strategy (CDCS). The gender analysis identifies key gender equality and women’s empowerment advances, constraints, and opportunities in Armenia pertaining to two thematic areas: 1) Women’s Economic Empowerment and Economic Growth; and 2) Democracy and Governance (with a focus on women’s political participation). In addition to informing the Mission’s CDCS, the findings and recommendations presented in this report will guide the integration of gender equality and women’s empowerment in all phases of the USAID/Armenia program cycle.

## Methodology

The preparation of this report comprised an in-depth review and analysis of secondary data, as well as the collection of primary data in Yerevan, Gegharkunik, and Syunik. The research team used several data collection tools, including: semi-structured interviews, focus groups, workshops, and individual online surveys of USAID staff and partners on gender integration knowledge, attitudes, and practices.

## Key Findings and Recommendations

The section below presents the gender analysis findings and recommendations by thematic area and points to linkages with [the USAID Journey to Self-Reliance \(J2SR\)](#) sub-dimensions; to the USAID Automated Directive Systems (ADS) 205 gender analysis domains; and to opportunities for the mission to consider related to the 2018 Women Entrepreneurship and Economic Empowerment Act and the [White House Women’s Global Development and Prosperity Initiative \(W-GDP\)](#) (using a women’s entrepreneurship and economic empowerment (WE3) tag).



## Findings: Women’s Economic Empowerment and Economic Growth

In its Journey to Self-Reliance (2018), Armenia stands close to the average score for all middle and low income countries for the “Economic Gender Gap” indicator, with a score of 0.66.<sup>1</sup>

<sup>1</sup> This indicator is calculated based on the following: 1. Wage equality between women and men for similar work; 2. The ratio of female estimated earned income to male income; 3. The ratio of female labor force participation to male participation; 4. The ratio of female legislators, senior officials, and managers to male counterparts; and 5. The

A recent survey of Armenian youth found that a **large share of economically inactive youth (65.2 percent) are women** who possess the education and skills needed to join the labor force but do not seek employment due to family responsibilities.<sup>2</sup> Moreover, a large share of youth not in the education system and not in employment (NEET) are women: approximately 30 percent more females than males are represented in the 25-29 age group.<sup>3</sup>

A mismatch between the educational degrees that girls and boys pursue and the employment opportunities available **exacerbates high rates of unemployment**. Moreover, women's high level of educational attainment has not yielded corresponding gains in the labor market.

**Persistent vertical and horizontal segregation**<sup>4</sup> of the labor market with roots in gender-based discrimination compounds the lack of women's economic empowerment in Armenia.<sup>5</sup> It results in women's lower levels of representation in formal employment and as business leaders.

From 2014 and 2017, there was a steady decline in the **gender earnings gap** in Armenia.<sup>6</sup> Nevertheless, the difference in average wages between Armenian men and women is still among the largest in Europe and Central Asia.<sup>7</sup> In terms of maternity and paternity leave, state policy includes provisions for both. Yet most men do not consider paternity leave as an option.

International donors continue to support programs and projects geared towards the promotion of entrepreneurship in Armenia, with an emphasis on the promotion of women's entrepreneurship in female-dominant industries (e.g., handmade crafts, textiles or catering). These industries are highly competitive and characterized by low profit margins, as well as low and insecure incomes. Programming that promotes women's entrepreneurship in these areas runs the risk of reinforcing gender-biased stereotypes and gender-based market segregation.

### **Recommendations: Women's Economic Empowerment and Economic Growth**

The recommendations on women's economic empowerment and economic growth below correspond to the USAID J2SR sub-dimensions related to economic policy, inclusive development, citizen capacity, and capacity of the economy.

1. Conduct research on: 1) The prevalence of workplace sexual harassment; 2) Women's participation in the

#### **USAID ADS 205 Domains**

1. Laws, Policies, Regulations and Institutional Practices
2. Cultural Norms and Beliefs
3. Gender Roles, Responsibilities and Time Use
4. Access to and Control over Assets and Resources
5. Patterns of Power and Decision-Making

ratio of female professional and technical workers to male counterparts. Source: USAID. Atlas of the Journey to Self-Reliance: Fiscal Year 2019 Country Roadmaps - Armenia, 2019.

<sup>2</sup> The country-wide survey was conducted in 2018 and included a quantitative survey of 850 persons aged 18 to 30 yrs. Source: Media-Model LLC. Youth-Focused and Gender-Sensitive Labour Market Research in Armenia, 2018.

<sup>3</sup> National Statistical Council (NSC). Labour Force Survey Anonymised Micro Data Databases, 2014-2017, 2017.

<sup>4</sup> Horizontal segregation arises when men and women do different types of work, e.g., women teach and men are engaged in machine repair services. Vertical segregation occurs when women do not advance to positions above a particular rank within organizations because of their gender.

<sup>5</sup> UNFPA. Men and Gender Equality in Armenia, 2016.

<sup>6</sup> National Statistical Council (NSC). Labour Force Survey Anonymised Micro Data Databases, 2014-2017, 2017.

<sup>7</sup> Rodriguez Chamussy, L., Sinha, N., and Atencio, A. The Economics of the Gender Wage Gap in Armenia. IDEAS Working Paper Series from RePEc, 2018.

information technology (IT) sector; 3) Women's leadership in the private sector; and (4) Private sector best practices in Armenia for achieving a gender-balanced workplace. In addition, it is important to build the capacity of local business associations and chambers of commerce to collect sex-disaggregated data among their members. (WE3) USAID Automated Directives System (ADS) 205 Domains 2, 3, 4, 5 (see table above for more information)

2. Convene panel discussions and workshops for private sector companies and also human resources (HR) professionals and associations to: 1) Raise awareness about the existence and business costs of workplace sexual harassment and to encourage the implementation of international certification programs that offer gender equity certifications; and 2) Develop integrated policy and programming across the public and private sector to prevent and respond to sexual harassment. Though strategies may vary for the private sector (where international certification programs that offer gender equity certifications exist), and the public sector (where examples of other country policies can be used), the goal of such strategies is the same: the development of integrated policy and programming to prevent and respond to sexual harassment. (WE3) ADS 205 D 1, 2, 5
3. Using the World Benchmarking Alliance<sup>8</sup> tools and indicators to assess the extent to which private sector companies in Armenia have gender-responsive HR policies and practices (hiring, firing, promotion and retention), and put in place programming to support them to address any gaps. (WE3) ADS 205 D 1, 2
4. Support a gender-balanced approach to maternity and paternity in Armenia: 1) Promote awareness of the benefits of paternity leave for families with a focus on best practices in Armenia; 2) Develop programs to support women's re-entry into the labor force after maternity leave; and 3) Prevent the abuse of labor rights following maternity leave, introduce awareness raising campaigns to sensitize employers on their legal obligations and the business benefits of supporting the return of female employees following maternity leave. (WE3) ADS 205 D 1, 2, 3
5. Incorporate a women's economic empowerment lens in the development of skills and professional training programs for women in non-traditional sectors such as information technology (IT), financial management, transportation, logistics, etc., where salaries tend to be higher. To address the high unemployment rates of young women, explore different educational options such as short-cycle vocational and educational training (VET) education to match women's training with available jobs and market demand. (WE3) ADS 205 D 2, 3, 5
6. Address the behavioral and structural barriers that women face in access to assets to: 1) Set up special information windows/agents for women within relevant government agencies to answer questions and assist with the registration of assets; 2) Develop and disseminate literature targeting relevant governmental agencies that educate men and women on property rights and the benefits of women's sole and co-ownership. (WE3) ADS 205 D 2, 4, 5
7. Increase transparency regarding the Gender Wage Gap in Armenia by sponsoring a website that will collect voluntary submissions on the wages of men and women, by position, and develop incentives

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<sup>8</sup> World Benchmarking Alliance. Gender Equality and Empowerment Benchmark, n.d.

for businesses to reduce the gender wage gap such as through a gender equity certification program or an awards campaign. (WE3) ADS 205 D 2, 4

8. Provide short- and long-term funding to support market research to identify employment/skill gaps for women to enter different sectors and types of businesses. (WE3) ADS205 D 2, 3, 5
9. Given the large and varied character of Armenia's diaspora, it may be useful to collaborate and partner with diaspora organizations to develop programs and initiatives to support women's economic empowerment and equality. (WE3) ADS 205 D 2, 3, 5

### **Findings: Democracy and Governance**

The political discourse on gender equality in Armenia has dramatically improved since the Velvet Revolution of 2018. Women actively participated in this mass social uprising, which challenged commonly-held stereotypes and perceptions on gender roles. Despite the hopes for change at the political level, women have not yet seen the gains that they seek in terms of political participation and proportional representation in governance and decision-making.

Social norms play a role in limiting women's political participation. Women are not encouraged to become politicians. They are told to stay humble, and not to speak or argue too much. A woman who wants to enter local politics is expected to excel in comparison to her male competitors: she should demonstrate highly-developed communication skills, have a good reputation, be confident, and be very professional. Socio-economic factors, women's household responsibilities, as well as women's lack of leadership skills, also play a significant role in limiting women's political participation. In Armenia, politics are often built around informal, male-dominated communication networks to which women often lack access. Women also lack the necessary sponsorship and funds to build a political career. Even when elected, the visibility of female politicians is very limited in the public domain.

Community consolidation reforms have also affected women's participation in decentralized governance structures. From 2016 to 2019, the percentage of women council members decreased from 12 percent to 9 percent. Another recent phenomenon that is disproportionately affecting women in politics in Armenia is cyber bullying and online sexism.

Finally, the lack of gender expertise in the government, gender-balanced representation, and capacity to carry out gender-responsive budgeting impedes the implementation and enforcement of existing national policy plans that address the integration of gender into new policies and existing political processes.

### **Recommendations: Democracy and Governance**

The recommendations on Democracy and Governance presented below correspond to the J2SR sub-dimensions related to civil society capacity, open and accountable governance, and government capacity.

- I. Include a gender-focused needs assessment in program development to ensure that all USAID activities address gendered restrictions to full program participation due to: 1) Social norms and restrictions imposed by family members; 2) Women's less developed leadership skills and capacities; 3) Stereotypical attitudes toward women leaders by other program participants; and 4) The absence of gender policies within political parties that would enable women to participate more fully. (WE3) ADS 205 D 2, 3, 5

2. Support the 32 women parliamentarians to build their social media skills and to bolster their personal branding for the purposes of enhancing their visibility and mitigating the impact of criticism directed at them as women politicians. ADS 205 D 2, 3, 5
3. Fund the development of informal networks and study tours to support women politicians (similar to Emily's List) to meet and learn from successful women's networks and politicians in other countries. ADS 205 D 2, 3, 5
4. Increase gender awareness among political parties, grassroots civic organizations and politicians highlighting the benefits to increasing gender-balanced representation. (WE3) ADS 205 D 2, 3, 5
5. Establish leadership development programs to enhance the political engagement of young and adult women with an emphasis on how to introduce policy reform or change at the national and sub-national levels). Within this context, highlight the decisive and important role that fathers can play in enabling their daughter's political aspirations by encouraging father's active engagement in a separate session of the leadership development programs. This facilitated session could provide a forum for fathers to share their experiences and support one another. (WE3) ADS205 D 2, 3, 5
6. Convene fora with policymakers to call attention to the negative effects of cyber bullying and online sexual violence targeting women in politics, and to highlight tools and strategies that other countries use to prevent cyber bullying and online sexual violence. Support efforts to identify which groups or individuals are involved in cyber bullying and develop informational campaigns to target different perpetrator groups<sup>9</sup> (WE3) ADS205 D 2, 5

### **Findings: Cross-cutting Issues**

There are a number of obstacles to women's full economic and political participation in Armenia. Based on anecdotal evidence, sexual harassment is prevalent in the workplace and the political sphere. However, there are no data to quantify the costs of such violence with respect to workplace productivity. There is also little research in Armenia that takes a life cycle approach. Such research is needed to understand what impacts the economic and political participation of men and women, and at which life stages gender norms and values become embedded and impact such participation. Understanding this is essential for determining at what stage and what types of interventions are needed to address these norms, such as in primary, secondary or tertiary education; during professional internships and entry-level employment; and in military service.

### **Recommendations: Cross-cutting Issues**

The recommendations on cross-cutting Issues presented below correspond to the J2SR sub-dimensions related to inclusive development, citizen capacity, capacity of the economy, and open and accountable

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<sup>9</sup> A 2018 Promundo study in the U.S. indicates that witnessing bullying (in-person or online) is associated with negative health outcomes for young men, in some cases of equal or greater magnitude to those experienced by its victims. These findings call for increased, multi-component bullying prevention campaigns and policies with a broader focus on the harmful environment created for everyone when bullying behaviors take place. Source: Gupta, T., and Heilman, B. The Bullying Crisis: Drivers and Consequences Among Young Men in the US, Report, Promundo-US and Unilever, 2018.

governance.

2. See recommendation #1 above under Women Economic Empowerment and Economic Growth.
3. Fund lifecycle research for girls and boys to identify what are the economic drivers and the obstacles for the economic and political participation. This research should target crucial phases such as choosing a profession or first job experience. It is imperative to address gender segregation in labor force participation and political activity early on and through young adulthood. This work can be carried out in collaboration with schools and other educational institutions such as private English teaching centers as well as schools for local governance supported through USAID funding.<sup>10</sup> (WE3) ADS205 D 2, 3, 4, 5

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<sup>10</sup> Such as Global Bridge, International Center for Languages and Training and Development Center for Languages and Skills Training.

# I. INTRODUCTION

## I.1 Background

In line with the requirements in the USAID Automated Directives System (ADS) 201.3.2.9 and ADS 205, USAID/Armenia contracted Banyan Global to undertake a countrywide Gender Analysis to inform the USAID/Armenia 2019-2024 Country Development Cooperation Strategy (CDCS). The gender analysis aligns with key relevant USAID policy requirements and USG priorities, including the [USAID 2012 Gender Equality and Female Empowerment Policy](#), the [2016 Update to the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally](#), the [2019 U.S. Policy Framework](#), and the [2018 Women Entrepreneurship and Economic Empowerment \(WEEE\) Act](#).

## I.2 Purpose of the USAID/ARMENIA Gender Analysis

The USAID/Armenia Gender Analysis provides data to enhance the integration of gender equality and women's empowerment in the USAID/Armenia 2019-2024 CDCS in two priority thematic areas: 1) women's economic empowerment and economic growth; and 2) democracy and governance (with a focus on women's rights and political participation). It also addresses GBV prevention and response as a cross-cutting theme. The analysis addresses the following research questions, as specified in the scope of work (see Annex A):

- What is the gendered impact of the legal, policy, regulatory and institutional environment in Armenia and how does it affect women and men differently? Do they vary by region?
  - To what extent do laws, policies, regulations, and institutional practices contain explicit gender biases?
  - What key gender-related legislation (e.g., laws on non-discrimination, gender equality, gender-based violence, sexual harassment) is lacking or absent?
- How do cultural norms, beliefs and gender stereotypes affect the economic and social development of men and women in Armenia? How are prevailing gender norms and beliefs that hinder women's equal economic and social participation supported by and embedded in laws, policies, and institutional practices? Do they vary by region?
- In which ways do gender roles, responsibilities and time use impact women's access to formal, productive economic activity (i.e., labor markets and entrepreneurship)? Does this vary by region?
- What are the gendered differences in terms of reproductive (non-market) activity, unpaid work (including care and other work in the home), and community service, and how can these non-market activities potentially constrain women's participation in development projects? Do they vary by region?
- To what extent does ownership, access and control over assets and resources for women and men differ in Armenia in terms of productive resources – assets (land, housing), income, social benefits (social insurance, pensions), public services (health, water), technology – and information? Does this vary by region?

- Are their gendered differences in the ability for women and men to decide, influence, and exercise control over material, human, intellectual, and financial resources, in the family, community, and at the national level? Do they vary by region?
- Are men and women equally represented in senior level decision-making positions and equally involved in the decision-making process in public, private, and civil society organizations in Armenia? What are the gendered impediments that reduce women's equal participation in leadership and decision-making roles in politics and in the public and private sectors? Are there regional variations?
- What types of projects can the USAID mission develop to address gendered constraints in Armenia that could be funded under the Women's Global Development and Prosperity (W-GDP) Initiative?

Section 2 below provides the gender analysis methodology. Section 3 summarizes the context of gender equality and women's empowerment in Armenia. Section 4 provides an overview of findings by the USAID Automated Directives System (ADS) 205 gender-analysis domains. Section 5 provides key findings and recommendations, by thematic area, and points to linkages with [the USAID Journey to Self-Reliance \(J2SR\)](#) sub-dimensions and to opportunities for the mission to consider related to the [WEEE Act](#) and the [White House Women's Global Development and Prosperity Initiative \(W-GDP\)](#) (using a women's entrepreneurship and economic empowerment (**WE3**) tag). Section 6 provides findings and recommendations on USAID/Armenia's institutional framework on gender equality and women's empowerment.

Annex A provides the scope of work for the gender analysis; Annex B presents the list of key documents consulted; Annex C includes the research matrix; Annex D includes the interview guides for primary data collection; Annex E provides a detailed list of interviewees; Annex F outlines Armenia's gendered laws and policies and strategic frameworks; Annex G provides comparative regional data on gender equality; Annex H includes the results of the USAID/Armenia Gender Integration Survey of USAID staff and partners; and Annex I contains additional findings on the USAID ADS205 gender analysis domains.

## 2. METHODOLOGY

### 2.1 Data Collection and Analysis

A three-person research team (comprised of one international and two national gender experts) prepared a detailed inception report, including a desk review of secondary data to design the methodology for the primary data collection (see Annex B for secondary data sources). The secondary data collection focused on identifying the major gender equality and women’s empowerment advances, gaps, and opportunities in Armenia as a whole, with a specific focus on the two aforementioned thematic areas. The team utilized a research matrix (see Annex C) and question guides to connect the research questions with potential sources of data (Annex D).

The research team carried out primary data collection from May 13, 2019 to May 23, 2019 in Yerevan, and the Syunik and Gegharkunik regions of Armenia.<sup>11</sup> In total, the team consulted 55 individuals through semi-structured interviews or focus group discussions (see Table I below for more detailed information). In addition, 22 members of USAID mission and partners’ staff responded to an online survey of gender equality and women’s empowerment integration knowledge, attitudes and practices. Annex E provides a detailed list of interviewees and primary data collection tools.

The research team used tools that Banyan Global developed under the USAID ADVANTAGE IDIQ Women’s Entrepreneurship and Economic Empowerment (WE3) Task Order to guide the methodology and data collection. These tools comprise methodologies to nuance research and interview questions that focus on WE3 in the two priority thematic areas.

Technique	Stakeholders
<b>Semi-structured Interviews</b>	<ol style="list-style-type: none"> <li>1) USAID/Armenia and US Embassy staff (13)</li> <li>2) USAID implementing partners, COP USAID projects (1)</li> <li>3) Government of Armenia (GoA) counterparts, The GoA National Assembly, Local government (7)</li> <li>4) Gender equality and women’s empowerment civil society organizations and general civil society organizations (CSOs) (15)</li> <li>5) International organizations (11)</li> <li>6) Private businesses and women entrepreneurs (7)</li> <li>7) Media representatives (1)</li> </ol>
<b>Online Survey (SurveyMonkey)</b>	<ol style="list-style-type: none"> <li>1) USAID staff (11)</li> <li>2) USAID implementing partners (11)</li> </ol>

Following in-country primary data collection, the research team provided an on-site presentation to USAID/Armenia staff to validate the preliminary findings and recommendations of the gender analysis.

<sup>11</sup> The research team focused on the Gegharkunik and Syunik regions because they exemplify the existing and often contrasting experiences of gendered cultural values and beliefs, women’s economic empowerment and resulting economic, political and social outcomes for women in Armenia. See Annex G for comparative regional data.

