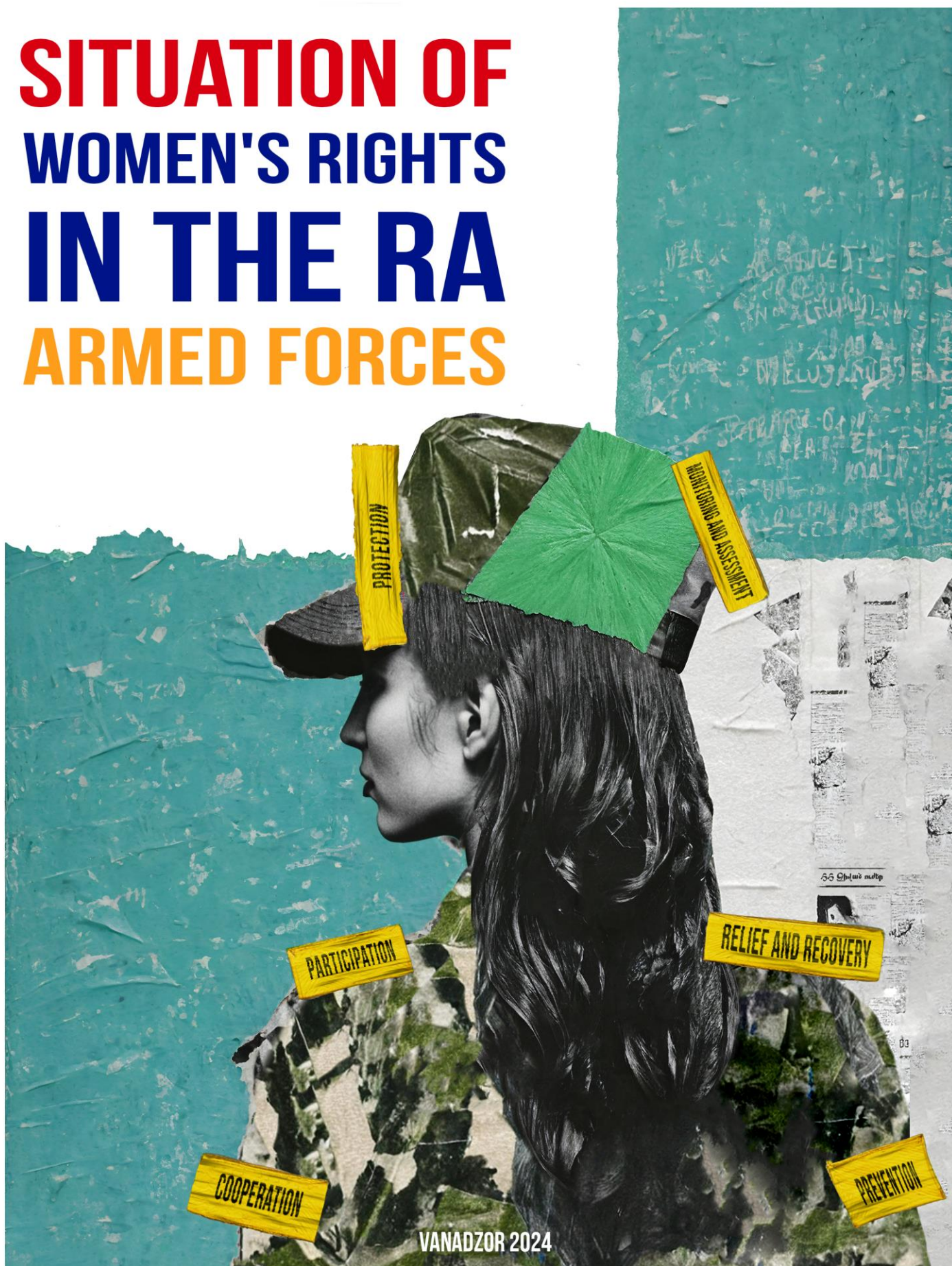


SITUATION OF WOMEN'S RIGHTS IN THE RA ARMED FORCES



Helsinki Citizens' Assembly-Vanadzor

Artur Sakunts

Nazeli Movsesyan

Anush Petrosyan

“Ara Ghazaryan” law firm

Ara Ghazaryan

Lilit Hayrapetyan

Hayk Davtyan

This report is produced under the project “Fostering human rights of women in the RA armed forces”, with the financial support of the UK Government’s Conflict, Stability and Security Funds, through a sub-grant from the Institute for War and Peace Reporting (IWPR). The opinions, findings, and conclusions stated herein are those of the author/s/ and do not necessarily reflect the official position of the UK Government or the views of IWPR.

