

**To the Protocol Decision No. 19 made  
by the Government of the Republic of Armenia  
at its 20 May 2011 session**

**REPUBLIC OF ARMENIA GENDER POLICY STRATEGIC ACTION PLAN FOR 2011-2015**

No	Issues	Goal
<b>Gender Policy Implementation Strategy in the Sphere of <i>Power and Decision-Making</i></b>		
1	To ensure implementation of principal recommendations of the UN <i>Convention on the Elimination of All Forms of Discrimination against Women</i> and of the Beijing Conference and fulfillment of the obligations assumed by the Republic of Armenia under other international documents that Armenia ratified and that target gender equality	Elimination of gender-based discrimination and achievement of de facto equality between women and men
2	To ensure fulfillment of the obligations assumed by the Republic of Armenia in terms of harmonization of national legislation with international standards in human rights protection	Creation of equal conditions and equal opportunities for women and men to realize their potential; further development of the society's legal and political culture
3	To take special measures to secure women's 30% representation in decision-making positions in legislative and executive branches of government	Overcoming women's underrepresentation in decision-making positions in legislative and executive branches of government and strengthening of social solidarity
4	To introduce a system of indicators for assessment and monitoring of the dynamic of the gender situation	Periodic assessment of the gender situation in the country
5	To include a gender knowledge component (module) into the curricula of educational institutions that carry out professional development of civil servants	Civil servants become more gender sensitive
6	To continue the process of organizing training courses for women on leadership and for protection of their own rights	Women's improved legal knowledge; creation of an enabling environment for women to develop organizational skills and to engage in organizational activities as well as expanded opportunities for women's political participation and resources' accessibility to women

7	To ensure collection, analysis and dissemination of statistical data on women's and men's participation in public and civic life	Acceptance of gender perspectives in the country's economic, social and political fields; assessment of women's and men's situation and identification of still existing differences in their statuses
8	To continue organization of gender issues-related special courses, seminars, discussions and sharing of experiences for civic leaders, politicians and civil servants	Enhanced awareness of importance of gender-balanced participation for the solution of political problems and for the country's sustainable development
9	To strengthen mechanisms for social partnerships between State bodies and civil society institutions	Adequate performance of NGOs' social functions aimed at the achievement of gender equality; expansion of opportunities for NGO impact on social processes
10	To contribute to the strengthening of a unified system of the national machinery and institutional mechanisms for formulation and implementation of a gender equality policy	Coordination and monitoring of gender policy implementation have been secured
11	To ensure gender analysis, assessment and monitoring in management of emergency situations	Introduction and provision of relevant gender mainstreaming and analysis means (mechanisms) and resources at national, regional and community levels in the field of disaster risk management
12	To ensure gender mainstreaming and women's involvement in institutional management of emergency situations	Greater women's involvement in emergency situations management and decision-making and in disaster prevention and post-disaster processes
<b>Gender Policy Implementation Strategy in Socioeconomic Sector</b>		
13	To ensure monitoring of the implementation of the UN Conventions and of the socioeconomic field-related UN Conventions ratified by the Republic of Armenia as well as of the UN Millennium Goals	Elimination of gender-based discrimination in the socioeconomic field, attainment of women's de facto equality in the labor and employment field, reduction of women's poverty (elimination of extreme poverty and hunger)
14	To integrate a gender component into the country's strategic programs of political and economic development and to introduce a mechanism for a gender expert examination of socioeconomic programs and projects	Reduction of socioeconomic inequality; elimination of an imbalance in women's and men's social status; control over gender-based distribution of State resources
15	To integrate a gender component into the budgeting and planning processes ([gradual] application of gender budgeting at various stages of the budgetary cycle)	Ensuring increased women's participation in the processes of distribution of and control over State revenues; ensuring women's economic security