### 3. COUNTRY CONTEXT AND BACKGROUND

Armenia is a land-locked country in southwestern Asia, located between Turkey and Azerbaijan. Armenia considers itself as part of Europe.<sup>12</sup> It has a population of over three million inhabitants, of which 53.5 percent are women.<sup>13</sup> The vast majority of the population is Armenian (98.1 percent) with a small Yezidi (Kurd) minority (1.2 percent) and others (0.7 percent).<sup>14</sup>

Like many other countries in the Eurasian region, post-Soviet Armenia had an authoritarian system of governance. The 2018 Velvet Revolution, however, dislodged the existing kleptocratic ruling elites and put in place a new government led by Nikol Pashinyan. His government has promised sweeping domestic reforms and a move away from authoritarian rule.<sup>15</sup> Now, for the first time in decades, there is new optimism and momentum for democratic processes to take root in Armenia. Prime Minister Pashinyan's stated support for gender equality also raises hopes for increasing economic and political opportunities for women. However, the new government also faces enormous challenges as it begins to contemplate reforming a system based on corruption and injustice, while still balancing Armenia's foreign policy commitments and security concerns.<sup>16</sup>



The World Economic Forum (WEF)'s 2018 Global Gender Gap Index (GGGI) ranked Armenia 98th out of 149 countries. Armenia's GGGI overall ranking is based on a number of indices. Armenia ranks 115 on the political empowerment index, 73 for economic participation and opportunity, and 149 for health and survival.<sup>17</sup> The country ranked 83rd on the 2017 Human Development Index (HDI) out of 189 countries (and territories), and has had an increase of 19.7 percent in its HDI value (from 0.631 to 0.755) from 1990 to 2017.<sup>18</sup> According to the Women Peace and Security Index of 2016, Armenia ranked 100<sup>th</sup> out of 152 countries (with a score of 0.654 versus 0.662 of global index average). Armenia ranks in the top ten list of countries with the worst son bias, with 114 boys born for every 100 girls.<sup>19</sup>

<sup>12</sup> CIA. CIA World Factbook, 2019.

<sup>13</sup> Population estimated at 3,059,145 inhabitants in 2019. Source: CountryMeters. Armenia Population, 2019.

<sup>14</sup> Data from 2011. Source: CIA. CIA World Factbook, 2019.

<sup>15</sup> Lansky, M. and E. Suther. Armenia's Velvet Revolution. *Journal of Democracy*, 30(2), pp. 85-99, 2019.

<sup>16</sup> Ibid.

<sup>17</sup> World Economic Forum. *The Global Gender Gap Report*, 2018.

<sup>18</sup> UNDP. *Human Development Indices and Indicators: 2018 Statistical Update Briefing Note for Countries on the 2018 Statistical Update*, 2018.

<sup>19</sup> Georgetown Institute for Women, Peace and Security. *Women, Peace and Security Index 2017/2018*, 2018.

# 4. GENDER ANALYSIS FINDINGS AND RECOMMENDATIONS, BY ADS 205 DOMAIN

## 4.1 Laws, Policies, Regulations and Institutional Practices

The legal framework in Armenia grants equal rights to men, women, boys and girls. The constitutional amendments of 2005 stipulate that all human beings are equal before the law in the Republic of Armenia (RA). In 1993, Armenia acceded to the United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women. The UN Convention on the Political Rights of Women entered into force in Armenia in 2008. The National Labor Code defines gender equality as a principle of labor legislation, mandating that women and men receive equal pay for equal or equivalent work, and prohibiting discrimination in the job application processes. The 2013-2018 National Employment Strategy highlights the importance of addressing employment problems among youth and women in Armenia. The Law on Public Service, adopted in March 2018, mandates equal pay for all in the public sector, as does the Law on Remuneration of Persons Holding State and Public Service Positions. Most recently, Armenia adopted the Republic of Armenia (RA) 2019-2023 National Program and Action Plan to Ensure Equal Rights and Equal Opportunities for Men and Women, as well as the 2019-2021 National Action Plan for the Implementation of UN Security Council Resolution 1325 (on Women, Peace and Security). In addition, the RA is deliberating a new law on anti-discrimination, which would forbid discrimination based on ethnicity, gender, social background, and capacity (disability). The proposed law does not, however, address discrimination based on sexual orientation and gender identity.

There is no legislation in Armenia that addresses sexual harassment in the workplace. Though a law on domestic violence has been adopted, it is incomplete and weakly enforced (see Annex F). In general, despite the RA's efforts to reduce gender inequalities in national legislation, a gap between legislation and implementation continues to exist, and gender inequalities are still socially accepted or tolerated. This is particularly the case in rural areas where gender inequalities are historically more entrenched, which makes it more difficult to implement gender policy reform.<sup>20</sup>

## 4.2 Cultural Norms and Beliefs

Patriarchal and traditional rigid social norms and perceptions regarding masculinity, femininity, gender equality, sexuality, the division of household tasks, and gender-based violence (intimate partner violence and peer violence), remain prevalent in Armenian society.<sup>21</sup> In a 2016 survey, men – in particular married men – demonstrated the most gender inequitable attitudes. In this survey, women were more likely to adhere to statements in favor of gender equity (especially young women). Married men were statistically more likely to agree with statements that support gender inequitable norms than married

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<sup>20</sup> Food and Agriculture Organization of the United Nations (FAO). Gender, Agriculture and Rural Development in Armenia. Budapest, 2017.

<sup>21</sup> UNFPA. Men and Gender Equality in Armenia, 2016 and Guntzberger, M., Kostelny, K, and K. Ondoro. Caring for Equality Baseline Report, World Vision Armenia, March 2017.

women (with 48 percent of married men versus 32 percent married women supporting gender inequitable views).<sup>22</sup>

There are high levels of acceptance of intimate partner violence among both sexes. A 2016 study found that 66 percent of men and 63 percent of women reported that “if a woman betrays her husband, he can hit her.” The actual prevalence of violence is lower than the prevalence of acceptance of such violence: 50 percent of men practiced emotional violence in the last 12 months; 35 percent practiced physical violence; and 53 percent practiced economic violence.<sup>23</sup> In addition, one in four women reported that her partner tried to offend her or intentionally hurt her feelings one or more times over the same period. One in six women reported that her partner had forbidden her to work outside the home.<sup>24</sup> These biases and practices tend to be ubiquitous in rural areas and remain pervasive in urban centers.

### 4.3 Gender Roles, Responsibilities and Time Use

Though gender norms are changing in some parts of Yerevan and also among more progressive families across the country, most Armenians adhere to traditional gender norms in which men are considered the breadwinners and are not expected to undertake domestic responsibilities including childcare.<sup>25</sup> Even if a married woman works outside the home and earns income<sup>26</sup>, she is still expected to continue to carry out all unpaid domestic responsibilities including childcare.<sup>27</sup> Women are also expected to take maternity leave to care for their newborn children, whereas men are not.<sup>28</sup> If a married women’s salary is high enough, she may be able to hire childcare and domestic help (mostly in Yerevan). However, there is still the underlying expectation that a husband must out-earn his wife.<sup>29</sup> In effect, the husband’s income is the assumed threshold for a wife’s earning capability. In more conservative parts of Armenia, where kinship ties are especially strong, there is also the expectation that married women hand over their income to their husbands (or mothers-in-law).<sup>30</sup> A woman’s status is especially precarious when she enters the home of her husband’s family as a young bride in a conservative, traditional family setting (see Annex I).

In Armenian society, there are not only greater expectations for men than women with respect to income generation but also with respect to educational and professional achievement, political

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<sup>22</sup> Ibid.

<sup>23</sup> Guntzberger, M., Kostelny, K, and K. Ondoro. Caring for Equality Baseline Report, World Vision Armenia, March 2017.

<sup>24</sup> Ibid.

<sup>25</sup> Based on KIIs.

<sup>26</sup> According to the NSC Labor Force Survey (LFS), there were 529.8 males versus 481.9 females (annual average numbers) out of 1000 surveyed people who were employed in 2016-2017. Source: National Statistical Council (NSC). Labour Market in the Republic of Armenia, 2016-2017, n.d.

<sup>27</sup> Based on KII.

<sup>28</sup> Due in part to the low fertility rate in Armenia, the RA provides paid leave of up to 140 days that can be taken by either the mother or father. In practice, however, though maternity leave is common, there are little or no cases of paid paternity leave being exercised. In fact it is more common for fathers not to take any leave after the birth of their children. Both cultural norms and lack of alternative role models or examples, paternity leave, even among the younger generation, is not even considered an option. (Based on KIIs.)

<sup>29</sup> Based on KII.

<sup>30</sup> Based on KII.

participation, and religious affiliation.<sup>31</sup> Not surprisingly, a 2013 survey found that 37 percent of women and 50 percent of men agreed with the statement that “politics is no place for a woman,” and 62 percent of women and 75 percent of men respondents believed that “leadership skills are more developed in men.”<sup>32</sup> Though quantitative data are lacking, qualitative data collected during the gender analysis revealed that men are much more visible in leadership positions in all areas except in the education sector. Many Armenians believe that women are less represented in leadership roles in the private and public sectors, including in politics, due to women’s personal choices not to work in those areas (see Annex I).<sup>33</sup>

#### **4.4 Access to and Control Over Assets and Resources**

Although Armenian law grants equal property rights to women and men, women are not able to exercise these rights due to several factors including: discriminatory property registration practices; patrilocal marriages and inheritance practices; limited access to resources (due to limited access to and control over financial resources either through credit or income); and limited knowledge regarding their ownership rights over land, housing and other assets (i.e., cars).<sup>34</sup> Though women are granted the same rights as men to open bank accounts, women face discrimination in accessing credit, especially in rural areas. This is due the lack of specific laws to prohibit discrimination by creditors on the basis of gender or marital status.<sup>35</sup> In some cases, there are data distortions that indicate that women receive high levels of loans and credit. This is due to the fact that in some regions, male business owners take advantage of loans and credit earmarked for and/or in the name of female business owners (namely, their wives). Furthermore, in some cases, property or assets are registered in the wife’s name but controlled by her husband.<sup>36</sup>

Beyond assets, women have traditionally lacked access to predominantly male informal socio-economic networks, which has limited their ability to advance their economic status and influence socio-political reforms.

#### **4.5 Patterns of Power and Decision-Making**

In the traditional family system, there is little support for women’s agency. It is common for women to have to ask permission to work, requiring interventions at multiple levels to determine where, how, and when they will do so.<sup>37</sup> Although one might expect that there has been a generational shift in attitudes toward more progressive family values among younger men and women, adherence to the traditional family system is still prevalent in Armenia. According to the 2016 Armenian Youth Study (targeting a representative sample of youth aged 16 to 35 years), the role of the husband was seen as influential in decision-making for 84.5 percent of married women in rural regions, and 77 percent of married women in urban areas. Only 13 percent of husbands in rural areas stressed the influence of their wives on

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<sup>31</sup> Yerevan State University Center for Gender and Leadership Studies. Gender Barometer Survey, 2015.

<sup>32</sup> Women’s Support Center NGO. Gender Attitudes and Stereotypes in Armenia, 2013.

<sup>33</sup> Based on KII.

<sup>34</sup> Based on KII.

<sup>35</sup> OECD. Armenia – Social Institutions and Gender Index Datasheet, 2019.

<sup>36</sup> Often the practice in cases of corruption.

<sup>37</sup> Based on KII.

decision-making whereas married men in urban areas did not stress it at all.<sup>38</sup>

In terms of everyday decision-making, the traditional multi-generational household structure and larger nexus of kinship obligations in Armenia has shaped gendered norms. This, along with their economic and financial dependence on men, limits women's power and decision-making.<sup>39</sup> In these traditional settings, patrilineal mothers-in-law often exert power and influence over other members of the extended family, and complaints of abuse of power against women are often reported. In some cases, mothers-in-law condone intimate partner violence.

In general, there is very limited visibility of women in decision-making positions whether in government, politics, or the private sector (for further information Section 5.2). However, there are often more opportunities for young women to make their own decisions and to decide their career paths and future activities in less traditional families and to a greater extent in Yerevan. Among these families, there are instances where women are supported to follow their dreams, travel and study abroad, and to build a professional career.

## 4.6 Recommendations

The section below provides general cross-cutting recommendations for USAID/Armenia. Additional recommendations are provided by thematic area in Section 5.

1. Support the integration of gender-equality behavioral change programming (using the Promundo modules) within the larger context of USAID/Armenia programming in multiple sectors. Pilot and integrate gender-sensitization programming tailored for specific age groups and audiences. **(WE3)** ADS 205 D 2, 3, 4, 5
2. Develop training programs for young men (pre- and post- military service), introducing and raising awareness on positive masculinities<sup>40</sup> and addressing gendered stereotypes that lead to harmful attitudes and practices towards women. In addition, support gender-sensitization programs as part of a 'modern living' module for pre-teens and teens (12 – 14 years old) that could be presented as part of school curriculum in Yerevan and regions. ADS 205 D 2, 3, 5
3. Develop strategies to address harmful gender norms and practices that elder women perpetuate in more traditional settings. Such strategies include local media campaigns and pilot initiatives

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<sup>38</sup> Mkrtichyan, V., Vermishyan, H. and Balasanyan, S. Independence Generation: 2016 Armenia Youth Study. Frederich Ebert Stiftung, 2017.

<sup>39</sup> Lloyd F. A. T. Intersectional Power Dynamics and Extended Households: Elderly and Widowed Women's International Migration from Armenia, Gender, Place & Culture, 2018.

<sup>40</sup> The application of the positive psychology/positive masculinity (PPPM) model identifies 10 male strengths that are positive examples of traditional masculinity. These can be highlighted to raised awareness of positive masculinities among boys and men such as: 1) Male relational styles; 2) Male ways of caring; 3) Generative fatherhood; 4) Male self-reliance; 5) The worker/provider tradition of men; 6) Male courage, daring, and risk-taking; 7) The group orientation of boys and men; 8) The humanitarian service of fraternal organizations; 9) Men's use of humor; and, 10) Male heroism.

Source: Kiselica, M., Englar-Carlson, M., Horne, A., and M. Fisher. A Positive Psychology Perspective on Helping Boys. In Kiselica, M., Englar-Carlson, M. and A. Horne (Eds.), Counseling Troubled Boys: A Guidebook for Practitioners, 2008.

such as an annual 'best mother-in-law award' that could draw attention to the positive roles that mothers-in-laws could play in empowering their daughters-in-law. ADS 205 D 2, 3, 5

4. Develop training programs targeting high school girls to support behavioral change that addresses the early signs of GBV in romantic relationships, and norms and values regarding women's and men's roles in economic activities, marriage and parenting. In addition, a broad review of educational curriculum is needed to ensure that it is gender sensitive, and to identify and eliminate language reinforcing stereotypical knowledge, attitudes, and practices. (WE3) ADS 205D 2, 3, 5

# 5. GENDER ANALYSIS FINDINGS AND RECOMMENDATIONS, BY THEMATIC AREA

## 5.1 Women's Economic Empowerment and Economic Growth Findings and Recommendations

### Snapshot of Women's Economic Empowerment and Economic Growth Relevant Data and Statistics

- According to the National Statistical Committee (NSC) of Armenia, there are more women than men of working-age among the population and in all age groups except for 15-19 year-olds.
- The percentage of employed women has increased since 2011 (44 percent women versus 60 percent men in 2011, and 47.5 percent women versus 52.5 percent men in 2017).
- In 2017, the gender gap in economic activity rates of women and men in Armenia was especially high for the 25 to 34 and 35 to 44 age groups (around 20 to 30 percent respectively for each group).<sup>41</sup> The main reason for this difference among the middle age groups is young women's engagement in family responsibilities (pregnancy, childbirth, childcare, household duties, etc.).

In general, Armenia lacks economic sector-specific sex-disaggregated statistical data such as for small and medium-sized enterprises or for new expanding sectors such as Information Technologies (IT) which is critical for informing policy and planning.

### Women's Economic Empowerment and Economic Growth Findings by Key Issue

#### Women in the Labor Force

According to the International Labor Organization (ILO), Armenia, along with Mongolia, has the lowest gender pay gap among low and middle income countries and is among the few countries where women “bounce back” from raising children into the labor market.<sup>42</sup> The proportion of women among employed workers increased between 2014 and 2017. During this period, there was also a steady fall in the gender earnings gap.<sup>43</sup> However, the difference in average wages of men and women is still among the highest in comparison with other countries in the Europe and Central Asia region.<sup>44</sup>

Although the difference in average nominal wages (earnings) of women and men decreased by 7.2 percentage points over the last 10 years, in 2016 women's earnings amounted to only 66.4 percent of men's earnings (i.e., the gender pay gap was 33.6 percent). According to 2017 National Statistics Council's Labor Force Survey data, the average monthly net wages of males was 118.046 AMD

<sup>41</sup> National Statistical Council (NSC). Employment, 2018.

<sup>42</sup> International Labor Organization (ILO). Global Wage Report 2018/19: What Lies Behind Gender Pay Gaps? Geneva, 2018.

<sup>43</sup> National Statistical Council (NSC). Labour Force Survey Anonymised Micro Data Databases, 2014-2017, 2017.

<sup>44</sup> Rodriguez Chamussy, L., Sinha, N., and Atencio, A. The Economics of the Gender Wage Gap in Armenia. IDEAS Working Paper Series from RePEc, 2018.

(equivalent to USD 246) versus 82.489 AMD (equivalent to USD 172) of females.<sup>45</sup>

In its *Journey to Self-Reliance* (2018), Armenia has a score of .66, which is close to the average score on the Economic Gender Gap Indicator for all middle and low income countries.<sup>46</sup> A recent survey of Armenian youth found that a large share of economically inactive youth (65.2 percent) are women who possess the education and skills needed to join the labor force but who do not seek employment due to family responsibilities.<sup>47</sup> Moreover, a large share of youth not in the education system and not in employment (NEET) are women: around 30 percent more females than males are represented in the 25-29 age group.<sup>48</sup>

### **Labor Market Segregation**

Despite the steady increase in socio-economic engagement of women in the regions of Armenia, stereotypical gender views on feminine and masculine economic activity persist. Labor market statistics on the actual employment of women and men in Armenia show that education, healthcare, and social work are female-dominated employment sectors, while agriculture, hunting, and forestry; construction, transport, storage, and communications and financial intermediation are male-dominated. Women are mostly engaged in education (17.1 percent of women versus 4.7 percent of men), human resources and social work activities (8 percent of women versus 1.6 percent of men), agriculture (34.8 percent of women versus 28.2 of males), and arts, entertainment and recreation (2.2 percent of women versus 1.4 percent of men).<sup>49</sup> Moreover, women in Armenia are 11 percentage points less likely than men to work in highly paid sectors such as financial intermediation; government, public administration and defense; manufacturing; transport, storage, and communication; and mining and quarrying.<sup>50</sup> Due to this labor force segregation, there is significant untapped economic contribution from women.<sup>51</sup> Moreover, discrimination against women in regional labor markets, wage gaps, and barriers to women's re-entrance into the labor market after maternity leave remain important unsolved issues across multiple regions.

Education mismatch is another factor affecting regional employment. For example, in the Syunik region, tourism is one of the drivers of economic growth, but young women and men with university degrees tend to leave the region as their skills do not match the local labor force needs. Women and men employed in Syunik appear to have benefitted from targeted programs such as participating in USAID regional development programs and also My Armenia Program (Smithsonian) as well as the Flex Program (US Embassy) because the programs better equipped them with the skills needed to work in the tourism industry.

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<sup>45</sup> National Statistical Council (NSC). Labour Force Survey, 2017.

<sup>46</sup> This indicator is calculated based on the following: 1. wage equality between women and men for similar work; 2. the ratio of female estimated earned income to male income; 3. the ratio of female labor force participation to male participation; 4. the ratio of female legislators, senior officials, and managers to male counterparts; and 5. the ratio of female professional and technical workers to male counterparts. Source: USAID. *Atlas of the Journey to Self-Reliance: Fiscal Year 2019 Country Roadmaps - Armenia, 2019*.

<sup>47</sup> The country-wide survey was conducted in 2018 and included a quantitative survey of 850 persons aged 18 to 30 yrs. Source: Media-Model LLC. *Youth-Focused and Gender-Sensitive Labour Market Research in Armenia, 2018*.

<sup>48</sup> National Statistical Council (NSC). Labour Force Survey Anonymised Micro Data Databases, 2014-2017, 2017.

<sup>49</sup> The percentages represent the share of total among 1000 people from the LFS survey.

<sup>50</sup> UN Women and SDC. *Women's Economic Inactivity and Engagement in the Informal Sector in Armenia, 2019*.

<sup>51</sup> IMF. Republic of Armenia, *Selected Issues, 2019*.