CONTENTS

PREFACE	3
LEGAL MECHANISMS, OPPORTUNITIES AND PROBLEMS IN PROTECTION OF WOMEN’S RIGHTS IN THE ARMED FORCES	3
Study methodology	4
Covers study of programs and activities aimed at continuous awareness raising and education.	10
The study can be useful for a wider range of researchers, as well as specialists in various fields, who are interested in the topic of women's military service in the Armed Forces.	10
Abbreviations	10
A. WOMEN’S INVOLVEMENT IN LINE SERVICE	11
The RA Government’s policy	11
The RA legislation regulating women’s involvement in the Armed Forces	14
Conclusions	26
B. PROHIBITION OF DISCRIMINATION	27
The RA legislation on prohibition of discrimination against women	28
Manifestations of discriminatory treatment in the RA Armed Forces and their causes according to the findings of interviews	30
Manifestations of discrimination against female servicepersons	37
Conclusions	40
C. SERVICEWOMEN’S RIGHT TO RESPECT FOR PRIVATE LIFE	42
International legal norms	42
The RA Legislation	43
Conclusions	50
D. EDUCATION AND PUBLIC AWARENESS	51
“Women, Peace, Security” UN SC 1325 resolution NAP implementation and level of awareness about it among servicepersons of the RA Armed Forces	51
CONCLUSIONS	57
RECOMMENDATIONS	58
APPENDIX 1. Copies of information requests addressed to the RA official structures in the frame of the study and their responses (Armenian)	60

PREFACE

LEGAL MECHANISMS, OPPORTUNITIES AND PROBLEMS IN PROTECTION OF WOMEN'S RIGHTS IN THE ARMED FORCES

The United Nations (UN) Security Council (CS) Resolution [1325](#) is the key international source concerning women's involvement in armed forces. The Resolution stresses the important role of women in the prevention and resolution of conflicts and in peace-building and urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict.

Women have traditionally been involved in combat operations in the spheres of support, supply, administration, nursing and medical aid, while line service with weapons has traditionally been perceived as a sphere of men's activity. Over time, there has been an observed trend towards greater involvement of women in line service within the Armed Forces. However, during line service women often encounter discriminatory policies, programs, legal norms, and customary practices.

The process of women's full involvement in the Armed Forces of the Republic of Armenia was launched in 2013, with the establishment of a monitoring group in accordance with UN Security Council Resolution No. 1325. The activities of the group were directed towards establishment of the Armenia's NAP under the UN SC Resolution 1325, through the development of monitoring reports, and its further advocacy.¹ During 2013-2019, women's inclusion in the Armed Forces was primarily addressed within the framework of broader human rights strategies. On 28 February 2019, the RA Government adopted the 2019-2021 National Action Plan for the implementation of the UN Security Council Resolution No. 1325 on "Women, Peace and Security" and the NAP execution timetable. The NAP was developed based on the 2017-2019 action plan of the National Strategy of Human Rights Protection adopted by the Government of Armenia through Decree N483-N of May 4, 2017. The 76th clause of the above Decree is related to the development of NAP for the implementation of provisions of Resolution No. 1325.² Further, on 2 June 2022, through Decree No. 803-L, the RA Government approved the 2022-2024 Action Plan for implementing provisions of the UN Security Council No. 1325 on "Women, Peace and Security" and its implementation timetable. This Decree is, in essence, the second national action geared towards implementation of the UN Security Council Resolution No. 1325, and as stated in the introduction of the Decree, "it is based on the analysis of the previous National Action Plan and is informed by its accomplishments and insights achieved".

¹ the RA NAP for 2019-2021 on implementation of provisions of the UN Security Council Resolution N 1325 "Women, Peace and Security"; informative brochure, Yerevan 2020, pages 24-25 https://www.mfa.am/filemanager/un_brochure/brochure_arm_WEB.pdf

² *ibid.* pages 11-12

This study was initiated in order to observe progress of the work performed within the framework of the second National Action Plan for 2022-2024 aimed at implementing the UN Security Council Resolution No. 1325, as well as the situation of rights of female servicepersons involved in the Armed Forces.

