



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

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**Committee on the Elimination of Discrimination  
against Women**

**Information received from Armenia on follow-up to the  
concluding observations on its seventh periodic report\***

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\* The present document is being issued without formal editing.



## **I. Follow-up information relating to paragraph 12 (d) of the concluding observations**

### **Women, peace and security and internally displaced women and women in a refugee-like situation**

1. The Third National Action Plan of the Republic of Armenia for 2025–2027 for the implementation of UN Security Council resolution 1325 (2000) on women, peace and security is under development. It reaffirms the Armenia's political commitment and strategic vision to advance peace and strengthen its Women, Peace, and Security (WPS) agenda. Building on the achievements and lessons of the previous two NAPs, this plan ensures continuity in successful policies and programs while addressing Armenia's evolving challenges.
2. The Third NAP envisions the continuation of the highly successful localization of the WPS agenda. This process has proven particularly effective in border communities with significant inflows of refugees from Nagorno-Karabakh. It has served as a valuable tool for assessing local challenges, facilitating the integration of refugees into host communities, and promoting social inclusion (in just a few days, in September 2023, Armenia received more than 115.000 refugees, 66 per cent of whom are women and children, 18 per cent are elderly, and 9 per cent are people with disabilities.)
3. The Third National Action Plan on WPS aligns with Armenia's other national strategies for women's advancement and gender equality, ensuring effective allocation and use of human and financial resources. It integrates Armenia's international commitments on women's rights and gender equality, including the UN Convention on the Elimination of All Forms of Discrimination Against Women, the Beijing Declaration and Platform for Action, the 2030 Sustainable Development Goals, the Universal Periodic Review, and other frameworks.
4. In Armenia, the process of integrating gender budgeting into national action plans has already begun. In particular, one of the important points of the Strategy and action plan for implementation of gender policy for the period 2019–2023 is the introduction of a gender-sensitive state budgeting system in Armenia by the year 2020. In line with this, as part of the European Commission's technical support, a manual on gender-responsive budgeting (GRB) was developed, and a brief training course conducted for relevant staff across all ministries.
5. The Ministry of Labour and Social Affairs was the first ministry to adopt gender-sensitive budgeting, with the assistance of external experts, for the preparation of annual budgets and midterm expenditure plans. Since 2020, the Ministry of Finance of the Republic of Armenia has consistently distributed the GRB manual and related guidelines to all sectoral departments at the start of each budget fiscal year, thereby initiating the gender budgeting process.
6. It is worth mentioning that the gender-sensitive budgeting process undertaken also at the local level, including through the incorporation of gender-sensitive methodologies in developing the five-year development plans of communities in the Republic of Armenia. This ensures that the community development plans align with the rights of both women and men and are gender-sensitive.

## II. Follow-up information relating to paragraph 14 of the concluding observations

### Legislative framework

7. The decision No. 1978-L of the Government of the Republic of Armenia of December 26, 2019, approved the National Strategy for the Protection of Human Rights and its deriving action plans for 2023–2025, which contains a range of multi-sectoral measures aimed at protecting and guaranteeing both political and civil as well as socio-economic rights, improving the relevant legislation and legal practices, and raising public awareness.

8. The draft law on “Ensuring Equality and Protection from Discrimination” defining the concept of discrimination, its types (including direct discrimination, indirect discrimination, incitement to discrimination, harassment, segregation, victimization, intersectional discrimination, and the failure to provide reasonable accommodations for persons with disabilities), protection mechanisms and procedures, as well as the establishment of the equality body in accordance with international standards.

9. The draft also includes the definition of intersectional discrimination. Specifically, according to the draft regulations, intersectional discrimination is discrimination against an individual or group based on two or more protected characteristics, which are inseparable and, in combination, lead to a specific manifestation of discrimination.