Male outmigration abroad is another issue affecting women's employment and economic independence at the regional level. This is the case in Gegharkunik, Shirak and Lori where migration among men is especially high (see Appendix G). Studies have shown that often migrating husbands do not 'allow' their wives to engage in work outside of the home. In this way, husbands continue to exert control over their wives directly (by forcing their wives to depend on them for remittances) and indirectly (by imposing their will and decision-making power).<sup>52</sup>

### **Women in Management and Entrepreneurship**

Persistent vertical and horizontal segregation<sup>53</sup> in the Armenian labor market with roots in gender-based discrimination compounds the lack of women's economic empowerment in Armenia.<sup>54</sup> It results in women's lower levels of representation in formal employment and as business leaders. For example, employed young women demonstrate higher educational attainment and are engaged in more non-manual and skilled workforce than young men; however, young men are two times more likely to work in managerial positions than young women.<sup>55</sup>

With respect to patterns of power and decision-making in the economic domain, the majority of employers in Armenia are men, though twice as many women as men contribute to family household income. Men also occupy the vast majority (70.5 percent) of senior roles such as legislators, senior officials and managers in the public and private sector as compared to women (29.5 percent).<sup>56</sup> Though specific data for Armenia are not available, regional Organisation for Economic Development (OECD) data on the Caucasus indicates that fewer than one percent of board members of companies registered on the stock exchanges are women.<sup>57</sup>

According to data from Grant Thornton, only 31 percent of women in mid-level private companies (SMEs) and public agencies hold executive suite positions, with a higher concentration in human resources (HR) and marketing.<sup>58</sup> Women form the majority of HR employees in line with stereotypes that women are "nurturers" who possess the people skills and empathy necessary to carry out this type of work. In contrast, men consider these "softer" skills less appealing and tend to carry out "strategic and analytical" roles, instead of those geared toward employee relations.<sup>59</sup>

Although there is anecdotal evidence that women are represented at higher managerial positions in certain sectors in Armenia (e.g., IT, hospitality, and the fashion and design industry), there are no quantitative data available to confirm this or the magnitude of their involvement.

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<sup>52</sup> Parrenas, R.S. *Children of Global Migration: Transnational Families and Gendered Woes*, 2005.

<sup>53</sup> Horizontal segregation arises when men and women do different types of work, e.g. women teach and men are engaged in machine repair services: vertical segregation assumes a situation where women do not get jobs above a particular rank in organizations because of their gender.

<sup>54</sup> UNFPA. *Men and Gender Equality in Armenia*, 2016.

<sup>55</sup> *Ibid.*

<sup>56</sup> The ratio of women to men employed in senior roles (legislators, senior officials and managers), defined by the International Labour Organization as those who plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, laws, rules and regulations. Corresponds to Major Group I of the International Standard Classification of Occupations (ISCO-08). Source: World Economic Forum. *The Global Gender Gap Report*, 2018.

<sup>57</sup> OECD. *Promoting Gender Equality in Eurasia Better Policies for Women's Economic Empowerment*, 2019.

<sup>58</sup> Grant Thornton. *Armenia has Taken One Step Forward on Women in Leadership*, 2018.

<sup>59</sup> Candido, J. *Where are all the Men in Human Resources?*, *The Globe and Mail*, July 11, 2017.

In recent years, international donors have funded or developed a number of programs and projects focused on the promotion of women entrepreneurship in Armenia.<sup>60</sup> Though well-intended, they likely reproduce gender-biased stereotypes and gender-based market segregation by promoting women's entrepreneurship in stereotypically female roles and sectors that are highly competitive and characterized by low-profit margins (such as handmade crafts, textiles, or catering). There are some examples, however, of successful gender-transformative approaches to women's employment. A new initiative in Goris supports 80 young women in IT to participate in the regional labor market in Syunik. Additionally, the Network of Women Resource Centers (WINNET) is working toward increasing the engagement of women in municipal gender-sensitive budgeting in Syunik. These types of endeavors may result in new regional developments in favor of gender equality and women's economic empowerment.

The Armenian Diaspora can also potentially support project development and implementation on WE3. The largest Armenian diaspora resides in the Russian Federation. However, the Armenian diaspora in Russia is not well-organized.<sup>61</sup> In contrast Armenians living in the United States and Middle Eastern countries are generally politically and socially well organized.<sup>62</sup> Given the large and varied character of Armenia's diaspora, it may be important to engage in gender sensitization training that challenge traditional gender norms and expectations as well as raise awareness of WE3 principles and goals.

Armenian women entrepreneurs often face challenges that are common in informal employment (e.g., providing services without contracts and not being paid upfront for delivered products). They also experience gender specific barriers, including limited business knowledge, skills (especially marketing), exclusion from business networks, and difficulty balancing family responsibilities with business.<sup>63</sup> In female-dominated sectors, they also face high levels of competition and low profitability. Women entrepreneurs - in Yerevan and other regions - lack the skills necessary to build and expand an online presence to market their businesses.<sup>64</sup>

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<sup>60</sup> Based on KII.

<sup>61</sup> Ter-Matevosyan, V., Danielyan, H., Sisserian, S., Kankanyan N., and Shorjian N. Institutions and Identity Politics in the Armenian Diaspora: The Cases of Russia and Lebanon, *Diaspora Studies*, 2016; and Bolsajian, M. The Armenian Diaspora: Migration and its Influence on Identity and Politics. *Global Societies Journal*, 6 (1), 2018.

<sup>62</sup> Ibid.

<sup>63</sup> Based on KII.

<sup>64</sup> Based on KII.

### **Women entrepreneurs' club initiated in Syunik by WINNET**

The Women Entrepreneurs' Club, an informal gathering of businesswomen, is an important new initiative in the Syunik region. This initiative is a follow-up activity to a similar endeavor in Yerevan promoted by the International German Donor Organization, GIZ. Since 2016, GIZ has been implementing the "Support to SME Development in Armenia (SMEDA)" project. The European Union and the German Federal Ministry for Economic Cooperation and Development (BMZ) co-fund the project, and GIZ implements it through its Private Sector Development in South Caucasus Program. SMEDA's objective is to improve the business and investment climate and to support the creation and development of SMEs to enable broad-based growth in Armenia. The Syunik Women Resource Center (a member of WINNET) participated in the clubs in Yerevan and voluntarily offered to introduce the initiative to Syunik. A total of 45 women and 35 men attended the first meeting. Since there are no statistics on female entrepreneurial activity in Syunik, these types of groups could be useful to gain more insights into the characteristics of local women entrepreneurs as well as to establish formal networks of business women.

Source: EU4Business. EU-Supported 5<sup>th</sup> Women Entrepreneurs' Club held in Yerevan, 2019.  
EU4Business. SMEDA – Support to SME Development in Armenia, 2019.

### **Workplace Discrimination and Sexual Harassment**

The World Economic Forum (WEF)'s 2018 Global Gender Gap report ranked Armenia 73<sup>rd</sup> out of 149 for economic participation and opportunity. In general, the legal code in Armenia grants equal economic rights to men and women. However, the law does not prohibit employers from posing personal questions when recruiting women, such as asking about personal plans to marry, have children, and carry out household duties. Often this is a way for employers to identify the most desirable female candidates: married mothers with school-aged children. These candidates tend to be stable, responsible and hard workers who do not seek advancement in the workforce.<sup>65</sup>

According to the Armenia Gender Barometer (survey data),<sup>66</sup> it is much more important for a man to provide for his family (97 percent for a man and 50 percent for a woman), and to earn more and be richer than a woman (53 percent for a man and 24 percent for a woman). Ninety percent (90 percent) of respondents think that a man should carry out any and all work necessary to guarantee his family's material well-being; and for 65 percent, it is very important for a woman to have a good education, while only 43 percent of all respondents think that it is valuable for a woman to have a successful career. There are no differences in these data across generations. Half of respondents also think that the most important work is better done by men.<sup>67</sup>

With the exception of a few international and domestic companies, the existence and prevention of sexual harassment of women employees has not been raised as an issue that warrants discussion or policy development (see Section 5.3 for further discussion).

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<sup>65</sup> Based on KII.

<sup>66</sup> Yerevan State University Center for Gender and Leadership Studies. Gender Barometer Survey, 2015.

<sup>67</sup> Ibid.

## Maternity and Paternity Leave

The RA Labor Code dictates that employees have a right to maternity and childcare (parental) leave.<sup>68</sup> Maternity leave is granted to working women in case of pregnancy and childbirth ranging from 140 to 180 days, and is paid in accordance with the woman's salary. This leave, being the only one compensated based on salary, is only for women and linked directly to pregnancy and child delivery.

The RA has also introduced maternity benefits for non-working mothers, notably: non-working pregnant women receive 140 days of paid maternity leave - the same benefit provided to working women.<sup>69</sup> Furthermore, according to article 173 of the Labor Code, a child care benefit for children under two years of age is granted to a child's mother (or stepmother), father (or stepfather), or caregiver. Leave can be taken either in whole or partially. However, this leave is paid differently than maternity leave: a flat rate amount of around 18,000 AMD (equivalent to around USD 37) is paid. That said, for a family with a working mother, maternity leave is financially more beneficial as compared to paternity leave with a lower flat rate payment.

In addition, the RA provides mandatory childcare benefits for children under the age of two in line with the Law on Public Benefits. However, childcare benefits are contributory and only available to a working parent. In addition, a lump-sum benefit is paid at the child's birth to all families, regardless of the family's economic status. For the first and second child, the amount of the lump-sum benefit is set at 50,000 AMD (approximately USD 100). The benefit amount for the third and fourth child is one million AMD (approximately USD 2,000). The benefit amount for the fifth and each next child the benefit amount is set at 1.5 million AMD (approximately USD 3,000).<sup>70</sup>

In Armenia, the Central Bank pays its employees a bonus for the birth of the two or more children equivalent to the employee's monthly salary (for both mothers and fathers). If both parents work at the bank, then whichever parent has the higher salary is entitled to the bonus. There is also anecdotal evidence of an informal practice in some state and non-state organizations of providing unpaid leave to fathers – from several days up to two or three months – to assist their wives after the birth of a child.<sup>71</sup> There is also provision of assistance to jobseekers that hire childcare (such as a nanny) in case they would like to go back to work before the child turns two. This is regulated by the RA Active Labor Market Policy.

However, the general tendency is for working fathers not to take paternity leave. Unless this changes, having children and taking care of them will continue to be the mother's responsibility solely; this, in turn, creates a barrier for women's employment.

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<sup>68</sup> For more information see the official Labor Code document translated into English. Source: Translation Centre. Labour Code of the Republic of Armenia, Adopted on 9 November 2004, n.d.

<sup>69</sup> This is regulated by the Law on Public Benefits. The goal of this benefit is to assist families in improving their living standards and to provide a partial reimbursement of certain expenses. This is a flat rate amount, the size of the benefit is defined by the RA Gov. Decree (# 50-N from January 24, 2019) and no indexation rule is applied.

<sup>70</sup> Maternity benefit for working women is regulated based on the following legal acts: (i) RA Law on Temporary Incapacity to Work and Motherhood Benefit, (ii) Decree on Ensuring enforcement of RA Law on Temporary Incapacity to Work and Motherhood Benefit and (iii) the Labor Code. Maternity leave is provided based on the Article 172 of the RA Labor Code. Karapetyan, S. et al. Armenia: Social Protection and Social Inclusion, 2011.

<sup>71</sup> Based on KILs.

## Outlook by Region

In recent years, the dynamics of women’s engagement in socio-economic life throughout Armenia have changed. However, this trend varies from region to region. For instance, women’s economic activity rate is the lowest (below the national average of 53 percent) in Gegharkunik (43 percent) and it ranges from 51 percent to 67 percent in other regions. The percentage of men making decisions about the use of their wives’ cash earnings is highest in Gegharkunik. Joint husband and wife decision-making is highest in Lori (84 percent) and Syunik (80.6 percent). The Shirak region has the highest percentage of women exerting control over their own cash earnings (37 percent). Regionally, women’s use of a bank account is lowest in Lori (7 percent), Gegharkunik (9 percent), and Armavir (14 percent), and it is highest in Syunik (28 percent), and second highest in Tavush (24 percent). The rate for other regions ranges from 14 to 16 percent (see additional comparative regional data in Annex G).

## Recommendations - Women’s Economic Empowerment and Economic Growth

The recommendations on Women’s Economic Empowerment and Economic Growth correspond to the J2SR sub-dimensions related to Economic Policy, Inclusive Development, Citizen Capacity, and Capacity of the Economy.

1. Conduct research on: 1) the prevalence of workplace sexual harassment; 2) women’s participation in the IT sector; 3) women in leadership positions in the private sector; and 4) private sector best practices in Armenia for achieving a gender-balanced workplace. Build the capacity of local business associations and chambers of commerce to start collecting sex-disaggregated data among their members. (WE3) ADS 205 D 2, 3, 4, 5
2. Convene panel discussions and workshops for private sector companies and also HR professionals and associations to: 1) raise awareness about the existence and business costs of workplace sexual harassment and international certification programs that offer gender equity certifications; and 2) develop integrated policy and programming across the public and private sector to prevent and respond to sexual harassment. Though strategies may vary for the private sector (where international certification programs that offer gender equity certifications exist), and the public sector (where examples of other country policies can be used), the goal of such strategies is the same: the development of integrated policy and programming to prevent and respond to sexual harassment. (WE3) ADS205 D 1, 2, 5
3. Using the World Benchmarking Alliance<sup>72</sup> tools and indicators to assess the extent to which private sector companies in Armenia have gender-responsive human resources (HR) policies and practices (hiring, firing, promotion and retention), and put in place programming to support them to address any assessment gaps. (WE3) ADS 205 D 1, 2
4. Support a gender-balanced approach to maternity and paternity: 1) promote awareness of the benefits of paternity leave for families with a focus on best practices in Armenia; 2) develop programs to support women’s re-entry into the labor force after maternity leave; and 3) prevent the abuse of labor rights following maternity leave, introduce awareness raising campaigns to sensitize employers on their legal obligations and the business benefits of supporting the return of female employees following maternity leave. (WE3) ADS 205 D 1, 2, 3, 5

### USAID ADS 205 Domains

1. Laws, Policies, Regulations and Institutional Practices
2. Cultural Norms and Beliefs
3. Gender Roles, Responsibilities and Time Use
4. Access to and Control over Assets and Resources
5. Patterns of Power and Decision-Making

<sup>72</sup>World Benchmarking Alliance. Gender Equality and Empowerment Benchmark, n.d.

5. Incorporate a women's economic empowerment lens in the development of programs for skills and professional training for women in non-traditional sectors such as in the IT sector, financial management, transportation, logistics, etc. where salaries tend to be higher. To address the high unemployment rates of young women, explore different educational options such as short-cycle VET education, which may match women's training with available jobs and market demand. (WE3) ADS 205 D 2, 3, 5
6. Address the behavioral and structural barriers that women face in access to assets by: 1) setting up special information windows/agents for women within relevant government agencies – to answer questions and assist with the registration of assets; and 2) developing and disseminating literature targeting relevant governmental agencies that educate men and women on property rights and the benefits of women's sole and co-ownership. (WE3) ADS 205 D 2, 4, 5
7. Increase transparency regarding the Gender Wage Gap in Armenia: Sponsor a website that will collect voluntary submissions on the wages of men and women, by position, and develop incentives for businesses to reduce the gender wage gap such as through a gender equity certification program or an awards campaign. (WE3) ADS 205 D 2, 4
8. Provide short-term and longer-term funding to support research on the private sector to identify employment/skill gaps for women to enter different business types and sectors. (WE3) ADS 205 D 2, 3, 5
9. Given the large and varied character of Armenia's diaspora, collaborate and partner with diaspora organizations to develop programs and initiatives to support WE3. (WE3) ADS 205 D 2, 3, 5

## 5.2 Democracy and Governance Findings and Recommendations

### Snapshot of Democracy and Governance Relevant Data and Statistics

#### Women are significantly less engaged in governance and decision-making:

At the national level – legislative branch:

- 32 members of a total of 132 members of Parliament are women (24 percent), which represents a 6 percent increase from the previous Parliament<sup>73</sup>
- One out of a total of 17 Ministers is a woman (6 percent)<sup>74</sup>
- Eight out of the 47 Deputy Ministers are women (18 percent)<sup>75</sup>
- Of the two Deputy Prime Ministers, neither is a woman
- One of the two Deputy Vice-Speakers of the Parliament is female
- Only four women in Parliament serve as elected heads of commissions out of 18 total (22 percent)
- Of the 1,444 candidates to run for office in the 2018 elections, 32 percent were women

At the national level – judicial branch:

- There are 59 women judges out of a total of 226 (26 percent)
- There are two women judges in the nine-member Constitutional Court (22 percent)<sup>76</sup>

At the local government level:

- There are no female governors and only 4 female vice-governors vs. 17 male vice-governors.

<sup>73</sup> Women & Society: Information Analytical Portal. The Number of Women Deputies in the New Parliament has Increased, January 5, 2019

<sup>74</sup> The Government of Republic of Armenia. Structure, n.d.

<sup>75</sup> As of June 15, 2019, but the numbers may change.

<sup>76</sup> National Statistical Committee of the Republic of Armenia. Men and Women in Armenia, 2018.

- Only two Deputy Governors are female out of a total of 21 (10 percent)
- There is only one woman among the country's 48 city mayors (2 percent)
- As of December 2018, there were 3,803 females and 4,464 males among municipal staff. There were 235 females and 223 males as secretary of staff (which is the next senior position after the mayor and deputies).
- In governor's offices, there are in total 571 females and 696 males serving on staff and in leadership positions. In Yerevan municipality, there are 1,050 female and 870 male staff, however, there are no female deputies, and no female prefects in administrative districts.
- Yerevan council has 21 female and 44 male members, which is not much different from 2017 (there were municipal elections in Yerevan in the end of 2018). The overall representation of women in municipal councils (without Yerevan) is 10 percent.

Women's involvement in ministerial positions in Armenia was 21 percent lower than the EU-wide average of 27 percent in 2017, while the proportion of women in parliament was 5 percent lower than the EU average of 29 percent.<sup>77</sup> According to the 2018 Global Gender Gap Index (GGGI), Armenia ranked 115<sup>th</sup> out of 149 countries with respect to the political empowerment sub index<sup>78</sup> – in a similar range as Brazil (112<sup>th</sup>), Paraguay (114<sup>th</sup>) and slightly better than nearby Georgia (119<sup>th</sup>). In terms of the number of women in ministerial positions, Armenia ranked 129<sup>th</sup> out of 186 countries in the "Women in Politics: 2017" report of the Global Inter-Parliamentary Union.<sup>79</sup>

### General Findings: After the Velvet Revolution

The political discourse on gender equality in Armenia dramatically improved following the Velvet Revolution of 2018. Women actively participated in this mass social uprising, which challenged commonly held stereotypes and perceptions of gender roles.<sup>80</sup> In his acceptance speech on May 8, 2018, Prime Minister Nikol Pashinyan promised the National Assembly that he would ensure proper representation for women - acknowledging that women "played a major role" in unseating the former Prime Minister Sargsyan and the ruling Republican Party. This was the first time since independence that Armenia's highest authority – the Prime Minister – had highlighted the important role of women in contributing to the country's political success.

#### The need for gender balance

Following the 2018 election, Prime Minister Nikol Pashinyan stated that "we are a little ashamed of not being able to involve more women in the government," and that "we need to create equal opportunities for all women to continue being part of political decisions in the new Armenia."

Since 2018, there has been an increase in the number of passionate, albeit somewhat inexperienced, women elected to office. In 1995, for example, only 6.31 percent of Parliamentarians were women, whereas currently 24 percent are women. Some attribute this to post-revolutionary euphoria and the population's desire to vote for "fresh new faces" from the My Step Political Alliance (the revolutionary party), regardless of gender or background.<sup>81</sup>

Those women who have made it into political office face a double standard with regard to their performance: any mistakes made, particularly by newly elected women, may block their path to re-election and reduce the chances for other female candidates to be elected.<sup>82</sup> These newly elected

<sup>77</sup> United Nations. Gender Equality and Empowering Women and Girl, n.d.

<sup>78</sup> World Economic Forum, The Global Gender Gap Report, 2018.

<sup>79</sup> Inter-Parliamentary Union. Women in National Parliaments, 2019.

<sup>80</sup> Often comprising up to 30 – 40 percent of the participants at political rallies. Based on KII.

<sup>81</sup> Based on KII.