The study objectives are as follows:

- to identify systemic problems that impede extensive involvement of women in the RA Armed Forces;*
- to identify gaps in the legislation safeguarding women's rights in the RA Armed Forces;*
- to advocate for increased effectiveness of implementation of relevant activities by the Ministry of Defense to prevent violations of rights of female servicepersons.*

Study methodology

Information collection method

HCA Vanadzor addressed information requests to the relevant state authorities, in particular, the RA Ministry of Defense, RA Ministry of Foreign Affairs, RA Ministry of Territorial Administration and Infrastructure, RA Ministry of Education, Science, Culture and Sports, the RA MoD Military Academy named after V. Sargsyan.

In addition to information requests addressed to state authorities, on 14 November 2023 HCA Vanadzor applied to the RA Ministry of Defense requesting to conduct interviews with female and male servicepersons of the RA Armed Forces, as well as cadets of the Military Academy named after V.Sargsyan in order to address issues observed in the frame of the study.

During communications between HCA Vanadzor and the RA Ministry of Defense, the defense agency informed HCA Vanadzor that theoretically they had a permission to conduct interviews with servicepersons, and it was only necessary to wait for it in written form. Yet, on 20 December 2023, HCA Vanadzor received a letter from the RA MoD, wherein it was stated that in order to receive a permission for interviews, certain questions formulated by the Organization needed to be reformulated, without specifying how to reformulate those questions. The questions noted concerned the following areas:

- The difference between salaries, additional payments, social security opportunities of female and male servicepersons with equal length of service, position and rank; possibility of using personal or sexual connections in this matter;*

- *Formation of love relationships between fellow servicepersons during military service, likelihood of women being subjected to more ill-treatment, likelihood of being subjected to ill-treatment by a fellow serviceperson or a superior, ill-treatment manifestations;*
- *Cases of female servicepersons getting pregnant during military service. Provision of appropriate conditions for pregnant servicepersons, implementation of relevant medical check-ups, provision of appropriate comfortable clothes for pregnant servicepersons;*
- *Cases of cutting positions of female servicepersons on maternity leave, possible options for solving the problem;*
- *Privileges granted to women not availing themselves of childcare leave, the possibility to combine childcare and service. Cases of rejected appeals to the superior command on this matter.*

HCA Vanadzor reformulated the mentioned questions, however, on 24 January 2024, the Organization received a letter from the Ministry of Defense requesting further changes in the formulation of several other questions pertaining to the following areas:

- *Allocation of female and male servicepersons in units, type of their service, their involvement in guard service, organization of duty in units comprised exclusively of women, as well as perception of women's engagement in garrison and guard services, its advantages and disadvantages;*
- *Procedure of appointing female servicepersons to duty, and the difference in the approaches to women and men in terms of arming them in that procedure;*
- *Details of women's inclusion in the duty, performed work, difficulties they encounter in the procedure of being included in the duty;*
- *Conditions of places where women and men serve, namely, hygiene and health, their difference in case of women and men. Women's opportunity to choose to reside or not to reside in the military unit area, existence of essential living conditions in barracks and places of combat duty.*

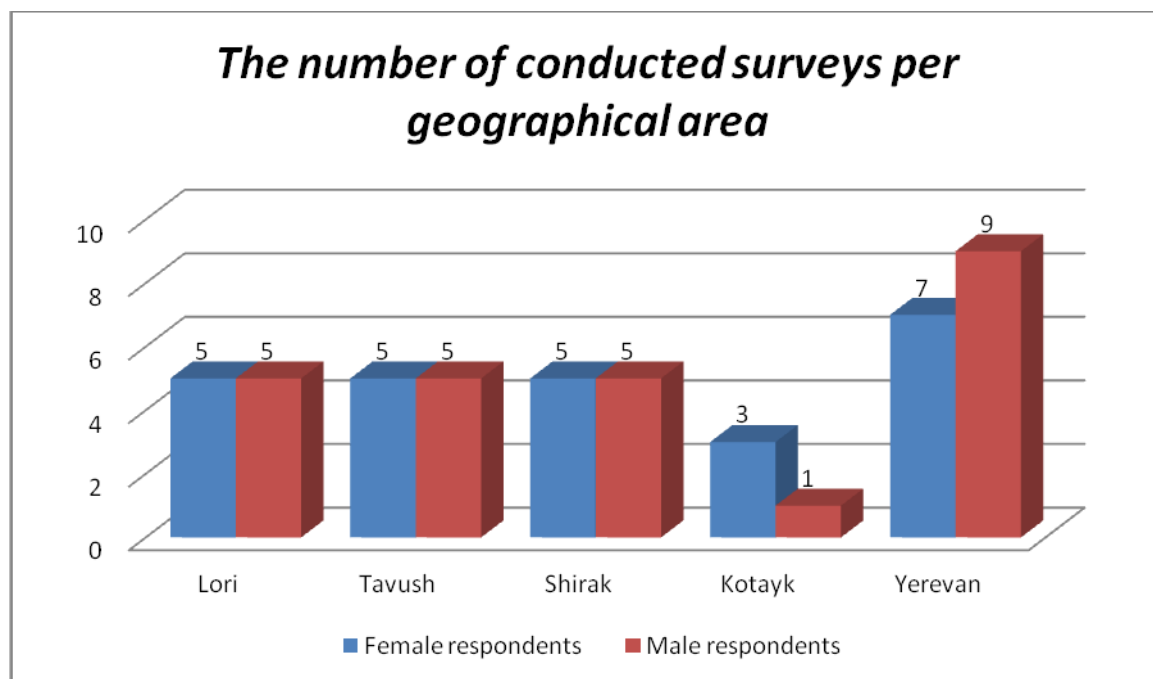
Due to the limited time available for this study and the fact that the RA MoD responded rather late, in particular, around 2 months after the information request, HCA Vanadzor carried out interviews with servicepersons who had applied to the Organization and contractual servicepersons within their close networks.