10. Over past years, the Government of the Republic of Armenia has undertaken significant efforts to prevent and address gender-based violence and discrimination and to provide support to women, girls and vulnerable groups. These efforts encompass legislative reforms, the establishment and expansion of new services, and awareness campaigns. Starting from 2020, from the state budget approximately 125 million AMD has been allocated to implement three support programs for victims of family violence. This includes:

11. Services of support centres for victims, within the framework of which support centres operate in all regions of the Republic of Armenia and in Yerevan. The support centres inform the victims about their rights, on the available services, provide socio-psychological and legal assistance, support in the matter of job placement.

12. Shelter services, within the framework of which the victims are provided with safe, secure accommodation, food, hygienic supplies, and necessary supplies for children’s school preparation, social-psychological and legal support.

13. Provision of one-time monetary compensation of up to 150,000 AMD to persons subjected to domestic violence.

14. In order to prevent all forms of discrimination and empower all women and girls, the Ministry of Labour and Social Affairs of the Republic of Armenia develops and implements empowerment programs designed specifically for women and girls subjected to family violence and discrimination. The primary goal of the government is to provide them with the necessary support to help them reintegrate into society, regain their confidence, and become financially independent. Starting from 2023, in 3 regions, the services provided by the support centres for persons subjected to domestic violence have been expanded, including types of services aimed at women’s economic empowerment and independent organization of their lives. The provision of economic empowerment services includes the provision of vocational skills training and tools. The course is selected according to the preference of the

beneficiary, based on the assessed need. In 2024, the program is being implemented in six regions of the Republic of Armenia.

15. To prevent discrimination and uphold the rights of marginalized groups of women and girls in rural areas and those with disabilities Women's Resource Centres operate in nine cities across five regions of Armenia through the WINNET Armenia network. The main aim of the centres is to empower women, particularly in rural areas to collectively advocate for positive changes in political, economic and social domains.

16. At the regional level, the Coalition of Family Violence Support Centres, comprising non-governmental organizations in each region (including Yerevan), has undertaken extensive efforts to prevent gender-based violence and discrimination. Their aim is to instigate systemic changes to prevent domestic violence and discrimination, ensure the safety of victims and empower women throughout Armenia. The Coalition implements various programs to enhance the socioeconomic capacities of vulnerable women, particularly those who have experienced violence.

### **III. Follow-up information relating to paragraph 32 (a) of the concluding observations**

#### **Women human rights defenders**

17. The Government of the Republic of Armenia places a strong emphasis on the protection of women and girls, as well as the prevention and fight against gender-based violence and family violence. As part of these efforts, in 2024 amendments and supplements were introduced to the 2017 Law "On Prevention of Domestic Violence, Protection of Persons Exposed to Family Violence, and Restoration of Family Solidarity" of the Republic of Armenia. Notably, 11 out of 23 articles were revised, incorporating several key changes:

- The law's title was updated to the "Law on Prevention of Family and Domestic Violence and Protection of Persons Exposed to Family and Domestic Violence";
- Definitions and key concepts were clarified and aligned with those in the Criminal Code of the Republic of Armenia, including the addition of the term 'partner';
- Children who witnessed violence or suffered its consequences (indirect victims) are now recognized as victims of violence;
- Procedures for emergency intervention and protective orders were modified, including changes to their implementation timelines, entry into force and notification processes;
- The definition of the conciliation procedure was removed;
- The law now stipulates free and preferential medical care and services for victims of domestic violence to address health issues resulting from violent incidents;
- Accessibility requirements for shelters accommodating victims of violence were established, ensuring accessibility for individuals with disabilities.

18. With the support of the United Nations Population Fund, an electronic database for centralized registration of domestic violence have been launched in 2024. This database aims to manage domestic violence cases, enhance oversight and efficiently collect and process data. It will allow for the development of targeted prevention, support and protection measures and policies by analysing the prevalence of domestic

violence cases, the proportion of different types of abuse, the relationships between perpetrators and victims, and factors such as gender, age and the provision and process of protection and support measures, along with other relevant circumstances:

- In 2022, 4 cases of murder in the family were recorded. All 4 recorded cases were committed by the husband (including the former) against the wife;
- In 2022, 357 cases of domestic violence were recorded. 231 or 65 per cent of the mentioned 357 cases recorded in 2022 were committed by the husband against the wife;
- In 2023, 508 cases of domestic violence were recorded. 308 or 61 per cent of the mentioned 508 cases recorded in 2022 were committed by the husband against the wife.