<sup>82</sup> Based on KII.

women politicians require immediate technical support to strengthen their political leadership skills in order to accelerate and sustain women’s participation in governance and decision making, and to counter existing stereotypes.

### **Women and Leadership in Politics**

Women are significantly underrepresented in leadership positions in the public sector in Armenia, falling short of the gender-balanced minimum target level of 40 percent for women in public decision-making bodies.<sup>83</sup> The participation of women at the highest levels of decision-making, at the regional and the local level, and in the diplomatic service remains low as well.<sup>84</sup> (See above Snapshot for more detailed information).

One of the possible reasons for women’s low representation in government leadership positions may be their view that politics is an ineffective means to bring about change; or perhaps women feel that even if they were to participate in political processes, men would ultimately be the decision-makers.<sup>85</sup> Another contributing factor could simply be that prevailing gender stereotypes and cultural norms discourage women from aspiring to be politicians. The results of the Armenian Gender Barometer indicate that more than half of those surveyed agreed with the statement that men are better political leaders than women, and men are preferable to be elected.<sup>86</sup>

### **Women Entering Politics**

In Armenia, women are increasingly interested and getting proactively involved in politics now that there are more elected women officials (notably parliamentarians) setting a precedent and changing the whole environment of political life.<sup>87</sup> This differs greatly from survey data collected in 2013, where women in political positions interviewed said that they had never imagined themselves in politics, and had become politically active by chance, having never previously planned for a political career.<sup>88</sup> More women – especially young women from civil society – are increasingly entering national politics, partially encouraged by the strong anti-corruption stance of the present government, which is seen as beneficial to women candidates.

Some female politicians in Armenia identify themselves as “women” politicians, while others highlight that they are politicians first and foremost (irrespective of their gender).<sup>89</sup> Regardless of how they identify themselves, and in line with gender norms, women politicians are typically active in the spheres of education, culture, and social affairs.<sup>90</sup> Similarly, women politicians by default are expected to be the focal points for any issues related to gender.<sup>91</sup>

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<sup>83</sup> Council of Europe Office of the Commissioner for Human Rights. Report of the Commissioner for Human Rights of the Council of Europe following her visit to Armenia from 16 to 20 September, 2018, 2019.

<sup>84</sup> Ibid.

<sup>85</sup> Asian Development Bank. Armenia Country Gender Assessment, 2015.

<sup>86</sup> YSU Center for Gender and Leadership Studies. Armenian Gender Barometer Survey, 2015.

<sup>87</sup> Based on KII.

<sup>88</sup> YSU Center for Gender and Leadership Studies. Peculiarities of Political Activism of Women in Armenia and Mechanisms of Equal Involvement of Women in Political Parties, 2013.

<sup>89</sup> Based on KII.

<sup>90</sup> Based on KII

<sup>91</sup> Based on KII.

Research conducted in 2013 by the Center for Gender and Leadership Studies at Yerevan State University identified important and possibly pivotal role that fathers play in their daughter's decision to enter politics. This research found that the father's approval of his daughter's decision to go into politics played a decisive role,<sup>92</sup> especially in cases where the mother disapproved of such a decision.<sup>93</sup> Moreover, women politicians who hold more liberal values and believe in gender equality mentioned that the person with whom they most identified when growing up was their father.<sup>94</sup> Fathers who support their daughter's political aspirations often have to overcome resistance and pressure from other men in their community.<sup>95</sup>

### **Cyberbullying and Online Sexism - Women in Politics**

A more recent and disturbing phenomenon that is disproportionately affecting women in politics, as well as women's rights and human rights activists in Armenia, is cyberbullying and online sexism. Whereas attacks on men target their professional opinions and capacities, women are more likely to be subject to sexist and sexualized abuse.<sup>96</sup> These types of online attacks on high-profile women in Armenia, as in many other countries, undermine their rights to express themselves and to serve their constituents, and limit their rights to free movement and assembly. Without exception, women leaders are targeted much more than men because of their gender.<sup>97</sup>

Recently, Armenia's only female Minister was the target of cyberbullying and online sexism. She has openly talked about the specific challenges she faces in her personal life as a single, disabled woman, which triggered a wave of online hate speech and bullying. The group of perpetrators that likely instigated these attacks are known for their anti-gender, anti-women and anti-LGBTQ+ stance. It has been difficult to bring to these perpetrators to justice since they often use fake social media accounts. Moreover, these hate groups have often been linked to internal and external foreign support and funding.

Armenia's only woman Mayor has also been the target of online attacks since the start of her election campaign. Until now, there are false articles on social media question her "morality", accusing her of being in pornographic videos, and accusing her of smoking in a kindergarten classroom during a meeting with children.<sup>98</sup>

Even more aggressive attacks have taken place against well-known women's rights activists. It is critical that the government take steps, with the support of international donor organizations, to counter and

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<sup>92</sup> YSU Center for Gender and Leadership Studies. Peculiarities of Political Activism of Women in Armenia and Mechanisms of Equal Involvement of Women in Political Parties, 2013.

<sup>93</sup> In many cases, mothers did not want their daughters to build a political career, because "it might be difficult for them to marry", "they will not have time for their families" etc. Source: YSU Center for Gender and Leadership Studies. Peculiarities of Political Activism of Women in Armenia and Mechanisms of Equal Involvement of Women in Political Parties, 2013.

<sup>94</sup> Ibid.

<sup>95</sup> Based on KII. This is not only the case for women in politics but also for women who aspire to professional careers and delay marriage or having children.

<sup>96</sup> Council of Europe. Preventing and Combating Sexism, 2019.

<sup>97</sup> Based on KII.

<sup>98</sup> Sputnik Armenia. The Police Decided that Videos that were Disseminated about Diana Gasparyan have Pornographic Elements (in Armenian), December 20, 2018.

raise awareness around the negative and gendered effects of cyber bullying.<sup>99</sup>

### **Gender Gaps in Women’s Participation in Politics**

In addition to the aforementioned issues, the lack of attention to gender equality is commonplace among political parties. For the most part, parties address ‘women’s issues’ using a paternalistic approach but do not address issues related to gender equality. Women’s political participation is further constrained by their lack of social capital and access to male dominated networks, as previously noted. These informal networks are so widespread and entrenched in everyday political activities that they become virtually invisible. For example, men negotiate many political decisions in a smoking room after the main sessions in Parliament. Women do not normally participate in these negotiations due to social norms deeming this to be a “man’s space.”<sup>100</sup> Furthermore, the incidence and prevention of sexual harassment against elected female officials or women active in politics has not been raised as an issue that warrants discussion or policy development (see Section 5.3 for further discussion).

#### **Armenian Gender Action Plan**

The newly elected government in Armenia is in the process of developing a National Strategy on Gender Equality and Action Plan for 2019-2023. The plan, drafted by the Ministry of Labor and Social Affairs (MLSA), aims to strengthen the national mechanisms on gender equality in decision making, and to provide equal opportunities for men and women in the economy, education, science, and access to healthcare. The strategy prioritizes the prevention of gender-based discrimination in all spheres of activity. For the first time, the process of developing this plan has been inclusive and transparent, including consultations with civil society organizations (CSOs). Also, the E-draft Platform provides open online access through which any interested individual can submit their comments and recommendations on the plan. This is in stark contrast to the development of the prior National Action Plan where the previous regime, under pressure from “anti-gender” (anti-gender equality, anti-women’s rights, and anti-LGBT-rights) movements, removed the word *gender* entirely from the document.

The lack of sharing of household responsibilities among women and men also limits women’s long term and sustainable civic and political engagement.<sup>101</sup>

### **National Politics and the Impact of Electoral Lists**

An additional factor limiting the equal engagement of women in national politics in Armenia is the complicated system of closed and open party lists. The main difference between the two lists is that whereas the national closed lists simply present a list of candidates, the territorial open list’s ranking is affected by voter preference. This, along with the fact that female candidates are often less well known, makes it more likely for their names to appear at the bottom of the list. To create a level playing field for both male and female candidates, closed lists are the better option.<sup>102</sup>

While the existing quota system (30/70 women/men) is a good start, it does not guarantee equal

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<sup>99</sup> Based on KII.

<sup>100</sup> Based on KII.

<sup>101</sup> Asian Development Bank. Armenia Country Gender Assessment, 2015.

<sup>102</sup> Council of Europe. Impact of Electoral Systems of Women’s Representation in Politics, 2019

representation of women in the Parliament.<sup>103</sup> Civil society organizations are advocating for reform of the Electoral Code to change the quota system proportion to a gender balanced ratio of 40/60.

During the 2018 elections, the majority of political parties and alliances expressed good will and interest in the engagement of women in the parties' lists and nominated 32 percent of female candidates combined.<sup>104</sup> The parties did not feature enough women among the first names on the list, which would have rendered them more likely to gain a position in Parliament.<sup>105</sup> Following the Elections of 2018, the head of the Organization for Security and Cooperation in Europe (OSCE) Parliamentary Assembly Delegations commented that, "politics was a world of men's descendants, but if half of the country's population is women, it should be reflected in politics."<sup>106</sup>

### **Local Politics and the Impact of Community Consolidation**

Women's representation in city and village councils has dropped significantly in the last three years due to the consolidation of communities which has resulted in fewer overall council seats.<sup>107</sup> In 2016, 12 percent of council members were women. Now, in 2019, only nine percent of community council members are women. For the past 17 years, the percentage has never fallen below 2 percent, and in 2008 it was 2.5 percent. In 2016, 17 out of 793 communities or 2.02 percent were headed by women.<sup>108</sup>

The participation of women in community councils also varies across regions. In the Yerevan Council, there are 21 female and 44 male members (32 percent), which reflects little change from 2017. Women also have a greater representation in the community councils of Lori, Ararat, and Armavir, 16 percent, 14 percent, 13 percent respectively. Women's representation is lowest in the region of Gegharkunik, at a mere three percent. This may be due in part to more traditional values and conservative views about women's role in the region as compared to other regions such as Syunik, where women are much more politically active.<sup>109</sup>

When the majority of council members are men, they tend to allocate community budgets toward construction-related investments as opposed to funding issues that would also benefit women and children.<sup>110</sup>

The only gender quota for women's participation that exists at the local level is for the municipal councils' elections (Councils of Elders) in Yerevan, Gyumri, and Vanazor cities, where the quota

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<sup>103</sup> Under existing legislative regulations, the number of representatives of each sex in the party candidates list should not exceed 75 percent in any integer groups of four. Source: Khojoyan, L., Ter-Ghazaryan, L., Zakaryan L., Petrossyan, K., Hovhanissyan, M., Hakobyan, H., and Ghahramanyan, M., Women & Politics Newspaper, December 2018.

<sup>104</sup> Khojoyan, L., Ter-Ghazaryan, L., Zakaryan L., Petrossyan, K., Hovhanissyan, M., Hakobyan, H., and Ghahramanyan, M. Women & Politics Newspaper, December 2018.

<sup>105</sup> Ibid.

<sup>106</sup> Ibid.

<sup>107</sup> In 2015 the Armenian government started community consolidation reforms- a combination of several communities. In case of consolidates (enlarged communities), the council and the community leader are elected through direct elections, but there are no quotas for settlements. Source: Ampop Media, Community Consolidation Reforms in Armenia. Residents' Agreement Does Not Always Exist, 2019.

<sup>108</sup> Women & Society Information Analytical Portal. In Armenia Women's Representation in Local Self-Governing Bodies has Reached the Minimum, February 26, 2019.

<sup>109</sup> Based on KII.

<sup>110</sup> Based on KII.

corresponds to those mandated at the national level.<sup>111</sup> In these regions the quotas seem to be having a positive effect.<sup>112</sup> Introducing quotas for community councils may be an effective strategy to counterbalance the current reduction in women's representation in community councils.

Several international and national organizations are trying to understand the negative effects of community consolidation reforms on the reduction of women's political representation and participation in local politics. One of the reasons that they have highlighted is that women are better known in their local communities than in the larger consolidated communities. As a result, they are not able to compete and campaign successfully in the larger consolidated communities.<sup>113</sup> Another barrier is conservative social norms which result in restrictions on a woman's ability to campaign outside of her home village.<sup>114</sup>

### Recommendations - Democracy and Governance

The Democracy and Governance recommendations presented below correspond to the following J2SR sub-dimensions: civil society capacity, open and accountable governance, and government capacity.

1. Include a gender-focused needs assessment in program development to ensure that all USAID activities address gendered restrictions to full program participation due to: social norms and restrictions imposed by family members; women's less developed leadership skills and capacities; stereotypical attitudes toward women leaders by other program participants; and the absence of gender policies within political parties that would enable women to participate more fully. **(WE3)** ADS205 D 2, 3, 5
2. Support the 32 women parliamentarians to build their social media skills and to bolster their personal branding toward enhancing their visibility and mitigating the impact of criticism directed at them as women politicians. ADS205 D 2, 3, 5
3. Fund the development of informal networks and study tours to support women politicians (similar to Emily's List) to meet and learn from successful women's networks and politicians in other countries. ADS205 D 2, 3, 5
4. Increase gender awareness among political parties, grassroots civic organizations and politicians highlighting the benefits to increasing gender-balanced representation. **(WE3)** ADS205 D 2, 3, 5
5. Establish leadership development programs to enhance the political engagement of young and adult women with an emphasis on how to introduce policy reform or change at the national and sub-national levels). Within this context, highlight the decisive and important role that fathers can play in enabling their daughter's political aspirations by inviting father's active engagement in a separate session of the leadership development programs. This facilitated session could provide a forum for fathers to share their experiences and support one another. **(WE3)** ADS205 D 2, 3, 5

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<sup>111</sup> Council of Europe Office of the Commissioner for Human Rights. Report of the Commissioner for Human Rights of the Council of Europe following her visit to Armenia from September 16 to 20, 2018. Strasbourg, 2019.

<sup>112</sup> In Gyumri 9 women out of 33 men, in Vanadzor 6 women out 33 men and in Yerevan 20 women out of 65 men. However, none of 12 prefects in Yerevan district is a woman.

<sup>113</sup> Based on KII.

<sup>114</sup> Based on KII.

6. Convene fora with policymakers to call attention to the negative effects of cyber bullying and online sexual violence targeting women in politics, and to highlight tools and strategies that other countries use to prevent cyber bullying and online sexual violence. Identify which groups or individuals are involved with cyber bullying and develop informational campaigns to target different perpetrator groups<sup>115</sup> (WE3) ADS205 D 2, 5

### 5.3 Cross Cutting Issues Findings and Recommendations

In this section, findings and recommendations are provided for two cross cutting issues, workplace sexual harassment and life cycle studies, which relate to both thematic areas.

#### Workplace Sexual Harassment

Based on anecdotal evidence, sexual harassment is prevalent in the workplace and the political sphere. However, there are no data to quantify the national economic cost of sexual harassment on women's economic and political participation and productivity<sup>116</sup>. Intimate partner violence (IPV) continues to be a widespread problem in Armenia, affecting from 35 to 50 percent of women, depending on the type of violence.<sup>117</sup>

Data on sexual harassment in the workplace in Armenia are not available, however, global studies identify some disturbing trends on the relationship between intimate partner violence and workplace harassment:<sup>118</sup> 1) intimate partner violence often spills over into the workplace and disrupts the work environment;<sup>119</sup> 2) survivors of intimate partner violence, the vast majority of whom are women, are more vulnerable to different kinds of harassment and violence including financial, psychological, sexual and emotional; 3) in communities where intimate partner violence is prevalent and deeply embedded in society, men can be more prone to thinking sexual harassment in the workplace is acceptable; and 4) violent behavior has a tendency to be mimicked inter-generationally. Given the possible interplay between intimate partner violence and workplace-based sexual harassment, it is probable that though unreported, sexual harassment in the workplace is a factor that disproportionately affects women's

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<sup>115</sup>A 2018 Promundo study in the U.S. indicates witnessing bullying (in-person or online) is associated with negative health outcomes for young men, in some cases of equal or greater magnitude to those experienced by its victims. These findings call for increased, multi-component bullying prevention campaigns and policies with a broader focus on the harmful environment created for everyone when bullying behaviors take place. Source: Gupta, T., and Heilman, B. The Bullying Crisis: Drivers and Consequences Among Young Men in the US, Report, Promundo-US and Unilever, 2018.

<sup>116</sup> The need for Armenia to adopt legislation to define and prohibit sexual harassment in the workplace and report data on the number of reported cases of sexual harassment, investigations, prosecutions and sentences imposed on perpetrators is also recommended by CEDAW. Source: CEDAW. Concluding Observations on the Combined Fifth and Sixth Periodic Reports of Armenia, CEDAW/C/ARM/CO/5-6, November 18, 2016.

<sup>117</sup> Guntzberger, M., Kostelny, K, and K. Ondoro. Caring for Equality Baseline Report, World Vision Armenia, March 2017.

<sup>118</sup> International Finance Corporation (IFC). SheWorks Knowledge Report: Putting Gender Smart Commitments Into Practice, 2019.

<sup>119</sup> Domestic violence can also have a negative effect on workplace productivity. In a survey in South Sudan, about 28% of female employees surveyed missed ten days work each on average in the past year due to intimate partner violence related impacts (IPV). Source: Elmusharaf, K., Scriver, S., Chadha, M., Ballantine, C., Sabir, M., Raghavendra, S., Duvvury, N., Kennedy, J., Grant-Vest, S. and Edopu, P. Economic and Social Costs of Violence Against Women and Girls in South Sudan: Country Technical Report. Galway, 2019.

economic activity. Workplace sexual harassment can also have a long term negative economic impact on individual victims, the businesses for which they work, and other co-workers.

For women, workplace sexual harassment can lead them to leave their jobs abruptly.<sup>120</sup> In the U.S., a study found that victims of sexual harassment were 6.5 times as likely as non-victims to change jobs.<sup>121</sup> There is also considerable financial stress because of this job change. As a result of harassment, some women may leave their professional field entirely, which can lead to tremendous economic loss in terms of both financial and human capital.<sup>122</sup>

For employers, research carried out in the U.S. indicates that sexual harassment can lead to higher business costs due to reduced productivity, higher employee turnover and increased absences. The negative effects of sexual harassment are not limited to the victims. They can also affect those who witness or hear about harassment and reduce both individual and team performance. In the U.S., the average cost was estimated at USD 22,500 due to lost productivity per person working in a team affected by harassment.<sup>123</sup> Research also shows that sexual harassment in the workplace can increase employee turnover.<sup>124</sup> Replacing an employee can be very expensive. A meta-analysis of case studies of the cost of employee turnover estimated average costs of 16 to 20 percent of an employee's annual salary, increasing to up to 213 percent of the salary for experienced managerial and professional staff.<sup>125</sup> Research in the U.S. has also shown that those who reported having been harassed or bullied at work in the previous year were 1.7 times more likely to have had at least two weeks off work than those who had not.<sup>126</sup>

Legal protections have not been adopted to address sexual violence or sexual harassment in public places in Armenia. Nor is there any legal mandate to address sexual harassment policy in the workplace. Moreover, there is lack of awareness of the existence of sexual harassment as many common manifestations (e.g., the expectation that a woman should make coffee for her male counterparts in the workplace) are not viewed as such.<sup>127</sup>

### **The importance of using a life cycle approach**

There is little research in Armenia that takes a life cycle approach. Such an approach is needed to

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<sup>120</sup> Covert, B. When Harassment is the Price of a Job, *The Nation*, February 8, 2018.

<sup>121</sup> McLaughlin, H, Uggen, C. and Blackstone, A. The Economic and Career Effects of Sexual Harassment on Working Women, *Gender & Society* 31(3): 333–58, 2017.

<sup>122</sup> National Academy of Sciences. *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine*, 2018.

<sup>123</sup> Based on a meta-analysis of research on the antecedents and consequences of sexual harassment. Source: Willness, C., Piers S., and Kibeom L. A Meta-Analysis of the Antecedents and Consequences of Workplace Sexual Harassment. *Personnel Psychology* 60(1): 127–62, 2007.

<sup>124</sup> For example, see Purl, J., Hall, K., and Griffeth, R. A Diagnostic Methodology for Discovering the Reasons for Employee Turnover Using Shock and Events, In *Research Handbook on Employee Turnover*, eds. George Saridakis and Cary L. Cooper, 2016.

<sup>125</sup> Boushey, H. and Glynn, S. *There Are Significant Business Costs to Replacing Employees*, Washington, DC: Center for American Progress, 2012.