To collect the relevant information, interviews were conducted with 25 female and 25 male contractual servicepersons of the RA Armed Forces, including those from the officer corps.

Female servicepersons presented conditions of their service, obstacles they encounter during their military service and the steps initiated by the defense agency to overcome them.

Surveys were conducted among male servicepersons to find out their opinion about problems in the RA Armed Forces that can impact the quality of women’s military service, and promotion of women’s involvement in the Armed Forces. In addition, it was also important to find out views of male serviceperson interviewees regarding involvement of women in military service. Interviews were conducted among contractual servicepersons in the RA Lori, Tavush, Shirak, Kotayk regions, as well as Yerevan city.

Chart 1. The number of interviewees as per geographical area



We employed the quantitative interview method to collect information in the frame of the study, and as a result, the sector’s problems and topics were identified and pointed out.

Through the quantitative method, the study provided insights into the situation of women's rights, the challenges they face, and the attitudes of both female and male servicepersons to women's rights. This means that by using this method we did not measure the situation in the quantitative sense, rather, we tried to understand the method. The aim of this method is to understand the respondents’ analyses of the situation, the meanings attributed to the situation, and the respondents’ values. That is, the method helps get insights into a respondent’s view, interpretation and perception of the surrounding reality. Quantitative methods do not aim to “measure” in a numerical sense, rather, they aim to “understand” the phenomenon.

Table 1 presents military ranks of female and male serviceperson respondents, Table 2 presents their length of military service, Table 3 presents marital status of respondents, while Table 4 indicates presence of children in the families of servicemen by age groups of children.

Table 1. Interviewees by military rank

Rank	Women	Men
Sergeant	24%	20%
Lieutenant colonel	-	8%
Major	-	8%
Captain	-	12%
Senior lieutenant	4%	4%
Lieutenant	8%	8%
Senior warrant officer	4%	4%
Warrant officer	20%	12%
Senior sergeant	8%	4%
Junior sergeant	4%	4%
Private	16%	12%
Not mentioned	12%	4%
Total	100%	100%

Table 2. Military service period

Military service period	Women	Men
Up to 1 year	8 %	4%
1-5 years	36%	20%
5-10 years	24%	28%
10-15 years	20%	20%
15-20 years	8%	24%
20 years and more	4%	4%
Total	100%	100%

Noteworthy, among the interview participants, only male servicepersons have high officer ranks, whereas almost half of both male and female interviewees have 5-15 years of length of service (see Table 2).

These data already show the evident disparity in the approach to female and male servicepersons

Table 3. Marital status.

Marital status of respondents	Women	Men
Married	52 %	76%
Single	36%	24%
Widow	12%	-
Total	100%	100%

Table 4. Children in the families of servicemen by age groups of children

Children in the families of servicepersons by age groups of children	Women	Men
Preschool age	8 %	26%
School age	16%	39%
Student	36%	7%
Has no child	40%	28%
Total	100%	100%

Study obstacles

The main obstacle was the lack of a final approval by the RA Ministry of Defense for conducting interviews with servicepersons in the Armed Forces. At the same time, other obstacles were encountered during the interviews as well.

