

GENDER ACTION PLAN

A. Country and Sector Context

1. **Laws and norms.** Women's right to equality in Armenia is not only enshrined in law but is becoming more accepted as a social norm. However, prevailing gender stereotypes limit women and men to defined social, domestic, and economic roles. Men are strongly perceived as the breadwinner with women's role associated with domestic and childcare tasks.¹

2. **Labour participation.** Women's labor force participation is lower than that of men in Armenia, in 2019 just over half (51%) of women of working age participating in the labor force, compared with 71% of men.² Women are also more likely to work in part-time positions than men (34% versus 18%, respectively).³

3. **Occupational segregation.** Occupational stereotypes are limiting women's choices, with more than 60% of women working in only three sectors: agriculture, education, and health. These fields tend to have lower salaries. The concentration of women in a few sectors limits economic growth at a time when Armenia needs to diversify its sectors of employment, in particular toward science, information and communication, and entrepreneurship. Limiting women's employment options is detrimental not only to progress in gender equality but also to economic growth (footnote 1).

4. **Women in management.** Women are underrepresented in management positions. On average across all industries in Armenia, women held just 26% of managerial positions in 2020.⁴

5. **Violence against women.** According to official statistics, violence against women is an issue, with 8% of women experiencing physical or sexual violence from an intimate partner. Many women do not report domestic violence, so the actual incidence is likely to be higher. The government has introduced domestic violence legislation, but it requires further amendments to meet international standards for access to justice and support services for women (footnote 1).

6. **Workplace sexual harassment.** Qualitative studies suggest that sexual harassment is an issue for women in the workplace, but due to the lack of reporting systems quantitative data on the scale of the issue are not available.⁵ The Law on Ensuring Equality of Rights and Equal Opportunities for Women and Men provides the legislative definition of the term "sexual harassment" and obliges employers to refrain from committing sexual harassment. However, the law does not set up the state administrative and judicial mechanisms for protecting women from sexual harassment and other forms of workplace discrimination. A legal framework is also needed to create mechanisms for women to report sexual harassment and oblige employers to take the necessary measures to detect harassment and discrimination, hold the offender liable, raise awareness, and ensure prevention.⁶

¹ ADB. 2019. [Armenia Country Gender Assessment](#). Manila.

² International Labour Organization. [ILOSTAT Database](#) (accessed 29 January 2021).

³ Government of Armenia, Statistical Committee. 2018. *Women and Men in Armenia*. Yerevan.

⁴ International Labour Organization. 2020. *Female Share of Employment in Managerial Positions (%)*. ILOSTAT Database (accessed 1 April 2021).

⁵ Oxygen. 2019. [Roadmap for Ensuring Equal Labor Rights for Women and Men in Armenia](#). Yerevan.

⁶ Organisation for Economic Co-operation and Development. 2019. *Social Institutions and Gender Index: SIGI 2019 Regional Report for Eurasia*. Paris.

B. Electric Networks of Armenia Closed Joint-Stock Company (ENA)

7. **Staffing.** ENA had over 6,800 staff at the end of 2020 of which 12% of staff were female. While women are underrepresented across the organization they hold particularly fewer roles in management and both technical and non-technical professional positions (Table 1).

8. **HR policies and practices.** ENA currently has no corporate anti-sexual harassment policy and no policy aimed at supporting the hiring, retention or promotion of female staff. The company does not have training or other opportunities to support women's career development. In 2020 no students/graduates from universities participated in a practicum or internship program at ENA.

Table 1: ENA Staff, sex disaggregated

Job Category	Male	Female	Total	Female (%)
Executive management	14	2	16	13
Other management	367	37	404	9
Technical professionals	2,667	258	2,925	9
Non-technical professionals	2,442	227	2,669	9
Administrative personnel	494	317	811	39
Total	5,984	841	6,825	12

Source: Electric Networks of Armenia Closed Joint-Stock Company (as of December 2020).

C. Gender Action Plan for ENA

9. The project is categorized as Effective Gender Mainstreaming (EGM). The gender measures are presented in the gender action plan (Table 2).

Table 2: Gender Action Plan

Results Chain	Performance Indicators	Data Sources and Reporting Mechanisms
Outputs		
2. Capacity building opportunities for women enhanced	2a. Leadership training delivered to at least 30 female staff by 2025 (2020 baseline: n/a) 2b. At least 10 female students or graduates from a polytechnic university participate in a practicum or internship program at ENA by 2025 (2020 baseline: n/a)	2–4. Development Effectiveness Monitoring Report
3. Gender inclusiveness of ENA workplace enhanced	3a. Gender Inclusion Policy to support the hiring, retention and promotion of female staff developed and implemented by 2023 (2020 baseline: no policy) 3b. An anti-sexual harassment policy developed and implemented by 2022 (2020 baseline: no policy)	
4. Support for gender-based violence survivors in the community enhanced	4a. At least 75% of ENA's customer service centers have publicly available pamphlets or other materials that communicates support services (such as hotlines) for gender-based violence survivors by 2023 (2020 baseline: n/a)	

n/a = not available, ENA = Electric Networks of Armenia Closed Joint-Stock Company.
Source: Asian Development Bank.