<sup>126</sup> Based on an analysis of the 2010 National Health Interview Survey. Source: Khubchandani, J. and Price, J. Workplace Harassment and Morbidity Among US Adults: Results from the National Health Interview Survey, *Journal of Community Health*, 40(3): 555-563, 2015.

<sup>127</sup> Based on desk review and KILs.

understand what impacts the economic and political participation of men and women, and at which life stages gender norms and values become embedded and impact such participation. Understanding this is essential for determining at what stage and what types of interventions are needed to address these norms, such as in primary, secondary or tertiary education; during professional internships and entry-level employment; and in military service).

### **Recommendations - Cross-Cutting Issues**

1. See recommendation #2 under Women's Economic Empowerment and Economic Growth.
2. Fund lifecycle research for girls and boys to identify what are economic drivers and obstacles for the economic and political participation. This research should target crucial phases such as choosing a profession or first job experience. It is imperative to address gender segregation in terms of labor force participation and political activity early on and through young adulthood. This work can be carried out in collaboration with schools and other educational institutions such as private English teaching centers<sup>128</sup> as well as schools for local governance supported through USAID funding. (WE3) ADS205 D 2, 3, 4, 5

## **5.4 International Organization Activities**

### **World Vision: Caring for Equality Project**

The Caring for Equality (C4E) project focuses on changing attitudes and preventing behaviors that are harmful to women and girls. It seeks to create an enabling environment where girls and boys are born and valued equally. The project has been implemented in Armenia at the national and community levels. At the national level, the project promotes policies combatting gender-based violence and prenatal sex selection.

At the community and family level, World Vision has implemented the 'Caring for Equality' project in the districts of Gegharkunik, Aragatsotn, Tavush, Shirak and Kanaker-Zeytun district of Yerevan. The project engages teenagers, youth, community active groups and faith leaders in gender equality promotion activities and fosters an equitable and non-abusive environment within families, schools and the community in general. Another component of the program trains local social workers to guide couples through a 14-week program on gender equality and the prevention of prenatal sex selection (son preference) based on courses developed by Promundo.<sup>129</sup> The couples work through weekly modules on issues ranging from household work (women's and men's engagement) and parenting to domestic violence.<sup>130</sup>

According to intermediate project results for 2016-2017, there has been a change of 12.3 percent in discriminatory gender attitudes among couples and 8.8 percent among youth. There has been a change of 8.2 percent in son-preference attitudes in couples and 5.9 percent among youth. There was a positive

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<sup>128</sup> Such as Global Bridge, International Center for Languages and Training and Development Center for Languages and Skills Training.

<sup>129</sup> For further information see: Promundo. *Our Work*, 2019.

<sup>130</sup> Some positive shifts in attitudes have been demonstrated following participation in the program but less behavioral change has been affected. However another positive outcome of the project not captured in the evaluation is the fact that the project encouraged couples to talk about important issues related to gender roles and social norms which are normally not discussed. Based on KII.

change of 15 percent in inequitable gender relationships at home among couples participating in the C4E program. By the end of the program, World Vision aims to reach approximately 1,000 parents, 1,000 youth, and 1,500 service providers.<sup>131</sup>

### **Near East Foundation: CSO Social Entrepreneurship Project<sup>132</sup>**

In December of 2017, the Near East Foundation in the United Kingdom launched a new project, funded by the European Commission that focuses on strengthening the capacity of local CSOs to provide services focused on improving gender equality and women's economic empowerment in rural Armenia. In Armenia, many CSOs, including those that advocate for women's rights and support women and children at risk, are heavily dependent on donor or government funding to operate. Therefore, the project's goal is to ensure greater financial and organizational stability and sustainability for CSOs to allow them to continue their important work in the future. The project supports 12 CSOs in Aragatsotn, Gegharkunik, Lori, and Syunik provinces to launch or further develop social enterprise activities that can be used to generate income. This in turn can fund programs that benefit women in their communities.

### **United Nations Population Fund (UNFPA)**

UNFPA/Armenia has several relevant priorities: 1) Gender Equality, 2) Combating HIV/AIDS, 3) Sexual and Reproductive Rights and Health, 4) Family Planning, 5) Maternal Health. Currently, UNFPA supports activities with the police to implement the new Law on the Prevention of Domestic Violence, and also the development and introduction of national evidence-based guidelines in pediatric gynecology. UNFPA also works with the Ministry of Defense to involve more women in the armed forces. UNFPA, together with UNICEF, is also actively involved in programs aimed at the prevention of sex selection in Armenia. Furthermore, it supports evidence-based research, such as on men and gender equality, sexual and reproductive rights in Armenia, and sex imbalance at birth, among others.<sup>133</sup>

### **United Nations Development Program (UNDP)**

Currently UNDP is implementing the Gender Equality and Women's Empowerment Program focused on: 1) Women's Political Empowerment; 2) Gender Equality in Public Administration of Armenia; and 3) Women's Economic Empowerment. The program is aimed at improving women's political participation; advancing the leadership potential and skills of women and youth in different communities of Armenia; and enhancing the role and capacities of political parties to advance women in politics. The program also seeks to enhance public discourse around gender equality, women, and youth participation at all levels. UNDP also implements the Women in Local Democracy Project funded by the Swiss Agency for Development and Corporation.

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<sup>131</sup> For more information see: World Vision. Armenia, 2019.

<sup>132</sup> For more information see: Near East Foundation. Supporting Women's Economic Empowerment in Armenia, 2018.

<sup>133</sup> For more information see: UNFPA. Armenia, 2019.

## 5.4.1 DONOR-SPONSORED CSO ACTIVITIES

### **WINNET – Network of Women Entrepreneurs<sup>134</sup>**

In 2008, with the support from the OSCE/Yerevan Office, three women’s resource centers were opened in the Syunik region (in Meghri, Kapan and Goris) with the purpose of strengthening women’s economic and political position. These three centers later united their efforts to form the Network of Syunik Women’s Resource Centers. In 2014, this network became an official member of WINNET Europe (European Association of Resource Centers for Women) and re-named itself as “WINNET Armenia” with the goal of increasing women’s role and competitiveness in the economy and politics at local, regional and community levels. The WINNET Armenia network has since expanded to include three more centers in Syunik and four centers in other regions of Armenia.

The network has implemented a number of initiatives on women’s economic empowerment, such as business clubs that develop women’s entrepreneurial and business skills to increase their competitiveness in the job market. Also, the network has provided political training programs for women to encourage and prepare them to run for local political office.

### **Women Net**

Women Net<sup>135</sup> is an online portal devoted to the promotion of gender equality and women’s rights in Armenia. The portal emphasizes the advancement of women in politics, the economy, and social life, focusing in several areas: Women and the Economy, Local Elections 2019, Parliamentary Elections 2018, Women and Sustainable Development, Women and Innovation 2018, and others. It is supported by various organizations, such as OxYgen, Austrian Development Cooperation, and UNFPA.

### **Armenian General Benevolent Union (AGBU)**

The AGBU is a large non-profit organization devoted to upholding Armenian heritage through educational, cultural, and humanitarian programs. AGBU’s Women’s Empowerment Program in Armenia is a comprehensive initiative launched in November 2017 to provide a full cycle of support to Armenian women seeking to realize their dream of starting and running a small business. The program provides participants with opportunities to upgrade their education, develop market competencies and gain skills to help integrate them into the established business community. The pilot program included 25 candidates selected for the Entrepreneurship Course, under the guidance of an instructor from the American University of Armenia Extension Program. The classes took place at AGBU Armenia headquarters in which five guest speakers delivered lectures on topics ranging from marketing, leadership, and assertive behavior to public speaking and business networking. The AGBU recently won a large contract with the European Commission (approximately one million euros) to develop a large scale country wide program to support women’s entrepreneurship in Armenia.<sup>136</sup>

### **Women’s Resource Center of Armenia, Yerevan<sup>137</sup>**

The Women’s Resource Center (WRC) is a national NGO established in 2003. The organization

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<sup>134</sup> For more information see: Winnet Armenia. Network of Women’s Resource Centre, 2019.

<sup>135</sup> For further information see: Women & Society. Information Analytical Portal, 2019.

<sup>136</sup> Based on KII.

<sup>137</sup> For further information see: Women’s Resource Center of Armenia, 2019

empowers women and girls to take leadership roles in various areas of their lives. WRC focuses on the following initiatives: 1) Organizing capacity development programs for women and girls in Armenia and improving their leadership skills, as well as organizing campaigns to raise women's voices; 2) Conducting evidence-based research; and 3) Advocating for legislative and policy change. The WRC provides legal, psychological, and social support to survivors of sexual violence. Online sexism and sexual harassment in the workplaces are two new topics on which the WRC is planning to work.

# ANNEX A: GENDER ANALYSIS SCOPE OF WORK

## I. OBJECTIVE

USAID/Armenia is preparing to develop a new Country Development Cooperation Strategy (CDCS) for FY 2019-2024. Following ADS 201 requirement, the Mission will undertake a gender analysis to identify the macro level gender issues, inequalities, constraints, and opportunities in the country. The analysis framework typically involves collecting quantitative and qualitative information on a set of issues, so called “domains” described in detail below.

The findings and recommendation of the gender analysis will guide USAID/Armenia in reflecting gender equality and female empowerment in its CDCS Goal, Development Objectives, and Intermediate and sub-Intermediate Results, and in better incorporating it into project design and implementation. The key stakeholders, or the primary audience for the analysis results, will be USAID/Armenia and USAID/Washington. At the same time, the analysis (or a sanitized version of it) will be accessible to all interested parties in the development community and beyond.

## II. BACKGROUND

Gender policies and attitudes in Armenia changed dramatically throughout the last century. The official policy of gender equality during the Soviet period led to significant improvements in the legal and social status of women and marked their active participation in the labor market. However, during the early transition years of post-independence, Armenian society abandoned notions of gender equality and accentuated patriarchal views and customs. Simultaneously, this period was marked by the emergence of diverse civil society organizations dedicated to advancing women’s rights and gender equality. In addition, the country developed a solid legal and policy framework for the protection of equal rights, largely to be compliant with the number of international treaties the country joined after independence.

The Concept Paper on Gender Equality and the 2011–2015 Gender Policy Strategic Action Plan provide the basis for national gender policy addressing roles in decision making, the economy, education, health, the media, and gender-based violence (GBV). In 2013, Armenia adopted the Law on Equal Rights and Equal Opportunities for Men and Women. However, the existing legal and policy framework does not translate into the practice and women remain disadvantaged in many spheres.

During the last five years Armenia showed little progress in closing the gender gap. According to the World Bank 2016 Armenia Country Gender Assessment, in the labor market, the participation gap between men and women is around 17 percentage points. As the Assessment indicates, despite significant decline in the difference in earnings between men and women, women still earn an average 36 percent less than men. There are fewer women leaders in the private sector, including in managerial and entrepreneurial positions. Although, there has been significant progress since 2001, with only 3% of the National Assembly represented by women, the share of about 18% in 2018, is still below the 25 percent

mandated by national quotas.

After the “velvet revolution” (April - May 2018), for the first time in Armenia’s history a prime minister highlighted the role of women in the country’s future success. On May 8, Nikol Pashinyan, promised the National Assembly he would ensure proper representation for women, who he acknowledged “played a major role” in unseating Sargsyan and the ruling Republican Party. Pashinyan’s public address marked a significant step forward. However, the appointments to the cabinet were disappointing to many female civil society activists. Only two of the new government’s 17 ministers were women and all three deputy prime ministers were men.

Gender-Based Violence (GBV), especially domestic violence, is one of the most critical issues in Armenia. It impedes gender equality in Armenia, women’s economic independence, and the economic well-being of the country as a whole. Surveys indicate that domestic violence (DV) is a widespread problem, affecting anywhere from 14% to 66% of women (depending how broadly domestic violence is defined). Women’s economically vulnerable position, combined with lack of temporary housing, often prevents them from leaving violent relationships. The 2011–2015 Strategic Action Plan to Combat Gender-Based Violence had limited effect on the situation. In 2017, the National Assembly of Armenia adopted legislation aimed at combating domestic violence by introducing criminal and administrative liability against those found guilty of the DV crime. The adoption of the Law was accompanied by resistance from some society groups and parliament members. Critics of the bill argued that the interference in family affairs “would run counter to Armenian traditional values and undermine the fabric of Armenian society”. Despite the proponents of the Law pointed out on its imperfections, they found its adoption significant not only for introducing new provisions that will support combatting DV, but also for communicating a strong message to the public that DV exists in Armenia.

The issue of skewed sex ratio at birth in Armenia has been the subject of public debate and research in recent years. Since Armenia’s independence, rates of sex-selection have risen in Armenia. While approximately 105 boys were born for every 100 girls (around the natural rate) in 1991, by 2015 the figure had changed to 115 boys for every 100 girls. In 2016, the Armenian parliament adopted legislation mandating doctors to question women on their motives for wanting an abortion and refusing those driven by gender selection. The Armenian women's rights groups have denounced the new legal measures. According to them, in a patriarchal society these measures will only lead to more illegal and unsafe abortions, endangering women's health. They consider sex-selective abortion as part of a broader problem of gender inequality in Armenia.

### **USAID/Armenia’s Previous Gender Assessments**

USAID/Armenia has undertaken several initiatives in the past to improve gender integration in its programming. In 2003, the Mission carried out a gender assessment and portfolio review, and conducted basic gender integration training for Mission staff and implementing partners. Additionally, USAID/Armenia and the USAID Office of Women in Development (EGAT/WID), working with several implementers, collaborated on a workshop in 2006 to improve gender integration skills of USAID partners, Armenian non-governmental organizations (NGOs) and staff of the Ministry of Health. While the focus of the training was on gender integration in reproductive and child health programming, another goal was to operationalize the commitment to gender as a cross-cutting issue in program components and project activities.

In 2010, USAID/Armenia conducted gender assessment to approach gender issues broadly, analyze the current roles and relationships of men and women in Armenia and determine how any differences could have either a positive or negative impact on Mission's strategy going forward. The primary purpose of this gender assessment, therefore, was to assist the Mission to integrate gender issues into its strategic thinking, AO narratives, intermediate results and indicators as well as to provide reference information that will be available for future activity planning and design.

In 2013, the USAID/Armenia Mission conducted a gender analysis in the context of country strategic planning being done under the Country Development Cooperation Strategy (CDCS). The analysis was presented in the form of an update to the comprehensive 2010 Gender Assessment. This update provided updated statistics in the areas where USAID/Armenia works, outcomes of sector assessments conducted for CDCS, notable policy/legal changes and any new initiatives from the donor community.

### **USAID Relevant Policies**

Gender equality and female empowerment are core development objectives, fundamental for the realization of human rights and key to effective and sustainable development outcomes. Promoting gender equality and advancing the status of all women and girls around the world is vital to achieving U.S. foreign policy and development objectives. Since 2012, USAID adopted several comprehensive and interlinked policies and strategies to reduce gender inequality and to enable girls and women to realize their rights, determine their life outcomes, influence decision-making and become change agents in households, communities, and societies.

These policies and strategies include: The USAID Gender Equality and Female Empowerment Policy; the U.S. National Action Plan on Women, Peace and Security; the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally (2016 update); the USAID Vision for Ending Child Marriage and Meeting the Needs of Married Children; the USAID Disability Policy, the USAID Lesbian, Gay, Bisexual, Trans, and/or Intersex Vision for Action and the USAID Counter-Trafficking in Persons Policy; USAID Vision for Action: Ending Child Marriage & Meeting the Needs of Married Children; USAID Youth in Development Policy; USAID Countering Trafficking in Persons Policy; the U.S. Global Strategy to Empower Adolescent Girls; The United States Strategy to Support Women and Girls at Risk of Violent Extremism and Conflict (draft, 2017); USAID's Policy Guidance on Disability; and USAID's Policy on Adversity in the Workforce, Equal Employment Opportunity, and Non-Discrimination. Together, these policies and strategies provide guidance on pursuing more effective, evidence-based investments in gender equality and female empowerment and incorporating these efforts into our core development programming. Automated Directive System (ADS) 205 explains how to implement these new policies and strategies across USAID's Program Cycle.

### **III.SCOPE OF WORK**

The goal of USAID/Armenia's country level gender analysis is to identify the macro level gender issues, inequalities, constraints, and opportunities, and provide specific recommendations on how USAID can achieve greater gender integration in its strategic planning across different sectors. The analysis should not specifically focus on LGBTI issues, since the Mission conducted a standalone LGBTI Analysis in November 2018.

This country level gender analysis must comply with ADS Chapter 205 requirements for gender analysis,

which is available through the following link:  
<https://www.usaid.gov/sites/default/files/documents/1870/205>

The analysis must gather data and information on the following domains:

- I. **Laws, Policies, Regulations, and Institutional Practices that influence the context in which men and women act and make decisions:** The gender analysis should identify the extent to which laws, policies, regulations, and institutional practices contain explicit gender biases (e.g., explicit provisions that treat males and females differently; laws and regulations that criminalize and/or restrict individuals on the basis of their gender identity or expression) or implicit gender biases (e.g., the different impacts of laws, policies, regulations, and practices on men and women because of different social arrangements and economic behavior). The analysis should also identify when key gender-related legislation (e.g., laws on non-discrimination, gender equality, gender-based violence, sexual harassment) is absent.

For the purpose of this analysis:

- Laws include formal statutory laws.
- Policies and regulations include formal and informal rules and procedures adopted by public institutions for making decisions and taking public action.
- Institutional practices can be formal or informal and include behaviors or norms related to human resources (hiring and firing), professional conduct (workplace harassment), provision of services, and the like.
- **Cultural Norms and Beliefs:** This domain should analyze cultural norms and beliefs (often expressed as gender stereotypes) on appropriate qualities, life goals, and aspirations for males and females. Gender norms and beliefs are influenced by perceptions of gender identity and expression and are often supported by and embedded in laws, policies, and institutional practices. They influence how females and males behave in different domains.
- **Gender Roles, Responsibilities, and Time Use:** Gender analysis should assess what males and females do in the spheres of productive (market) economic activity and reproductive (non-market) activity, including roles, responsibilities, and time use during paid work, unpaid work (including care and other work in the home), and community service to get an accurate portrait of how people lead their lives and to anticipate potential constraints to participation in development projects. The gender analysis will specifically address how and in which ways gender roles and cultural barriers impact women's access to labor markets.
- **Access to and Control over Assets and Resources:** This component of gender analysis should examine whether females and males own and/or have access to and the capacity to use productive resources – assets (land, housing), income, social benefits (social insurance, pensions), public services (health, water), technology – and information necessary to be a fully active and productive participant in society. Analysis of this domain may also include an examination of how a society's acceptance (or lack thereof) of individuals' gender identity and/or expression may influence their ability to access and control resources.

- **Patterns of Power and Decision-making:** This domain of gender analysis should assess the ability of women and men to decide, influence, and exercise control over material, human, intellectual, and financial resources, in the family, community, and country. It also includes the capacity to vote and run for office at all levels of government. Analyses should examine to what extent males and females are represented in senior level decision-making positions and exercise voice in decisions made by public, private, and civil society organizations. Issues of power often cross-cut the other domains of gender analysis as well.

The gender analysis will analyze advances, gaps and opportunities on women’s economic empowerment and economic growth, exercise of political and civil rights, and democratic participation, decision-making, and governance (emphasis on women’s engagement with government writ-large, including participation in political processes). It will address the ADS domains within each of these two sectors. It will specifically consider opportunities and make programmatic recommendations with respect to opportunities for the mission to access 20 million incentive funds for missions under the new Women’s Global Development and Prosperity (W-GDP) Initiative.

### **Data Gathering Methods**

The Gender Analysis should comprise a combination of primary and secondary data collection.

Primary data collection should include key informant interviews and focus group discussions with relevant stakeholders. The analysis team must consult with a wide variety of key stakeholders who are aware of the local context and can provide unpublished information. These stakeholders include, but are not limited to: local academic institutions, think tanks, civil society organizations, government officials, USAID program beneficiaries, USAID/Armenia representatives, and U.S. Embassy Yerevan staff.

Secondary data collection should include the analysis of data from multiple sources, including country-level gender analysis performed by the government and other donors or academics as well as:

- Regional or sectoral gender analyses;
- Official national- and regional-level data and statistics;
- Relevant public data from USAID projects and activities;
- 2015 - 16 Armenia Demographic and Health Survey, including available datasets of the survey;
- Periodic reports to United Nations (UN) human rights committees; and
- Shadow reports and reports by UN and regional intergovernmental organizations, non-governmental organizations (NGOs), and implementers.