In particular, fearing that the command might learn about their negative opinion about the army, some servicepersons immediately refused to participate in the interview.

Some male interviewees, especially those holding high officer positions, refused to participate in the interview, fearing that their identity could be disclosed.

Most believed that nothing would change in the army and it was meaningless to identify problems and try to solve them through such interviews.

We recorded a number of other obstacles while conducting interviews.

Although initially interviews were conducted with strict adherence to the principle of excluding identification of interviewees, nearly all participants manifested caution by refraining from presenting any data that could disclose their identity, especially when they were expressing opinions that they perceived as contradicting the generally accepted opinion about the army, since they believe that one should only express positive opinions about the army. For instance, when presenting

grounds for promotions, some interviewees sarcastically mentioned “devotion to work and patriotism”. At the same time, they found that promotions were possible through corruption mechanisms, namely “through connections and money”.

Some male interviewees were trying to hide their discriminatory attitude towards women. They sarcastically answered some questions about female servicepersons’ rights and equality in the Armed Forces, showing their marked discriminatory attitude to female servicepersons (this conclusion is evidenced by their evasive conduct when they were asked to elaborate on those questions).

The general impression from responses of interviewed male servicepersons is that they were trying to hide their true opinion, while interviewed female servicepersons were cautious, concerned about losing their job.

Some interviewees avoided answering questions, suggesting that the interviewers should seek clarifications from the RA Ministry of Defense.

Study spheres

Four spheres were chosen to be studied.

1. Line service

We studied the legal regulations (legislative, sub legislative, internal legal acts and other normative documents) that prohibit or impede involvement of women in line service of the Armed Forces. At the same time, through interviews we identified the problems that women encounter during military service in practice.

2. Prohibition of discrimination

We studied manifestations of systemic discrimination towards servicepersons that are expressed in normative legal acts, administrative acts, practice, formed customs, etc. As a result of conducted interviews we also recorded some instances of manifestations of discrimination.

3. Private life

The report covers all private life spheres that women encounter during their service in the Armed Forces. These include issues related to everyday life, motherhood, women's biological characteristics, which can create obstacles for female servicepersons while serving in the Armed Forces.

4. Education and awareness

Covers study of programs and activities aimed at continuous awareness raising and education.

The study can be useful for a wider range of researchers, as well as specialists in various fields, who are interested in the topic of women's military service in the Armed Forces.

Abbreviations

CEDAW	UN Convention on the Elimination of All Forms of Discrimination Against Women
MEI	Military educational institution
UN	United Nations
SC	Security Council
NAP	National Action Plan
ECHR	European Convention on Human Rights
ECtHR	European Court of Human Rights
OSCE	Organization for Security and Cooperation in Europe
AF	Armed Forces
MoD	Ministry of Defense
CIS	Code of Internal Service
PACE	Parliamentary Assembly of the Council of Europe
CoE CM	Committee of Ministers of the Council of Europe
HRD	Human Rights Defender
CMMC	Central Military Medical Commission

A. WOMEN'S INVOLVEMENT IN LINE SERVICE

The RA Government's policy

The main disputable issue in making military service accessible to women is that military positions must become available to women. There are four approaches in this context:

- 1) Women can serve only in special units (for example, special units for women),
- 2) women cannot hold certain positions,
- 3) all functions are available to women on the same grounds as for men,
- 4) women are prohibited from serving in the armed forces (this model was eliminated in OSCE member states in 1999).

On 2 June 2022, through Decree No. [803-L](#), the RA Government approved the 2022-2024 Action Plan for implementing provisions of the UN Security Council No. 1325 on “Women, Peace and Security” and its implementation timetable. The Action Plan covers three years and is a living document, thus giving an opportunity to be revised and reedited to develop in parallel with the situation.

The NAP complies with other strategies of the Republic of Armenia concerning women's advancement and gender equality. The NAP is informed by obligations undertaken by Armenia in terms of women's rights and gender equality, including those undertaken in the frame of the UN Convention on the Elimination of All Forms of Discrimination Against Women, Beijing Declaration and Platform for Action, and 2030 Sustainable Development Goals.

The NAP comprises six parts, namely, **participation, protection, prevention, relief and recovery, cooperation, monitoring and assessment**. Point 1 of NAP actions specifies a goal to promote the policy aimed at women's involvement in various units of the Armed Forces. To achieve the goal, it was envisaged to raise awareness about the role of women serving in the Armed Forces, anticipating that it will result in introduction of appropriate mechanisms for promoting women's involvement in defense sector policy development and increase in the number of female applicants in the RA military educational institutions.