#### **IV. Follow-up information relating to paragraph 36 (b) of the concluding observations**

##### **Employment**

19. Part 5 of Article 8 of the Revised European Social Charter, ratified by the Republic of Armenia, stipulates that, in order to ensure the effective application of the right to maternity protection of working women, the Parties undertake to prohibit the work in the underground mineral industry, inappropriate due to danger, harm to health or difficult nature and in any other work of pregnant women, women who have just given birth or women who are nursing their children, as well as take appropriate measures to protect the rights of these women at work.

20. The Government's Decree 2308-N of December 29, 2005 "On approving the list of jobs considered hard and harmful for persons under 18 years of age, pregnant women and women caring for children under one year age" was adopted in fulfilment of the international obligations assumed by Armenia. The purpose of the ban on engaging pregnant and caring for children women up to one year old in the work mentioned in the list of hard and harmful work approved by that decision is to protect their health and motherhood.

21. The Ministry of High-Tech Industry of the Republic of Armenia implements the "University-Private Sector Cooperation" program (hereinafter referred to as the Program), which provides equal opportunities for men and women to receive quality education and enter the labour market. The program aims to contribute to the development of the technological sector by providing additional education, while at the same time providing qualified personnel for the labour market. In this sense, the Program targets a large audience by providing equal opportunities to every person to get a quality education and find a decent job.

22. Within the 2023 "University-Private Sector Cooperation" program for the preparation of specialists, 779 participants receive specialization in the IT field, of which 324 are women. 249 of the female participants are from Yerevan, and 75 from the regions. The program is ongoing. Each year, it is modified as needed to relate to different SDG goals, including poverty eradication, strong health and well-being, quality education, gender equality, decent work and economic growth, industry, innovation and infrastructure, and reducing inequalities. By providing an affordable education opportunity, the program provides equal opportunities for all Armenian citizens to find a decent job, ensuring an equal start for all. Within the framework of the project, the Ministry of High-Tech Industry has cooperated with various companies in the sector, starting from the project development stage until the end of

the implementation, as a result of which a close connection has been formed between the government body and the organizations of the sector.

23. By the decision of the RA Prime Minister, it was proposed to increase the number of female officers in the patrol service to 30 percent by the end of 2026, through targeted recruitment of female officers.

24. Since 2019, in the police of the Ministry of Internal Affairs of the Republic of Armenia a series of personnel related processes are constantly being carried out in order to increase the inclusion of women in the services. The number of positions for women in the Armenia police Patrol service is clearly defined in the admission announcements. The last one /2023–2024/ announced additional positions for women.

25. The legislative obstacles for the involvement of women in the police system and their advancement were defined in particular by the profession, obtained by education, by the anthropometric data intended for the service /the age height, etc/.

26. Since 2019, due to the creation of the Patrol service the mentioned obstacles have either been eliminated or reduced to a minimum.

27. In particular, in order to solve the mentioned problems, a legislative change was initiated. As a result, in the Law “On Service in the Police” of the Republic of Armenia the threshold for service acceptance was raised to 35 years, instead of the previous 30 years,

28. In Government’s decision, dated 23.01.2003 No. 175-N “On defining the requirements related to the physical fitness and health condition of the police officer” relevant changes were made regarding the anthropometric data /the height of women was set at 155 cm instead of the previous 160 cm/.

29. In order to fill the ranks of the patrol service, ahead of the targeted admission of women the online pre-registration process has been initiated. It aimed at determining the number of candidates, to inventorizing the circumstances which considers as obstacles for women’s application. Women’s access to any jobs in the Ministry of Internal Affairs of the Republic of Armenia is quite easy, and the list of non-recommended jobs is not provided by the legal acts, regulating the field.

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