The research team will undertake a desk literature review within the context of preparation of an inception report. The inception report will address gender equality and women’s empowerment in the two aforementioned sectors in the whole of Armenia. The findings of the literature review will inform the geographic focus of in-country data collection in Armenia.

### **Descriptive Statistics in Gender Analysis**

Should the Contractor collect quantitative data, statistics disaggregated by sex should be collected and reported separately in two different categories (male or female) or fashioned into ratios or absolute or relative gaps to show the status of females relative to males. Indicators pertaining to either males or females only should also be included, for instance, those measuring progress toward women’s

participation and leadership.

The Gender Analysis should reflect the intersection of sex with other characteristics such as age, marital status, income, ethnicity, race, disability status, geographic location, sexual orientation and gender identity, or other socially relevant category as appropriate, in education, health, political participation, economic activity and earnings, time use, violence, and other relevant domains.

#### **IV. ESTIMATED LEVEL OF EFFORT**

To perform the work the team will need approximately 30 working days with 10 days of desk review to be conducted prior to arrival in Armenia, 10 days in country, and 10 days to finalize the draft after departing Armenia.

Performance Period: Approximately ten weeks starting April 1, 2019.

#### **V. TEAM COMPOSITION**

The contractor shall propose a team comprising of both international and local consultants to perform the gender analysis. The recommended composition of the team is the following:

##### **1. Team Leader/Senior Gender Expert (international)**

The team leader must have at least 15 years of experience in gender analysis in the development areas of democracy and governance, health and education, economic growth and environment. S/he must have a master's degree in sociology or anthropology or a relevant social science field.

The team leader must have leadership skills, be able to lead meetings, coordinate, and gather different points of view of members of the team, draft initial document with conclusions and recommendations, and prepare the report and presentations. The team leader must be familiar with public policies addressing gender and social inclusion gaps, gender-based violence, disability, and gender agendas and programs of USAID. S/he must have experience in qualitative research and statistical data analysis.

##### **2. Senior Gender Expert (local)**

The locally hired Senior Gender Expert must have at least ten years of experience working in development, research and/or evaluations in the gender analysis area. The consultant must have a Master's degree or equivalent in economics, public policy, development, or other related field.

The local Senior Gender Expert must have leadership skills, be able to lead meetings, coordinate, and gather different points of view of members of the team, draft initial document with conclusions and recommendations, and prepare the report and presentations. S/he must have experience in qualitative research and statistical data analysis.

This expert must be familiar with public policies addressing gender and social inclusion gaps, gender-based violence, disability, and gender agendas and programs of the main development agencies in Armenia. S/he must have contacts with the academia, think tanks, government institutions and NGOs in order to be able to set up the expert interviews and focus groups.

##### **3. Gender Expert (local)**

The National (locally hired) Gender Expert must have at least five years of experience working in development, research and/or evaluations preferably in the gender analysis area. The consultant must have a BA (master's degree is highly desirable) or equivalent in economics, public policy, development, or other related field. S/he must have experience in qualitative research and statistical data analysis.

This expert must be familiar with public policies addressing gender and social inclusion gaps, gender-based violence, disability, and gender agendas and programs of the main development agencies in Armenia. S/he must have contacts with the academia, think tanks, government institutions and NGOs in order to be able to set up the expert interviews and focus groups.

## **VI. DELIVERABLES/TASKS REQUIRED**

All written documentation for submission by the Contractor to USAID/Armenia must be in English. The Contractor must provide the following deliverables:

1. Inception Report: The Contractor shall submit their Inception Report (including the brief literature review, proposed methodology, work plan/schedule, and list of key contacts) to be concurred by the USAID/Armenia Activity Manager and approved by the Contracting Officer's Representative (COR). The data collection instruments and proposed list of interviewees shall be submitted no less than three weeks prior to the gender analysis. The USAID/Armenia Sustainable Development Office should provide necessary documents (including project descriptions and scopes of works of current activities) and interview suggestions with relevant contact information to assist the Consultants.
2. A kick-off meeting on day one in the field with relevant USAID/Armenia staff to include an in-brief on the desk review, methodology, and timeline.
3. Revised Inception Report: Updated methodology and work plan/schedule following initial planning upon arrival to Armenia.
4. Mission-wide out-brief presentation/discussion of the gender analysis, including initial key findings from stakeholder interviews, site visits and meetings with USAID partners and other donors, as well as initial conclusions and recommendations for gender integration in USAID/Armenia programming. Presentation must be held on the last day of the fieldwork, and materials must be due one business day before the out-brief.
5. The preliminary draft report must be submitted electronically to USAID/Armenia within two weeks after the completion of fieldwork. The Mission will provide written comments to the Consultant electronically within ten working days of receipt.
6. The Final Draft Report incorporating USAID/Armenia comments shall be submitted to USAID/Armenia not later than five working days after receiving the above comments. Should the second revision necessary, the Mission will provide any additional written comments electronically within ten working days of the receipt of the revised draft and the Contractor shall submit the Final Report not later than five working days after receiving the above comments.

The following table presents the tentative timeline for the submission of deliverables. The due dates will

be defined after the dates for Gender Analysis dates are finalized.

<b>DELIVERABLE/TASK</b>	<b>Due Date</b>
Deliverable 1: Submit the inception report	April 26, 2018 (Desk Review: April 8 –26, 2019)
Deliverable 2: Kick-Off Meeting with relevant USAID/Armenia staff (in Armenia)	May 13, 2019
Deliverable 3: Submit Revised Inception Report	May 10, 2019
Deliverable 4: Mission-wide out-brief presentation/discussion of the gender analysis	May 23, 2019 (Field Work: May 13-23, 2019)
Deliverable 5: Preliminary draft gender analysis report	June 21, 2019
Deliverable 6: Final gender analysis report	July 12, 2019
<b>Total</b>	

USAID/Armenia will review and provide comments on the inception report from April 26 to May 3, 2019 and on the draft gender analysis report from June 14 to 28, 2019.

## **VII. SCHEDULES AND LOGISTICS**

The Contractor shall be responsible for the administrative support and logistics required to fulfill this task. These shall include all travel arrangements, appointment scheduling, secretarial services, report preparations services, printing, duplicating, and translation services.

USAID/Armenia will assist the Contractor in obtaining any additional program documents and contacts necessary to fulfill the task. The COR and/or alternate and Activity Manager at USAID/Armenia will provide strategic direction and guidance throughout the analytical process, including the development of the final work plan, any data collection tools, and gender analysis report outline, approach, and content. It is expected that some USAID/Armenia staff with different expertise will be involved with the gender analysis process. The primary focal point for the gender analysis will be Astghik Grigoryan as primary contact and Rasa Kent as secondary, based at USAID/Armenia.

## **VIII. FINAL REPORT AND SUPPORTING DATA**

### **The Gender Analysis Report**

The findings of the gender analysis must be reflected in a written report. The Gender Analysis final report must not exceed 50 pages, excluding cover page, table of contents, and annexes/attachments.

The report must be written in English and should include the following sections:

- Executive summary (3-4 pages): Synthesizes main findings, recommendations, and lessons learned. Does not include new information not available in the report. This must be a stand-alone document.
- Purpose (1 page): Clearly specifies the purpose of the analysis/assessment, the use of findings, the decisions for which evidence is being provided, and audiences of the report. The analysis/assessment topics of interest are articulated to the purpose; questions regarding lessons learned are included in this section.
- Context and Background (2-4 pages): This section summarizes the sector/ themes under assessment in regards to the main problem addressed, as well as a description of the target population, geographic area, economic, social, historic and cultural context.

- Methodology and limitations (3-6 pages): This section includes a detailed description of the methodology and instruments used in the analysis/assessment. This allows the reader to estimate the degree of credibility and objectivity in the data gathered and in the analyses performed. In case of primary data collection, instruments and sampling criteria must be explained. Here, a summary table must be included which presents the following: instruments used, types of key informants, information gathered, and limitations encountered during data collection. Similarly, limitations regarding secondary data analysis should be disclosed.
- Findings, conclusions, and recommendations (up to 15 pages): This is the main section of the report. Findings must be clearly supported by multiple evidence sources referenced in the text, increasing its credibility. To the extent possible, evidence should be presented by using graphs and tables, and any other form that facilitates the readers' understanding of the text. Recommendations must be concise, specific, practical, and relevant to decision-making and the achievement of results on behalf of key stakeholders (including USAID), as appropriate.
- Appendices must include: a) SoW of the analysis/assessment, b) description of the design and methods used c) copies of the instruments used (if applicable), d) sources used for statistical and desk review analysis (primary and secondary), e) relevant outputs of data processing and analyses; f) other appendices required by USAID or provided by the assessment team.

### **Interview notes and resource documents**

The Contractor must provide summaries of all key meetings, workshops, discussions, and any data collection exercises conducted in the course of the assessment. These summaries must be submitted to USAID/Armenia Activity Manager, along with copies of any background documents and reports gathered in the course of the assessment. All information must be provided in an electronic format, organized and fully documented for use.

### **Datasets**

Should the Contractor use quantitative data, all datasets generated during the performance of the assessment must be submitted in a machine-readable, non-proprietary format and excluding any personally identifiable information, with supporting documentation describing the dataset, such as code books, data dictionaries, data gathering tools, notes on data quality, and explanations of redactions. All datasets created during the performance of the task order must be submitted to the Development Data Library per open data requirements found in ADS 579, USAID Development Data, and per instructions outlined in ADS 302mas (302.3.5.22). The Contractor must submit the Dataset and supporting documentation within thirty (30) calendar days after the Dataset is first used to produce an Intellectual Work or is of sufficient quality to produce an Intellectual Work.

## **IX. SUBMISSION TO THE DEVELOPMENT EXPERIENCE CLEARINGHOUSE (DEC)**

The final approved report (or a sanitized version of it) must be a public document to be submitted to the Development Experience Clearinghouse ([www.dec.org](http://www.dec.org)) (DEC) following the required Office of GenDev format (see Annex II). The contractor must make the final gender analysis report publicly available through the Development Experience Clearinghouse within 30 calendar days of final approval of the formatted report.

## **X. TASK ORDER PACKAGING AND MARKING**

Task Order packaging and marking shall be performed in accordance with Section D of the Advancing the Agenda of Gender Equality (ADVANTAGE) IDIQ No. AID-OAA-I-14-00050.

## **XI. BRANDING AND MARKING**

The Contractor shall comply with the requirements of the policy directives and required procedures outlined in USAID Automated Directive System (ADS) 320.3.2 “Branding and Marking in USAID Direct Contracts” (version from January 8, 2007) at <https://www.usaid.gov/ads/policy/300/320>; and USAID "Standard Graphic Manual" available at: <http://www.usaid.gov/branding/gsm>, or any successor branding policy.

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# ANNEX C: GENDER ANALYSIS RESEARCH MATRIX

The tables below include the research instrument to facilitate gathering the required information for the USAID/ARMENIA Gender Analysis. The table reports the Research Objectives (rephrased and grouped in 6 dimensions), the specific information needs for each one of them, and the tools proposed to gather the information from both secondary (documents) and primary sources (persons and institutions/organizations). The information needs are the base for designing the information gathering tools (interviews, focus groups, online survey and workshops) that will be tailored according to each specific stakeholder and its context.

## Guiding Questions for the Gender Analysis

N°	Research Theme	Information Needs	Tools and Sources of Information
1	Current gender gaps and advances between women and men that belong to the targeted group regarding USAID's key priority intervention areas and main domains.	<ul style="list-style-type: none"> <li>Gender gaps and advances in access to assets and resources; economic development; migration; political and community participation.</li> </ul>	Literature review: National statistics and data bases, research reports, global indexes, USAID and GoA studies.
2	Key issues and constraints to equitable political and socio-economic participation and access to opportunities for women and men.	<ul style="list-style-type: none"> <li>Main restrictions/obstacles/limitations to equitable access to sector's opportunities.</li> <li>Gender stereotypes and direct and indirect discrimination; gender cultural norms.</li> </ul>	<p>Literature review: Research reports, USAID donor studies, national reports, international mechanisms (CEDAW, Conventions, SDGs, DSOs, etc.).</p> <p>Semi-structured interviews: GEWE experts, USAID staff and implementing partners, GoA, UNICEF, UNFPA and UNDP.</p>

3	Areas of opportunity for gender integration across key thematic areas. <sup>138</sup>	<ul style="list-style-type: none"> <li>● Potential entry points for gender integration.</li> </ul>	<p>Semi-structured interviews: GEWE experts, USAID staff and implementing partners, mission gender advisor.</p> <p>Focus groups: USAID project participants, donors, GoA, UNICEF, UNFPA and UNDP.</p>
4	Legal-policy framework to support gender mainstreaming, including gender-sensitive policies at central and local levels.	<ul style="list-style-type: none"> <li>● Legal framework for gender equality at local and national levels.</li> <li>● Public policies and programs addressing gender equality and women's empowerment in the sectors.</li> <li>● Relationship/coordination between sectors and national/local mechanisms for the advancement of women.</li> <li>● Institutional capacities for GEWE in the public implementing institutions.</li> </ul>	<p>Literature review: National laws, regulations and policies, gender equality policies and instruments at national and local levels.</p> <p>Semi-structured interviews: USAID staff, donors, GoA, UNICEF, UNFPA and UNDP.</p>
5	Gender and migration.	<ul style="list-style-type: none"> <li>● Migration and its differential gender causes and impacts on women and men into cities.</li> </ul>	<p><u>Literature review:</u> National statistics and databases, research documents.</p> <p><u>Semi-structured interviews:</u> USAID staff, donors, GoA, UNICEF, UNFPA and UNDP.</p>
6	Effects and costs of GBV within USAID/Armenia key priority intervention areas.	<ul style="list-style-type: none"> <li>● Characterization of GBV against women and girls (home, community, work place), including femicide.</li> <li>● Human rights violations for women and men: human trafficking, prostitution, early marriage and adolescent pregnancy, access to sexual and reproductive health services.</li> </ul>	<p><u>Literature review:</u> INE reports, USAID and others donor's studies, national reports to international mechanisms (CEDAW, etc.).</p> <p><u>Semi-structured interviews:</u> GBV experts and CSOs, USAID staff and implementing partners.</p>

<sup>138</sup> Key interventions areas: 1) Women's economic empowerment and equality, and 2) Democracy and governance.

			<u>Focus groups:</u> Women participants in USAID projects, UNICEF, UNFPA and UNDP.
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# ANNEX D: INTERVIEW GUIDES FOR THE GENDER ANALYSIS

The following is the key informant interview guides for key stakeholders in Armenia.

## Interview Guide – Armenia Government Officials (Yerevan and in regions)

<b>Interview:</b>	
<b>Date:</b>	
<b>Meetings goal:</b>	
<b>Participants:</b>	

Good morning/afternoon \_\_\_\_\_ First of all, we would like to thank you for your availability to participate in this gender analysis for USAID/Armenia. The gender analysis will inform USAID/Armenia’s 2019-2024 Country Development Cooperation Strategy. The interview will take approximately 1.5 hours. The report that we are producing will be made publicly available on the USAID website in about two to three months from now. Here is my contact information in case you have any questions. Participation in this interview is voluntary, and if you would like to stop the interview at any time, please let us know. Please also let us know if you would like for any information to remain confidential or if any information is just for our ears. Do we have your permission to continue?

1. Does your ministry / office have any policy documents or other guidance related to gender equality or women’s empowerment, or persons living with disabilities (PVD)? If so, what documents? (Ask for copies.) Are there any issues related to gender that you encounter in your work for which you would like to have guidance? If so, what kinds of issues?
2. Have there been any strategies introduced or best practices such as policies, programs, initiatives, etc. that address the gendered barriers in ..... (legal, labor market, political, economic empowerment, access to resources and assets)? Are staff knowledgeable of these policies/programs/initiatives and are they being enforced/scaled? If not, why?
3. Please tell me briefly about your work and how it relates to gender (specific needs and capacities of women, men, boys and girls) and also to PVD. In your view, what are the most important issues related to gender, equality and women’s empowerment in your work / ministry / sector?
4. Thinking about your work in this ministry / office / sector over the past 5-10 years, what progress do you think has been made in relation to gender equality and women’s empowerment? Can you provide some examples of successes? In your opinion, what were the main reasons for these successes?

5. In your view, what are the main challenges in your work / sector / ministry / office to working on gender equality and women’s empowerment?
6. In what ways has USAID supported your work in relation to gender and women’s empowerment? In your opinion, what kind of support would be most useful for USAID to provide in the future?
7. Thinking about the future of work in your ministry / sector / office, what recommendations do you have for changes in policy or approach related to gender equality and women’s empowerment?
8. Can you suggest anyone else at the ministry we should talk to about these issues?

**Interview Guide – USAID Staff, including Office Directors and Program Office**

<b>Interview:</b>	
<b>Date:</b>	
<b>Meetings goal:</b>	
<b>Participants:</b>	

Good morning/afternoon \_\_\_\_\_ First of all, we would like to thank you for your availability to participate in this gender analysis for USAID/Armenia. The gender analysis will inform USAID/Armenia’s 2019-2024 Country Development Cooperation Strategy. The interview will take approximately 1.5 hours.

**USAID Office Directors and Technical Staff:**

1. Please tell us about how gender equality and women’s empowerment are integrated into your work.
2. In your view, what are the most critical areas related to gender equality and women’s empowerment in your sector? In your opinion, what are the biggest challenges to addressing these issues?
3. In your opinion, over the past 5-10 years, what have been the biggest successes in gender equality and women’s empowerment in your sector? Can you provide some examples?
4. Our team will conduct interviews on gender in Yerevan and two other regions (name here). Do you have advice for the team on key issues we should explore? What questions do you think are the most important for the team to investigate?
5. If you had to cite three main results that your office has produced (through the programs it manages, and during the current CDCS) or is producing in terms of addressing gender equality and women’s empowerment, what would they be?
6. Has your office prepared a Project Appraisal Document (PAD)? [PAD is a strategy document that authorizes USAID (sector) teams to make new awards]. Have you prepared a gender

analysis as part of the development of the PAD? (This is not a requirement, but a good practice by some USAID missions.)

7. Which have been the main steps and actions taken by the office to integrate the findings and recommendations from the 2013 Gender Analysis for PADs?
8. Which measures has your office taken to mitigate the risk of GBV or to address GBV when it occurred in the past or during program implementation?
9. Can you mention any successful USAID examples/good practices on addressing gender equality, women's empowerment and/ or GBV? Is there anything more that you would like to do going forward in this domain?
10. Do the partners for the activities that your office implements have gender specialists (not USAID, implementing partners)? No/Full-time/Part-time? Do the Terms of Reference of the chief of party and technical staff include knowledge of gender equality as a requirement?
11. How do you monitor and evaluate the performance of the implementing partner in terms of actions implemented and results on promoting more equal gender relationships and women's empowerment through the programs? Do you think the monitoring is effective?
12. What are the main constraints your office faces to ensure that the implementing partners integrate gender equality and women's empowerment in a concrete and effective way such as in solicitations, the development of activity approval memorandum, PADs, program-level gender strategies, program monitoring, evaluation and learning (MEL) plans, program quarterly reports, and program annual reports? Any suggestions on what USAID could do to support them?
13. What kind of support do you receive internally (USAID/Armenia and beyond) to strengthen the gender integration capacities of this office, its staff and implementing partner staff? Do you have any suggestions on how to improve them if necessary?
14. Is there any support that your office needs to be able to support partners to integrate gender equality and women's empowerment more effectively?
15. Who are the leading government and non-government organizations as well as a private sector entities supporting women's economic empowerment and equality in Armenia?
16. Can you suggest anyone else we should talk to about these issues?

**Mission Program Office:**

17. Does the mission have a gender or inclusive development work order? Who is in charge of implementing it? What measures has the mission taken to implement it?
18. Does the mission have a gender or inclusive development working group? How does it function? What purpose does it serve? What are its greatest advances and challenges in this regard?
19. What type of support does the mission provide to its implementing partners to integrate gender equality or to facilitate cross-partner learning in this domain?