Point 6 of the NAP enshrines a goal to conduct awareness raising about the importance of women's role in the defense sector. It is envisaged to hold meetings and conferences with different circles of society about women's role in the defense sector, including with participation of international experts.

It is also envisaged that members of the **interdepartmental commission** ensuring implementation of the UN SC Resolution No 1325 present annual reports, and a working group be formed from commission member agencies and non-governmental organizations (with the

involvement of international experts, if deemed purposeful) in order to assess submitted reports and effectiveness of the work performed.

It should be mentioned that the RA Government's Decree [N 803-L](#) of 2 June 2022 does not specify a schedule for the formation of an interdepartmental commission, and the commission composition is not published.

In response to the Organization's information request, the RA Ministry of Foreign Affairs stated that the Ministry is provided with information about work performed by the **interdepartmental commission** when "the commission members participate in events, discussions". At the same time, the RA MFA did not provide any specific information about the work of the interdepartmental commission. (See Appendix 1, Letter 1)

In response to a similar information request, the RA Ministry of Defense states that in the frame of the second NAP, "a number of awareness raising events, educational and training programs and studies were conducted. According to the RA Ministry of Defense, the events were implemented in the frame of cooperation with local and international partners". (See Appendix 1, Letter 2)

A significant measure was taken in June 2023 in order to involve women in military service. [Amendments and addenda](#) were made to the Law on Military Service and the Status of a Serviceman, and Article 19.1. was added, establishing **the grounds and procedure for organizing call-ups of female citizens who apply, on a voluntary basis, to undergo a mandatory military service**.

According to part 1 of Article 19.1, female citizens wishing to undergo a mandatory military service can submit an application to the military commissariat of their place of registration before March 1 or October 1 in order to participate in the call-up of mandatory military service of privates declared after the submission of the application. In case of submitting applications after March 1 or October 1, female citizens shall be involved in the mandatory military service call-up for the private rank declared following the mandatory military service call-up for the private rank organized after submission of the application. The other provisions regulate issues such as women not being fit for military service, deferral, refusing to participate in military service and other legal relations.

The RA Ministry of Defense responded to the Organization's information request that "practices and challenges of other countries are being studied in order to make women's voluntary involvement in mandatory military service more effective". At the same time, the RA MoD informs that "Geneva Centre for Security Sector Governance (DCAF) organized a presentation of best practices of countries implementing call-ups for women". (See Appendix 1, Letter 2)

The mentioned amendments formed a "**women's battalion**", where women can voluntarily undergo a six-month service. Those successfully completing the six-month service shall receive

AMD 1 million honorarium and are entitled to continue their service in the frame of “Motherland Defender” program. This innovation is an additional incentive to increase women’s involvement in the Armed Forces.

Nonetheless, grounds for establishing a six-month period for women’s military service are unknown, and the Organization addressed an information request to the RA Ministry of Defense to clarify this question.

In response, the RA Ministry of Defense states that the six-month period of women’s voluntary military service is established based on the assumption that during that period a serviceperson shall master “the peculiarities of combined arms battle, obligations related to their position and profession, procedure of independently preparing and holding a battle, protecting against and concealing from the adversary’s air attack means in different conditions of territory, weather and day, material part of their position’s weapon, shooting rules, methods and ways of firing, main provisions of combined arms statutes, issues of combat duty and their implementation obligations, combat preparation and daily safety rules, after which female servicepersons shall have a clear idea about continuing their service in the RA Armed Forces or being released to the reserve of the RA Armed Forces”.

The Ministry of Defense also states that the program for six-month military training for female servicepersons has not been formed yet, and they shall be guided by the combat training program envisaged for “Mechanised, rifle (mountain) and tank units (subdivisions)”, which covers a one-year period.

Thus, female servicepersons voluntarily involved in mandatory military service for six months shall be trained by a one-year military training program, which will naturally amount to double workload and negatively affect the quality of their military training.

At the same time, the Ministry of Defense notes that there are two stages for female servicepersons’ military training.

During the first stage, new conscripts undergo preliminary military training for 25 days, after which female servicepersons make a military oath.

During the second stage, based on assessment of servicepersons’ intellectual and physical qualities and health restrictions, specialists are selected, servicepersons are appointed in relevant positions, after which, training is implemented according to the program. (See Appendix 1, Letter 3).