<b>16</b>	To ensure formal recognition and enjoyment of women's and men's right to get an equal pay for work of equal value	Elimination of gender inequality; reduction in the number of manifestations of discrimination on the grounds of sex
<b>17</b>	To envisage economic incentives and privileges that would make employers more interested in hiring women and men who have family responsibilities and to introduce mechanisms securing continuity in professional development of those women and men	Creation of favorable/appropriate conditions for combining official/work and family responsibilities; enhancement of women's and men's competitiveness on the labor market; encouragement of men's involvement in child care
<b>18</b>	To promote creation of jobs and pay raises taking into consideration gender aspects of the branches of the economy with predominantly female employment	Lower levels of women's unemployment and reduction of women's share in the country's poor
<b>19</b>	To ensure implementation of annual programs of State support to small and medium entrepreneurship	Economic development of the country; creation of new jobs; higher living standards of the population; formation of the middle class; stimulation of women's business activities; support to entrepreneurship of women who have recently started up their businesses
<b>20</b>	To create new jobs for women in industrial sectors (especially in the light industry)	Women's employment secured; smaller male/female employment ratio; use of female human resource potential
<b>21</b>	To support women's business activities and to stimulate loan projects that target women's economic initiatives, especially in rural areas	Expansion of women's economic opportunities; elimination of poverty; creation of a competitive environment in market relations
<b>22</b>	To improve agricultural and rural infrastructures; to expand women's opportunities for participation in socioeconomic development in rural areas	Improvement of women's living and working conditions in rural areas; women getting higher incomes
<b>23</b>	To stimulate implementation projects aimed to eradicate women's poverty (with the framework of the Sustainable development program), in particular, implementation of projects of loans and micro loans, which are provided at reduced interest rates, in socioeconomic development in rural areas	Increased level of women's employment in rural areas; targeted use of women's potential; women getting higher incomes
<b>24</b>	To develop and improve the system of social guarantees for needy families and vulnerable groups of the population	Minimum living standards provided to the poor and to vulnerable groups of the population; better social protection; human development
<b>25</b>	To reform the pension system taking into consideration women's and men's gender roles	Improvement of the social situation of women and men of a pension age; minimum living standards provided; reduction of poverty

26	To ensure that gender studies are conducted in the socioeconomic field and instances of gender-based discrimination on the labor market are examined on a regular basis	Assessment of a gender situation of women and men in the socioeconomic field; identification of the existing differences in their status; elimination of gender inequality; reduction in manifestations of gender-based discrimination
27	To take gender issues into consideration in the process of formation of State strategic reserves and during the distribution of humanitarian assistance	Identification of differing needs of women and men in a post-disaster period and provision of equal conditions
<b>Gender Policy Implementation Strategy in <i>Education</i> Sector</b>		
28	To integrate a gender component into the State education and science policy	Provision of equal access for women and men to services and infrastructures in education and science sector; creation of the most enabling environment for their development and self-realization
29	To lay the educational and methodological groundwork for teaching the basics of gender knowledge	Rearing socially active, responsible and democratically oriented citizens; heightened awareness of gender issues
30	To include a gender knowledge communication component (module) in the professional development courses for educators	Educators' awareness of gender issues; elimination of gender stereotypes; provision of education and instruction that ensure gender balance
31	To introduce criteria for a gender analysis of educational publications	Monitoring of instructional and methodological publications and making a well-organized gender analysis
32	To stimulate gender research	Funding and implementing scholarly and scientific topics that involve gender research
<b>Gender Policy Implementation Strategy in <i>Health</i> Sector</b>		
33	To ensure implementation of programs of early detection and prevention of breast cancer and cancer of genitals, which are among principal causes of premature death of women	A 30% increase in the number of breast and cervical cancer cases detected at an early stage
34	To ensure implementation of programs of early detection and prevention of cardiovascular diseases and malignant neoplasms, particularly lung cancer, which are among principal causes of premature death of men	A 20% increase in the number of cardiovascular diseases and malignant neoplasms, particularly lung cancer, cases detected at an early stage
35	To ensure provision of quality healthcare to men and women in rural areas; a reduction in the number of referrals to Yerevan healthcare institutions	Reconstruction of and provision of new equipment to modern medical centers in the regions (in the towns of Ijevan, Armavir, Aparan and Kapan)