20. Once the new CDCS is complete, what steps will you take to ensure that gender equality and women’s empowerment is incorporated into the Performance Management Plan (PMP)? (The PMP is like a project monitoring, evaluation and learning plan, but for the whole mission).
21. Do previous USAID/Armenia PADs adequately address gender equality and women’s empowerment? What are the greatest advances and challenges in this regard?
22. Is gender integrated in the selection criteria for new awards? In practice, does this ensure that new awards adequately and comprehensively address gender equality and women’s empowerment (GEWE)? Does OAA take measures to ensure that GEWE is included, as required, in award documents?
23. How do you monitor and evaluate the performance of: (a) the USAID staff and (b) implementing partner staff in terms of actions implemented and results on promoting more equal gender relationships and women’s empowerment through the programs? Do you think the monitoring is effective?
24. How do activity managers (AORs and CORs) ensure that their implementing partners adequately address gender equality and women’s empowerment? Good practices or challenges to cite?
25. How does OAA ensure that their implementing partners adequately address gender equality and women’s empowerment? Good practices or challenges to cite?
26. Are you coordinating / working with other donors to generate synergies for achieving greater gender impact?
27. What other institutional measures are needed (if any) to support mission staff or partners to integrate gender equality and women’s empowerment?

**Guide for Interviews with Implementing Partners and Regional-Level Implementers**

<b>Interview:</b>	
<b>Date:</b>	
<b>Meetings goal:</b>	
<b>Participants:</b>	

Good morning/afternoon \_\_\_\_\_ First of all, we would like to thank you for your availability to participate in this gender analysis for USAID/Armenia. The gender analysis will inform USAID/Armenia’s 2019-2024 Country Development Cooperation Strategy. The interview will take approximately 1.5 hours. The report that we are producing will be made publicly available on the USAID website in about two to three months from now. Here is my contact information in case you have any questions. Participation in this interview is voluntary, and that if you would like to stop the interview at any time, please let us know. Please also let us know if you would like for any information to remain confidential or if any information is just for our ears. Do we have your permission to continue?

1. Please tell us how your work addresses the specific needs of women, men, girls and boys.
2. In your experience working on this project (or in another capacity), what are the main gender and women’s empowerment issues in your area of work? Can you provide some examples?
3. In your experience working on this project (or in another capacity), what have been some important successes related to gender equality and women’s empowerment? Can you provide some examples?
4. How do you think your project / work has contributed to addressing challenges and to successes related to gender equality and women’s empowerment?
5. Which measures has your organization taken to mitigate the risk of GBV or to address GBV when it occurred in the past or during program implementation?
6. Can you mention any successful examples/good practices of USAID on addressing gender equality, women’s empowerment and/ or GBV? Is there anything more that you would like to do going forward in this domain?
7. Can you tell us about any national mechanisms or protocols to identify, support and care for GBV victims (such as hospital, police, justice)?
8. Can you suggest some recommendations about what work in your sector should be done in the future, related to gender and women’s empowerment?
9. Can you suggest any one else we should talk to about these issues?

**Guide to Interviews and FGDs with NGOs and Civil Society Groups**

<b>Interview:</b>	
<b>Date:</b>	
<b>Meetings goal:</b>	
<b>Participants:</b>	

Good morning/afternoon \_\_\_\_\_ First of all, we would like to thank you for your availability to participate in this gender analysis for USAID/Armenia. The gender analysis will inform USAID/Armenia’s 2019-2024 Country Development Cooperation Strategy. The interview will take approximately 1 hour. The report that we are producing will be made publicly available on the USAID website in about two to three months from now. Here is my contact information in case you have any questions. Participation in this interview is voluntary, and that if you would like to stop the interview at any time, please let us know. Please also let us know if you would like for any information to remain confidential or if any information is just for our ears. Do we have your permission to continue?

1. In your view, what are the main gender and women’s empowerment issues for your community, in Armenia?

2. What have been some of the successes for your community in recent years when it comes to gender equality? What made them successes?
3. What have been some of the biggest challenges for your [region] for gender equality and women's empowerment in recent years? What made them challenges?
4. What have been some of the advances and challenges for your [region] on gender-based violence prevention and response?
5. What progress do you want to see with respect to address gender equality and women's empowerment in the future? What is your dream for your community?
6. What should donors, such as USAID, do to help your community to address gender equality and women's empowerment?
7. Who are the leading government and non-government organizations as well as private sector entities supporting women's economic empowerment and equality in Armenia?
8. Can you suggest any one else we should talk to about these issues?

### **Cross-Cutting Questions on Women's Economic Empowerment**

1. Which barriers exist to women's access to employment within the targeted sector?
2. What are the differences, if any, in the ways that women and men access productive inputs necessary for enterprise growth and entrepreneurship?
3. Do socially acceptable practices restrict women's access to property ownership?
4. To what extent have the efforts of labor unions and women's groups reduced gender-related pay disparities?
5. How do social and economic networks factor into women's access to credit, for example by promoting access to information and facilitating access to markets?
6. Do initiatives exist to increase women's leadership and participation in networks, cooperatives, or business associations? How have or can these initiatives affect women's economic empowerment?
7. Do women play key roles in decision-making in networks, cooperatives, and business associations?
8. What key issues have women's business associations prioritized over the past five years?
9. What stereotypes affect women's ability to take on leadership positions at various levels in different sectors?
10. What are the gendered dynamics that affect women's career choice, entry and/or re-entry into the labor force during key transitional events such as university studies and graduation, marriage, motherhood and/or husband's migration.

# ANNEX E: LIST OF KEY INTERVIEWEES AND PRIMARY DATA COLLECTION TOOLS

Information presented in our report was collected during key informant interviews as well as while attending meetings and events where key stakeholders were asked questions related to our two focus areas. In total 46 individuals were interviewed and additional information was gathered from 7 key stakeholders during meetings which occurred during the fieldwork period.

**Disclaimer:** In cases where an individual or organization could be at risk of legal, social, or physical harm due to their participation in this research, names, dates and contact information have been redacted or omitted in order to protect participants, ensure quality data collection, and adhere to Do No Harm and Ethical Data Collection protocols and standards. For all interviewees, free and prior informed consent was obtained before the interview.

**Table E-1: List of Key Interviewees and Individual’s Consulted**

Name	Organization	Method
Zaruhi Hovhannisyan PR and Communication Coordinator	CSO: Coalition to stop violence against women	Interview
Zhanna Andreasyan Deputy Minister of Labor and Social Affairs	RA Ministry of Labor and Social Affairs	Meeting
Ani Hakobyan, Regional Marketing Manager CIS & Mongolia	Private Company: Grant Thornton International	Interview
Nvard Manassyan Gender Equality Officer	UNICEF	Interview
Somer Bessire-Briers Political Officer, POLECON	US Embassy, Armenia	Interview
Lilit Antonyan, Political Assistant/Assistance Coordinator, POLECON		
Audie Holloway Senior Law Enforcement Officer	US Embassy, Armenia	Interview
Maritsa Hovhannisyan, Program Manager, International Narcotics and Law Enforcement		
Ani Manukyan Project Management Specialist	USAID Armenia	Interview
David Pogosian Project Management Specialist		

<p>Marina Vardanyan Project Management Specialist Armen Yeghiazarian Senior Acquisition &amp; Assistance Specialist</p> <p>Lusine Hakobyan Project Management Specialist</p> <p>Simon Sargsyan Project Management Specialist</p> <p>Astghik Grigoryan Project Management Specialist</p>		
<p>Sevan Petrosyan Project Manager Caring for Equality</p>	NPO: World Vision	Interview
<p>Lara Aharonian Co-Founder of Women's Resource Center</p>	CSO: Women's Resource Center	Interview
<p>Nana Hovhannisyian Director</p>	Female Entrepreneur, Special Addition Consulting	Interview
<p>Liana Khachatryan Owner</p>	Female Entrepreneur, Agape bags	Interview
<p>Hovhannes Hovhannisyian Member and Committee Deputy Chair Standing Committee on Science, Education, Culture, Diaspora, Youth and Sport</p>	RA National Assembly	Meeting
<p>Lynne M. Tracy US Ambassador to Armenia</p>	US Embassy, Armenia	Meeting
<p>Ararat Mirzoyan Speaker</p>	RA National Assembly	Meeting
<p>Vladimir Sahakyan Social Enterprise Development Officer</p> <p>Vardan Shanoyan Capacity Building and M&amp;E Coordinator</p> <p>Aram Harutyunyan Social Enterprise Development Specialist</p> <p>Arpine Baghdoyan NEF Armenia Country Director</p>	IO: Near East Foundation	Interview
<p>Liana Amirbekyan Council of Europe, Coordinator of the project on gender-based violence</p>	IO: Council of Europe	Interview
<p>Susanna Khachatryan COP RED NEO</p>	USAID Armenia	Interview
<p>Tamara Hovnatanyan Editor-in-Chief at "Woman &amp; Politics" Newspaper Insert and WomenNet.am informational-analytical Portal</p>	Woman & Politics	Interview
<p>Seda Papoyan Girls in Tech, Director</p>	CSO: WomenNet.am	Interview
<p>Maria Karapetyan Member of Parliament, My Step Alliance</p>	RA National Assembly	Interview

Taguhi, Ghazaryan, Member of Parliament, My Step Alliance		
Tsovinar Haroutuyan UNFPA Armenia Assistant Representative  Anush Khachatryan, UNDP/UNFPA Gender Focal Point	UNFPA	Interview
Natalya Haroutunyan UNDP Women in Local Democracies Project Coordinator	UNDP	Interview
Talar Kazanjian Executive Director  Tachat Stepanyan CSO-Bridge Project Coordinator  Tatevik Manukyan Women's Empowerment Program Coordinator	NPO: Armenian General Benevolent Union (AGBU)	Interview
Asa Regner Assistant Secretary-General, Deputy Executive Director	UN Women	Meeting
Zara Gasparyan Co-owner  Vahagn Hambarzumyan, (Husband Co-owner)	Female entrepreneur, Sisian Ceramics	Interview
Hasmik Asatrian Co-owner	Female entrepreneur	Interview
Narek Mnatsakanyan Head of Financial Department	Goris municipality	Interview
Irina Yolyan Deputy Head	Goris municipality	Interview
Ruzanna Torozyan Executive Director	CSO: Women's Resource Center Foundation & WINNET	Interview
Bella Petrosyan Head of Dinamika Civic Initiative  Susanna Shahnazaryan Head of Goris Press Club	CSO: Goris Press Club	Interview
Nerses Shadunts, Head of Municipality	Tegh Municipality	Interview
Grigor Dashtoyan, Head of NGO	NGO: Geghard	Interview
Arman Martirosyan Economic Development Officer at Gavar Municipality	Gavar Municipality	Interview
Vahagn Dabaghyan Chief Editor	Local Media: Gavar TV	Interview
Anahit Gevorgyan Director	CSO: Martuni Women's Community Council	Interview
Manan Mkhitarian	Young female activist	Interview
Anna Sargsyan Project Coordinator	Union of IT enterprises (UITE)	Interview
Meeting with 20-30 representatives of CSOs led by Vice-Speaker of the Parliament – Lena Nazaryan	OxYGen - the second working meeting of the National Assembly-CSO platform of cooperation for	Meeting

	equal rights and equal opportunities of women and men	
Adam Stefan, Deputy Director, Sustainable Development Office	USAID Armenia	Interview

**Table E2: Tools for Collecting Primary Data**

Technique	Stakeholders	Purpose
<b>Semi-structured Interviews</b>	USAID/ARMENIA staff, US Embassy in Armenia staff, USAID implementing partners, COP USAID projects, government of Armenia (GoA) counterparts, The GoA National Assembly, GEWE civil society organizations (CSOs), International organizations, private businesses and women entrepreneurs	<ul style="list-style-type: none"> <li>● To gather data on gender equality advances, gaps, challenges, constraints and opportunities in line with the USAID/ARMENIA priority areas of intervention, cross-cutting issues and geographical areas of intervention.</li> <li>● To assess gender integration within USAID policy, planning, operations and gender capacities, and to identify opportunities for future USAID programming.</li> <li>● To identify opportunities for enhancing collaboration.</li> </ul>
<b>Online Survey (SurveyMonkey)</b>	USAID staff, USAID implementing partners	<ul style="list-style-type: none"> <li>● To assess USAID staff and partner individual and institutional practices, knowledge and attitudes related to GEWE.</li> <li>● To measure the extent to which USAID/Armenia staff and partners integrate GEWE in USAID's strategic objectives; programming; budgeting; implementation; monitoring, evaluation and learning plans; and performance management plans.</li> <li>● To measure the extent to which the organizational culture, systems and tools of USAID/Armenia and its partners support the integration of gender equality.</li> </ul>
<b>Presentation of Preliminary Findings and Recommendations</b>	USAID offices/teams.  GEWE CSOs representatives (USAID/Armenia to determine)	<ul style="list-style-type: none"> <li>● To validate the preliminary findings and recommendations from the primary and secondary data collection.</li> </ul>

# ANNEX F: GENDERED LEGAL, POLICY AND STRATEGIC FRAMEWORKS

**Table F1: Gender Equality in Legislation in Armenia (2018 Women, Business and the Law database)**

Cells highlighted in yellow indicate possible gendered gaps in current legislation.

<b>Gender Equality Legislation in Armenia</b>	
<b>I. Accessing institutions</b>	
Does the constitution contain a clause on nondiscrimination?	Yes
If there is a nondiscrimination clause in the constitution, does it explicitly mention sex or gender?	Yes
Does the constitution contain a clause on equality?	Yes
Is customary law recognized as a valid source of law under the constitution?	No
If customary law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?	N/A
Is personal law recognized as a valid source of law under the constitution?	No
If personal law is recognized as a valid source of law under the constitution, is it invalid if it violates constitutional provisions on nondiscrimination or equality?	N/A
What are the quotas for women on corporate boards?	No quota
What are the legislative quotas (reserved seats) in place for women representatives in national parliament?	No quota
What are the legislative quotas (reserved seats) in place for women representatives in municipal councils?	No quota
What are the legislative quotas for women on candidate lists in elections for national parliament?	25%
What are the legislative quotas for women on candidate lists in elections for municipal councils?	20%
Are there sanctions for noncompliance with mandated quotas for women on corporate boards?	N/A
Are there sanctions for noncompliance with mandated quotas for women on candidate lists for national parliament elections?	Yes
Are there sanctions for noncompliance with mandated quotas for women on candidate lists for municipal council elections?	Yes
Are there incentives (e.g. financial) to include women on corporate boards?	No
Are there incentives (e.g. financial) for political parties to include women on candidate lists for national parliament elections?	No
Are there incentives (e.g. financial) for political parties to include women on candidate lists for municipal council elections?	No
<b>Going Places</b>	
Can an unmarried woman apply for a passport in the same way as an unmarried man?	Yes
Can a married woman apply for a passport in the same way as a married man?	Yes
Can an unmarried woman obtain a national ID card in the same way as an unmarried man?	Yes
Can a married woman obtain a national ID card in the same way as a married man?	Yes
Can an unmarried woman travel outside the country in the same way as an unmarried man?	Yes
Can a married woman travel outside the country in the same way as a married man?	Yes

Can an unmarried woman travel outside her home in the same way as an unmarried man?	Yes
Can a married woman travel outside her home in the same way as a married man?	Yes
Can an unmarried woman get a job or pursue a trade or profession in the same way as an unmarried man?	Yes
Can a married woman get a job or pursue a trade or profession in the same way as a married man?	Yes
Can an unmarried woman sign a contract in the same way as an unmarried man?	Yes
Can a married woman sign a contract in the same way as a married man?	Yes
Can an unmarried woman register a business in the same way as an unmarried man?	Yes
Can a married woman register a business in the same way as a married man?	Yes
Can an unmarried woman open a bank account in the same way as an unmarried man?	Yes
Can a married woman open a bank account in the same way as a married man?	Yes
Can an unmarried woman choose where to live in the same way as an unmarried man?	Yes
Can a married woman choose where to live in the same way as a married man?	Yes
Can an unmarried woman confer citizenship to her children in the same way as an unmarried man?	Yes
Can a married woman confer citizenship to her children in the same way as a married man?	Yes
Can an unmarried woman be "head of household" or "head of family" in the same way as an unmarried man?	N/A
Can a married woman be "head of household" or "head of family" in the same way as a married man?	N/A
Can a married woman confer citizenship to a non-national spouse in the same way as a man?	Yes
Are married women required by law to obey their husbands?	No
Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Yes
<b>2. Using property</b>	
What is the default marital property regime?	Partial community of property
Who legally administers marital property?	Both must agree
If the husband administers property, is spousal consent required for major transactions?	N/A
Are there special provisions for major transactions concerning the marital home?	No
Does the law provide for the valuation of nonmonetary contributions?	Yes
Do unmarried men and unmarried women have equal ownership rights to property?	Yes
Do married men and married women have equal ownership rights to property?	Yes
Do sons and daughters have equal rights to inherit assets from their parents?	Yes
Do female and male surviving spouses have equal rights to inherit assets?	Yes
<b>3. Going to court</b>	
Does the law recognize customary courts that adjudicate exclusively on customary law?	No
If customary law courts are recognized, can their decisions be appealed to the formal state justice system?	N/A
Does the law recognize personal law courts that adjudicate exclusively on personal law?	No
Does a woman's testimony carry the same evidentiary weight in court as a man's?	Yes
How many justices are on the constitutional court?	9
Of those, how many are women?	2
Is the Chief Justice a woman?	No
Is there a small claims court or a fast-track procedure for small claims?	No
If yes, what is the maximum amount for a small claim?	N/A
Does the law mandate legal aid in civil/family matters?	No
Does the law mandate legal aid in criminal matters?	Yes
Are there dedicated and specialized family courts?	No

Does the law establish an anti-discrimination commission?	Yes
<b>4. Providing incentives to work</b>	
Are mothers guaranteed an equivalent position after maternity leave?	Yes
Do private childcare centers receive non-tax benefits?	No
Does the government provide childcare services?	Yes
Are there specific tax deductions or tax credits that are only applicable to men?	No
Are there tax deductions or tax credits specific to women?	No
Are payments for childcare tax deductible?	No
Do parents receive non-tax benefits (child allowance) for children under 6 years?	Yes
Is primary education free and compulsory?	Yes
Must employers provide leave to care for sick relatives?	Yes
<b>5. Building credit</b>	
What is the minimum loan amount covered in the private credit bureau or public credit registry?	0%
Do retailers provide information to private credit bureaus or public credit registries?	No
Do utility companies provide information to private credit bureaus or public credit registries?	Yes
Do microfinance institutions provide information to private credit bureaus or public credit registries?	No
Do retailers provide positive information to private credit bureaus or public credit registries?	No
Do retailers provide negative information to private credit bureaus or public credit registries?	No
Do utility companies provide positive information to private credit bureaus or public credit registries?	No
Do utility companies provide negative information to private credit bureaus or public credit registries?	Yes
Do microfinance institutions provide positive information to private credit bureaus or public credit registries?	No
Do microfinance institutions provide negative information to private credit bureaus or public credit registries?	No
Does the law prohibit discrimination by creditors on the basis of sex or gender in access to credit?	No
Does the law prohibit discrimination by creditors on the basis of marital status in access to credit?	No
Does the law mandate paid or unpaid maternity leave?	Yes
Does the law mandate paid or unpaid parental leave?	Yes
Does the law mandate paid or unpaid paternity leave?	Yes
What is the length of paid maternity leave?	140 days
What is the length of paid paternity leave?	0
What is the length of paid parental leave?	0
Who pays maternity leave benefits?	Government 100%
Who pays paternity leave benefits?	N/A
Who pays parental leave benefits?	N/A
What percentage of wages is paid during maternity leave?	100%
What percentage of wages is paid during paternity leave?	N/A
What percentage of wages is paid during parental leave?	N/A
What is the length of unpaid maternity leave?	0
What is the length of unpaid paternity leave?	60
What is the length of unpaid parental leave?	1025
How many days of unpaid parental leave must be taken by the mother?	0
How many days of unpaid parental leave must be taken by the father?	0
How many days of paid parental leave must be taken by the mother?	N/A
How many days of paid parental leave must be taken by the father?	N/A