The RA Ministry of Defense has also informed the Organization that the package of making amendments and addenda to the Code of Internal Service of the RA AF and Code of Garrison and Guard Service of the RA AF has already been developed and is currently in the

discussion stage, aiming to make them compliant with women's voluntary mandatory military service.³

The RA legislation regulating women's involvement in the Armed Forces

Issues related to women's involvement in line service in the RA Armed Forces are regulated by a few legal acts. They are as follows:

- the RA Law on Defense

regulates legal grounds for the organization of the RA defense, activity of state and territorial administration, local government bodies, officials, organizations Armed Forces and other troops in the defense sector, rights and obligations of citizens during participation in the RA defense, as well as relations pertaining to mobilization preparation and implementation of mobilization.

- the RA Law on Military Service and Status of a Serviceman

regulates the relations regarding the preparation of citizens for participation in the RA defense military service within the framework of their constitutional duty, organization and implementation of training for military service and reserve preparation, as well as legal and social guarantees of military servicepersons, their family members and persons equated to military servicemen.

- The RA AF Code of Internal Service

Key provisions related to organization of military service in the Armed Forces are enshrined in the RA AF Code of Internal Service. This legal document regulates relations in different circles and subdivisions of the Armed Forces, defines essential criteria related to female servicepersons.

- the RA AF Code of Discipline

establishes grounds and procedures for holding servicepersons liable for disciplinary breaches, penalty types, etc. These also include regulations concerning female servicepersons.

- the RA AF Code of Garrison and Guard Services

establishes the procedure for organizing and conducting garrison and guard services, their role, rights and obligations of officials and servicepersons performing those services, and regulates organization of garrison events with participation of troops.

According to part 4 of Article 21 of the RA Law on Defense, "(...) Female citizens who have reached the age of 18 and have received a military profession or applied to undergo a contractual

³ At the time of publication of this report, the package of changes is not publicized.

military service are also enlisted. Military enlistment of citizens who have not been enlisted is implemented in a procedure established by this and other laws”.

In the frame of the study, we tried to find out the motives of male and female servicepersons for joining military service (see Table 3).

The opportunity to solve financial problems and receive social safeguards from the state is a primary motive to join military service among both male and female servicepersons. The second motive is the preference to choose the military profession as the main occupation. Another important motive is the existence of family members with military profession.

Noteworthy, “love for the homeland” is not among primary motives for either female or male servicepersons when involved in military service.

We also looked at male servicepersons’ opinions about women’s motives for joining military service. Male servicepersons consider that women’s main motive for joining military service is the opportunity to solve financial problems and receive state-provided social safeguards, as well as considering military service as a preferable occupation. At the same time, male servicepersons find that women should not be engaged in military service, as it is “men’s business”.

According to clause 2 of part 1 of Article 39 of the [RA Law on Military Service and Status of a Serviceman](#), based on service needs, a contractual serviceperson can consent to be appointed as a temporary executor of the duties of an equal or higher military position in case of temporary absence of the serviceperson holding the military position for up to four months (in case of vacation, except childcare leave, as well as temporary incapacity, business trips lasting longer than a month).

In the context of this regulation, we tried to find out, through interviews, the practice of appointing female servicepersons in high military rank positions.

Perceptions of female and male serviceperson interviewees are logically contradicting. **The prevailing opinion among male servicepersons is that women are appointed in high-ranking positions. At the same time, the prevailing opinion among female servicepersons is that women are not appointed in high-ranking positions.**

While there are no female servicepersons holding major or other high-ranking positions among interviewees, female interviewees state that there are very few female servicepersons holding the position of major in their military unit.

One of the female servicepersons interviewed even finds that high-ranking military positions should be held by men, since they are more specialized in the military due to having at least two years of experience of compulsory military service. Another female serviceperson even finds that

women are “the weaker sex” and that is why they cannot be appointed in high-ranking military positions.

Part 5 of Article 42 of the RA Law on Military Service and Status of a Serviceman establishes that in case of transferring one of the contractual serviceperson spouses to a new place of military service, a decision shall be made, according to this Article, to transfer the other spouse to the new place of military service, if the family’s residence place changes. Thus, both are appointed to serve in the same military unit. Particular importance is attached to this regulation in cases where the new military service location is at a big distance from the previous one and results in the need for changing the residence place. This automatically assumes that in case of appointing one of the serviceperson members of the family to military service in a different location, the other serviceperson member of the family shall also wish to be transferred to the same military unit. While the law establishes that the decisions on transfer of spouses is made concurrently, the process involves organizational issues, for example when it is necessary to find a replacement for a serviceperson holding a key position. This gives grounds to assume that in some cases it is possible that the decision to transfer spouses simultaneously may not be implemented in practice, especially taking into account the existing issues related to the personnel in the RA Armed Forces.