36	To ensure emergency medical aid's accessibility and affordability to the elderly and to children, especially in case of rural population	An increase in the number of rapid-response services, especially in terms of services for mothers and newborns
37	To improve women's reproductive health and obstetrical institutions' capacities	Most effective implementation of the "Healthy Motherhood" program; regulation of activities of outpatient and stationary obstetrical institutions (elaboration of principles of operation)
38	To strengthen and develop a network of family planning services taking into consideration the existing situation, national specifics and goals of the healthcare policy	Expansion of opportunities for women and men in special and social groups for making use of modern methods of contraception
39	To fund activities aimed at prevention and early diagnosis of diseases taking into consideration the latter's specifics and consequences for women and men in all age groups	<i>In the standards for services commissioned and paid for by the State</i> - Inclusion of screening programs in the primary healthcare system with a view to detecting the hypertonic disease, glaucoma, prostate and rectal cancer at an early stage
40	To promote the formation of a healthy lifestyle and safe sexual behavior	Population's heightened awareness of a healthy lifestyle, of the campaign against smoking and of a safe sex life
41	To ensure safe working conditions in the mining industry, in operation of transportation vehicles and in other harmful industries	Introduction of mechanisms for provision of and control over safe working conditions for men in the mining industry, in operation of transportation vehicles and in other harmful industries
42	To decrease the spread of HIV/AIDS infection – by increasing people's awareness and knowledge	Raising population's awareness about the spread and prevention of the HIV/AIDS infection
43	To ensure support to non-governmental organizations dealing with issues of women's and men's health protection	Establishment of a Working Council with the participation of non-governmental organizations dealing with issues of health protection
44	Prevention of sex-selective abortions	A decrease in the number of sex-selective abortions
<b>Gender Policy Implementation Strategy in Culture and Public Information Sector</b>		
45	To create a statistical database on the gender composition of employees in institutions of culture	The analysis of the gender composition of the sector through targeted surveys
46	To include a gender knowledge component (module) into the sphere responsible for public awareness regarding emergency situations and civil defense as well as into professional development courses for employees in relevant sectors	Raising public awareness about gender needs, vulnerability and capacity in the emergency situations management

47	To strengthen cooperation between State agencies and mass media with regard to the issue of achievement of social equality between women and men	Coverage of the steps taken by the State to ensure equal rights and equal opportunities for women and men in all socio-political and socioeconomic spheres
48	To take measures to make media more gender sensitive and to continue the process of organization of gender awareness raising for reporters	Mass media are more gender sensitive
49	To support and stimulate mass media that provide coverage of the gender equality issue	Provision of media coverage of gender issues; elimination of gender stereotypes and gender-based discriminatory attitudes
<b>Gender Policy Implementation Strategy in Gender-Based Violence and Human Trafficking Prevention Sector</b>		
50	To ensure improvement of the legislation aimed to combat gender-based violence and human trafficking in line with the requirements and norms of the UN model legislation and of other international legal instruments	Harmonization of the legal Acts currently in force with international norms; prevention of gender-based violence and human trafficking
51	To improve the training and professional development system for employees of law-enforcement agencies and for social workers and medical personnel	Capacity-building for provision of effective assistance to victims of gender-based violence and human trafficking; prevention of gender-based violence and human trafficking
52	To provide research and methodological support to social institutions working with victims of gender-based violence and human trafficking and to other involved agencies	Monitoring of the programs and activities aimed to combat gender-based violence and human trafficking
53	To contribute to strengthening the fight against gender-based violence and human trafficking through publication of popular advocacy materials and effective media coverage of the issues	Development of the violence-free culture