Does the law mandate equal remuneration for work of equal value?	No
Does the law mandate nondiscrimination based on gender in employment?	Yes
Does the law mandate nondiscrimination based on gender in hiring?	No
Does the law mandate nondiscrimination based on gender in promotions?	No
Does the law mandate nondiscrimination based on gender in dismissal?	No
Is it prohibited for prospective employers to ask about family status?	No
Is dismissal of pregnant workers prohibited?	Yes
Are employers required to provide break time for nursing mothers?	Yes
Can parents work flexibly?	Yes
<b>Getting a pension</b>	
What is the age at which a man can retire and receive full benefits?	63
What is the age at which a woman can retire and receive full benefits?	63
What is the age at which a man can retire and receive partial benefits?	N/A
What is the age at which a woman can retire and receive partial benefits?	N/A
What is the mandatory retirement age for men?	N/A
What is the mandatory retirement age for women?	N/A
<b>6. Getting a job</b>	
Can nonpregnant and non-nursing women work the same night hours as men?	Yes
Can nonpregnant and non-nursing women do the same jobs as men?	Yes
Can nonpregnant and non-nursing women work in jobs deemed hazardous in the same way as men?	Yes
Can nonpregnant and non-nursing women work in jobs deemed morally or socially inappropriate in the same way as men?	Yes
Can nonpregnant and non-nursing women work in jobs deemed arduous in the same way as men?	Yes
Can nonpregnant and non-nursing women work in mining in the same way as men?	Yes
Can nonpregnant and non-nursing women work in factories in the same way as men?	Yes
Can nonpregnant and non-nursing women work in construction in the same way as men?	Yes
Can nonpregnant and non-nursing women work in agriculture in the same way as men?	Yes
Can nonpregnant and non-nursing women work in water sector in the same way as men?	Yes
Can nonpregnant and non-nursing women work in energy sector in the same way as men?	Yes
Can nonpregnant and non-nursing women work in transport in the same way as men?	Yes
Can nonpregnant and non-nursing women work in metalworking in the same way as men?	Yes
Can nonpregnant and non-nursing women engage in jobs requiring lifting weights above a threshold in the same way as men?	Yes
Can nonpregnant and non-nursing women work in all other jobs in the same way as men?	Yes
<b>7. Protecting women from violence</b>	
Is there domestic violence legislation?	Yes*
If there is no legislation specifically protecting against domestic violence, are there aggravating penalties for crimes against a spouse or family member?	No
Are there clear criminal penalties for domestic violence?	No
Does domestic violence legislation cover physical violence?	Yes*
Does domestic violence legislation cover sexual violence?	Yes*
Does domestic violence legislation cover emotional violence?	Yes*
Does domestic violence legislation cover economic violence?	Yes*
Does domestic violence legislation protect former spouses?	Yes*
Does domestic violence legislation protect unmarried intimate partners?	No
Do protection orders for domestic violence exist?	Yes*
Do protection orders provide for removal of the perpetrator from the home?	No
Do protection orders cover prohibition of contact and maintaining distance from the survivor?	Yes*

Is there legislation that specifically addresses sexual harassment?	Yes <sup>139</sup>
Is there legislation on sexual harassment in employment?	No*
Are there civil remedies for sexual harassment in employment?	No
Are there criminal penalties for sexual harassment in employment?	No
Is there legislation on sexual harassment in education?	No
Is there legislation on sexual harassment in public places?	No
What is the legal age of marriage for boys?	18
What is the legal age of marriage for girls?	18
Are there any exceptions to the legal age of marriage?	Yes
What is the minimum age of marriage with parental consent for boys?	16
What is the minimum age of marriage with parental consent for girls?	16
What is the minimum age of marriage with judicial authorization for boys?	N/A
What is the minimum age of marriage with judicial authorization for girls?	N/A
Does the law prohibit or invalidate child or early marriage?	Yes
Are there penalties in the law for authorizing or knowingly entering into child or early marriage?	No
Does legislation explicitly criminalize marital rape?	No
If there is no specific provision that explicitly criminalizes marital rape, can a woman otherwise file a criminal complaint against her husband for rape?	Yes
Has legislation provided for the removal of provisions which exempt perpetrators from facing charges for rape if the perpetrator marries the victim after the crime?	Yes

Key: \* = Changed by Armenia Gender Team based on latest legislation

Cells highlighted in yellow indicate possible gendered gaps in current legislation.

Source: Women Business and the Law 2018 Database (<https://wbl.worldbank.org/>)

<sup>139</sup> This is only a definition of sexual harassment.

**Table F2. Armenia’s Key Gender Equality and Women’s Empowerment Laws**

Legal Instrument	Key Aspects Regarding Gender Equality and Women’s Rights
<b>General Instruments</b>	
<b>Law on Provision of Equal Rights and Equal Opportunities for Women and Men</b>	The Law comprises from 21 articles. The Law defines the guarantees of protection of equal rights and opportunities for men and women in political, social, economic, cultural and public spheres.
<b>Specific Gender Equality Legal Instruments</b>	
<b>Chapter 31 of Electoral Code: Additional, Transitional and Final Provisions</b>	<p><b>Article 143. Procedure for Preferential Voting</b> has a reference to gender equality standards. A <b>gender equality standard</b> is a quantitative standard ensuring gender equality between the elected candidates (for example, the number of representatives of every sex among the elected candidates must not be more than 6).</p> <p>Part 14 of the <b>Article 144. Transitional and Final Provisions</b> includes a reference to gender quotas:</p> <p>Before January 1, 2021 during elections of the National Assembly, the Councils of Elders of Yerevan, Gyumri, Vanadzor, in the first part of the national candidate list of a political party, alliance of political parties and all of the political parties included in the alliance, the number of representatives of every sex, starting from the 1st place on the list, must not exceed 75 per cent in every integer group of 4 (1-4, 1-8, 1-12 and subsequently up to the end of the list), and the number of representatives of every sex in the district candidate list of a political party (alliance of political parties) running in the elections must not exceed 75 percent.</p>

**Table F3: Armenia’s Key Gender Equality and Women’s Empowerment Policies, Strategies and Action Plans**

National Policies, Strategies and Action Plans	Key Elements Regarding Women’s Rights and Gender Equality
<b>Republic of Armenia National Program and Action Plan to Ensure Equal Rights and Equal Opportunities for Men and Women for 2019-2023</b>	Currently under revision .
<b>National Action Plan for the Implementation of UN Convention 1325 for 2019-2021</b>	The National Action Plan aims to increase women’s role in military forces, community development, and peacebuilding. The Plan is focused on participation and

	protection of women's in peace and security.
<b>National Strategy on Human Rights for 2017-2019 and Action Plan for 2019</b>	The Strategy makes reference to the protection of women's rights, the prevention and elimination of violence against women, legal protection and psychological support to the victims of domestic violence, protection from sexual violence and support to the victims of sexual violence. The Strategy also aims to ensure equal rights and opportunities for men and women in Armenia.

**Table F4: Democracy and Governance Gender Equality and Women's Empowerment Laws, Policies**

Legal Instrument	Key Aspects Regarding Gender Equality and Women's Rights
<b>General Instruments</b>	
The guiding policy document remains the " <b>National Strategy on Human Rights</b> " which was approved by a Presidential Decree in September 2012.  The second <b>Action Plan (2017-2019)</b> was adopted on 12 May of 2017 by the RA Government Decree N 483-N of 4 May 2017	The Plan adopted in 2017 includes 96 activities to be implemented by 2019. The Action Plan is comprehensive and covers more than 18 areas which focuses on: social rights; child rights; promoting gender equality; and eliminating discrimination. The current Action Plan contains more tangible activities compared with the previous Action Plans; however it is still lacking a concrete M&E plan.
<b>Specific Gender Equality Legal Instruments</b>	
<b>Chapter 31 of Electoral Code: Additional, Transitional and Final Provisions</b>	Article 143. Procedure for Preferential Voting makes reference to gender equality standards.

**Table F5: Gender Based Violence Laws, Policies, and Regulations**

Legal Instrument	Key Aspects Regarding Gender Equality and Women's Rights
<b>General Instruments</b>	
<b>Law on Prevention of Violence within the Family, Protection of Victims of Violence within the Family and Restoration of Peace in the Family</b> <sup>140</sup>	<i>Chapter 1.</i> The <b>General Provisions</b> consist of four articles. Articles include the scope of law, principles for prevention and protection of victims of violence within the family, violence within the family and its forms, main terms of the law. <i>Chapter 2. Protection Measures for Victims of Violence within the Family</i> includes articles on types of protection measures for victims of violence within the family, warning, emergency intervention order, protection order, termination of an emergency intervention order and protection order due to institution of criminal case, conciliation between the perpetrator and the victim of violence within the family, and preventive registration and deregistration of the perpetrator of violence within the family. <i>Chapter 3</i> of the <b>Law on Bodies and Special Institutions with Mandate to Prevent Violence within the Family and Protect Victims of Violence within the Family and Sources of their Funding</b> there is a reference to state and local authorities. It says in the Law that state and local authorities within the scope of their competences shall

<sup>140</sup> There are several provisions and amendments done in 2019 about an establishment of the shelters and support to the victims.

	support the fight against violence within the family and collaborate in this area with the Competent Authority. <i>Chapter 4: Legal Regime for Protection and Procedure for Disclosure of Information about Victims of Violence</i> within the Family consists from only one article on inviolability of private and family life.
<b>Law on Social Assistance</b>	The law on Social Assistance adopted on December 17, 2014 defines domestic violence as physical, sexual, or psychological violence or economic deprivation of one family member towards another.
<b>A Joint Order for Adoption of the Charter for the Divisions of Family, Women and Children in the Regional Governors' Offices (marzpetaran). An order is signed by the Ministry of Labor and Social Affairs and the Ministry of Territorial Administration</b>	The Charter defines the responsibilities of the Division of Family, Women, and Children. The Divisions are primarily units for an implementation of state policies with respect to the family, women and children.
<b>A Guideline for the Referral Mechanisms for the Victims of Domestic Violence (adopted by the Ministry of Labor and Social Affairs on December 10, 2015)</b>	The Guideline defines government bodies that should protect victims of domestic violence at the national and local levels.

# ANNEX G: COMPARATIVE REGIONAL DATA

Issue	Gegharkunik	Syunik	Aragatsotn	Ararat	Armavir	Lori	Kotayk	Shirak	Vayots Dzor	
<b>Population</b>	229,700	138,400	127,100	257,800	264,600	217,400	251,600	235,400	49,600	123,500
<b>Number of women</b>	114,896	70,957	64,646	133,187	135,997	117,884	131,144	125,304	25,769	64,723
<b>GDP per capita in AMD</b> compare to national average % (as of 2016) <sup>141</sup>	48 percent	114 percent	72 percent	75 percent	63 percent	60 percent	64 percent	51 percent	80 percent	45 percent
<b>Poverty level</b> (national average 29 percent) (as of 2016) <sup>142</sup>	29 percent	24 percent	16 percent	27 percent (as of 2015)	29 percent	36 percent	29 percent	46 percent	29 percent	29 percent
<b>Officially registered unemployed women</b> <sup>143</sup> (national 46 838)	2 252	3 305	1 824	3 848	3 591	6 310	5 402	9 008	756	2 856
<b>Women's economic</b>	43	51	57	60	59	55	59	51	67 percent	59

<sup>141</sup> Statistical Committee of the Republic of Armenia, Regional Statistics, n.d

<sup>142</sup> Ibid.

<sup>143</sup> Ibid.

<b>activity:</b> Economically active women (national average-53 percent) <sup>144</sup>	percent	percent	percent	percent	percent	percent	percent	percent		percent
<b>Decision-Making:</b> Control over women's cash earnings <sup>145</sup> <ul style="list-style-type: none"> <li>● Mainly wife</li> <li>● Wife and husband jointly</li> <li>● Mainly husband</li> </ul>	20 62.7 11.4	17.7 80.6 .8	24 70 5	13 77 6	41 54 4	17 84 0	29 67 0	37 54 2	24 76 0	23 74 3
<b>Access to Resources:</b> Use of a bank account by women <sup>146</sup>	9 percent (the country's second lowest after Lori region)	28 percent (the country's highest, even more than in Yerevan)	16 percent	21 percent	12 percent	7 percent	16 percent	14 percent	24 percent	23 percent
<b>Migration:</b> Have migrated and have not returned (as of 2017) <sup>147</sup>	11 percent	3 percent (the country's lowest)	8 percent	10 percent	7 percent	14 percent	8 percent	15 percent	4 percent	7 percent
<b>Sex Ratio at Birth</b> <sup>148</sup>	1.09	1.05	1.16	1.09	1.07	1.14	1.05	1.03	1.05	1.21
<b>Gender Roles:</b> Marital control	17 percent	2 percent (the	18	14	2	8	3	9	8 percent	2

<sup>144</sup> Statistical Committee of the Republic of Armenia, Regional Statistics, n.d.

<sup>145</sup> Republic of Armenia, Demographic and Health Survey 2015-2016, 2017.

<sup>146</sup> Ibid.

<sup>147</sup> Statistical Committee of the Republic of Armenia, Regional Statistics, n.d.

<sup>148</sup> Republic of Armenia. Women and Men in Armenia - 2018, 2018.

exercised by husbands <sup>149</sup>	(the country's second highest)	country's lowest)	percent	percent	percent	percent	percent	percent	percent	percent
<b>Gender Roles:</b> Control over wife's cash earning by a husband <sup>150</sup>	11 percent (the country's highest)	1 percent	5 percent	6 percent	4 percent	0 percent	0 percent	2 percent	0 percent	3 percent
<b>Gender Roles:</b> Women's name is not on title of the house she lives in <sup>151</sup>	10 percent (the country's highest)	0 percent	5 percent	2 percent	0 percent	N/A	2 percent	N/A	2 percent	0 percent
<b>Gender Roles:</b> Women's participation in decision making over her own health, major household purchases, visits to relatives, etc. <sup>152</sup>	60 percent (the country's second lowest after Ararat region)	80 percent (among the highest)	79 percent	47 percent	90 percent	75 percent	80 percent	82 percent	89 percent	81 percent
<b>GBV:</b> Experience of physical violence <sup>153</sup>	4 percent	0 percent	17 percent	13 percent	2 percent	10 percent	6 percent	3 percent	9 percent	1 percent
<b>GBV:</b> Experience of sexual violence <sup>154</sup>	0.6 percent	0 percent	4 percent	2 percent	0.4 percent	2 percent	1 percent	0 percent	1 percent	0.6 percent

<sup>149</sup> Republic of Armenia. Demographic and Health Survey 2015-2016 - Armenia, 2017.

<sup>150</sup> Republic of Armenia, Demographic and Health Survey 2015-2016 - Armenia, 2017.

<sup>151</sup> Ibid.

<sup>152</sup> Ibid.

<sup>153</sup> Statistical Committee of the Republic of Armenia, Regional Statistics, n.d.

<b>GBV:</b> Attitudes toward wife's beating and justification of violence against women (answers by men) <sup>155</sup>	100 percent	10 percent	4 percent	1 percent	35 percent	10 percent	23 percent	51 percent	24 percent	31 percent
<b>GBV:</b> Attitudes toward wife's beating and justification of violence against women (answers by women) <sup>156</sup>	41 percent (the country's highest)	3 percent (the country's second lowest)	40 percent	6 percent	2 percent	8 percent	7 percent	5 percent	40 percent	17.3 percent
<b>Gender Roles:</b> Ability to negotiate sexual relations with husbands (e.g. asking to use a condom) <sup>157</sup>	28 percent (the country's lowest)	35 percent	31 percent	49 percent	48 percent	52 percent	54 percent	36 percent	48 percent	61 percent

<sup>154</sup> Ibid.

<sup>155</sup> Republic of Armenia. Demographic and Health Survey 2015-2016. Armenia, 2017.

<sup>156</sup> Ibid.

<sup>157</sup> Ibid.

# ANNEX H: ADDITIONAL FINDINGS ON THE USAID ADS205 DOMAINS

## **Gender roles in Gegharkunik<sup>158</sup>**

In larger cities such as Gavar, girls and young women visibly participate in youth groups and are politically active until marriage. After marriage however, it is considered appropriate for the husband to make decisions about the wife's activities and as a result, many young brides withdraw from activities outside of the household. Even among young unmarried, educated men there is an expectation that they will work and not participate in taking care of their children. If their future wife needs help with childcare, his parents will become involved with childcare. Women's political and economic participation is low.

Some norms have changed as evidenced by at least superficial acceptance of gender equality; however, there are very few actual examples of women who have been able to break through gender stereotypes successfully combining for example, married life with their own successful business.

Intimate partner violence in marriage is considered 'wrong' but continues to persist though not openly discussed. However, precursors to DV prior to marriage, such as overly controlling behavior, bullying, intimidation, verbal abuse are not discussed with young women. In addition, mothers-in-law are also found to be the main perpetrators of domestic violence against daughters-in-law in traditional extended family settings.

Gegharkunik has one of the highest rates of son bias in Armenia. Many locals have learned not to speak openly about the practice of sex-selective abortions that leads to the higher rates of baby boys. One educated individual even argued with conviction that the higher male birth rate is now occurring in parts of Gegharkunik due to biology 'without any interventions'.

In traditional villages where male migration is high, young women tend to get married after graduating high school and move in with their husband's family. Their husbands typically migrate to Russia for work and are often away for eight months a year. As a result, the young brides are living without their husbands but with their husband's family most of the year.

These young brides are expected to get pregnant soon and to provide unpaid labor for the family (often in agriculture). This work can be physically challenging and it is not unusual for young brides to be expected to keep working throughout most of their pregnancy.

The young brides have little or no autonomy and often live in isolation. It is typical for the mother-in-law to control the bride's income and expenditures, and their telephone, online and social activity are often monitored. There are no public spaces that are safe, accessible and socially acceptable where young

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<sup>158</sup> Based on data collection in Gegharkunik.

brides and young mothers can meet. Public transportation is often limited and difficult to access at the village level.

However, once the young bride bears offspring, their status becomes more secure in the in-laws' household as it is less likely for fathers to divorce the mother of his children. The young mother may also enjoy increased decision making regarding her activities.

### **The Misperception of a Women's Equality**

There is a pervasive assumption in Armenian society that cuts across gender, socio-economic class and education level which assumes that gender equality currently exists in Armenia. The main justification and rationale given for why there are fewer women visibly engaged in leadership positions in politics, in the private sector and in everyday life is due to a woman's own choice.

This assumption is often based on the notion that there are no social, economic or personal obstacles or impediments to women's abilities to reach the same levels of economic and political success as men. Exceptional women who have achieved high positions in economic and political activities are used as examples that this status can be reached by women in the same way as by men.

If this notion is challenged, by asking for additional examples or more data and numbers on women vs. men in Armenia, there is often resistance into looking further into the gender dynamics that may be influencing the lack of women's involvement. This is often followed by a general denial of gendered impediments even when some clear gendered obstacles are apparent<sup>159</sup>.

As a result, individuals who choose to engage in gender issues are often stigmatized<sup>160</sup>. In the end, proponents of this perspective not only deny the broad range of common, structural, gendered barriers that impede women's full economic and political participation due to underlying gender inequalities between women and men, they also dismiss and stigmatize individuals who engage in these issues.

### **Women in the IT sector in Armenia**

Though small in terms of both employment and economic contributions, there is great interest socially, economically and politically in developing the IT sector in Armenia, as evidenced by the creation of the new Ministry of High Technology in 2019. At 32 percent, women's involvement in the IT sector is considered the highest in the world<sup>161</sup>. However, little is known about the exact participation of these women in terms of positions, roles and salaries. It is however striking that in the 51 pages of the 2018 State of the Industry report for Armenia, women in the ICT industry are only mentioned once in the following passage: *The majority of specialists (68 percent) employed in the Armenian ICT sector are male. On the other hand, the number of female employees in the software and services sector has decreased by 2 percent as compared to 2017.*<sup>162</sup> The IT sector could be well suited for working women in Armenia given the flexibility in terms of hours and location. There are examples of a few women CEOs of tech firms, but anecdotal evidence indicates that women in the sector experience gendered discrimination in terms of

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<sup>159</sup> Based on KIIIs and other personal contacts.

<sup>160</sup> Ibid.

<sup>161</sup> Enterprise Incubator Foundation, Armenia ICT Sector 20018, State of the Industry Report: Information and Telecommunication Technologies Sector in Armenia. 2019.

<sup>162</sup> Ibid.

hiring, salaries and segregation into administrative roles or less skilled and lucrative IT activities. It is clear that more data is needed to better understand the current level of women's involvement and to create pathways for women's growth in the industry.