In case it is not possible to appoint spouse servicepersons to military positions in a new location at the same time, the transfer is done only with the agreement of the relevant serviceperson.

Most of interviewed female and male servicepersons have been transferred from their military unit to another one during their service. Noteworthy, as female servicepersons note, one of the key reasons for this transfer was their service promotion. It should be mentioned that in all cases female servicepersons’ promotion was manifested as shifting from one position to another one in the warrant officers’ staff. Female servicepersons do not mention any problem concerning their husbands in terms of change of their service location. At the same time, female servicepersons did not specify any details regarding the procedure of changing military service location.

Both female and male respondents, as a rule, have a positive attitude towards the fact of serving their military service in the same unit as their spouses. However, there are also those who find service with their spouses in the same unit unfavorable, since they believe it can negatively affect the service quality.

Article 227 of the RA Code of Internal Service establishes the general duration of weekly service of officers, warrant officers, contractual servicepersons, sergeants, seniors, as well as female servicepersons, which must not exceed labor duration enshrined in the legislation. In addition, the Code establishes that in case female servicepersons are involved in implementation of overtime

weekly service obligations and it is not possible to compensate for it by other days off during the week, that time is accumulated and provided to the serviceperson as additional days off which can be added to the main vacations. It appears that overtime service shall be compensated for either by provision of additional days off or additional days in the main vacation.

Interviewed female servicepersons mainly conduct service for up to 40 hours a week, while in case of male servicepersons, this duration is 40-60 hours. Female servicepersons conditioned serving for a duration longer than the established period by an alarm in the military unit. Interviewed male servicepersons expressed the opinion that female servicepersons' weekly service longer than the established period is conditioned by service needs and not their sex.

Interviewed female servicepersons state that **in case of conducting military service longer than the established period, the day off established by law was not provided**. While interviewed male servicepersons state that though not always, as a rule they are provided with an additional day off.

It should be recorded that as interviewed female servicepersons note, in case of serving military service longer than the established period, as a rule they did not apply to their superior command to be provided with additional days off, as they were not aware about the relevant provision of the law.

Article 230 of the Code of Internal Service of the RA Armed Forces establishes distribution of military service time of officers, warrant officers, contractual servicepersons and female servicepersons, according to which service time distribution shall envisage the start and end of service day, meal (lunch) break, independent preparation (at least 4 hours a week), daily training preparation and physical preparation (at least a total of 3 hours a week).

Gender differences related to physical force are the main official grounds for depriving female servicepersons from line service-related functions: it is considered that lack of physical force does not give women an opportunity to meet the minimum requirements.

In response to the Organization's information request, the RA Ministry of Defense informed that the process of servicepersons' physical preparation is regulated by the "Order of the RA Armed Forces physical preparation" approved by the RA Defense Minister's order N 322 of 14 April 2021. In particular, it is established that all servicepersons of subdivisions, including female servicepersons, shall participate in physical preparation training for 2-3 hours weekly according to the company's weekly schedule, and 2 more hours on Tuesday and Thursday, evening mass sport events. As for officers, warrant officers and contract servicepersons outside the personnel of subdivisions, physical preparation training is envisaged 3 times a week during service regardless of

the serviceperson's sex and age. In addition, the RA MoD added that every year the RA Armed Forces host 8-10 sports and military-sports events with active involvement of female servicepersons, who successfully represent the RA Armed Forces also on international platforms. (*See Appendix 1, Letter 4*)

Both male and female servicepersons interviewed confirm that independent preparation and physical preparation last three hours a week. At the same time, they note that in some cases it lasts 3-5 hours and even 5-8 hours.

According to the information provided by the RA Ministry of Defense, physical training programs for women's battalions do not essentially differ from similar programs for other battalions, except for breaks (15 minutes instead of 10). Also, there are no additional or reduced components in women's training programs as compared to other ones. Taking into account women's physiological features, there are appropriate standards envisaged for the RA Armed Forces female servicepersons according to the "Physical preparation order". Their difference from the criteria envisaged for men is unknown (*see Appendix 1, Letter 3*).

Both male and female interviewees express the opinion that standards for physical training programs are different based on sex, women's physiological features and perception of women as "the weaker sex". At the same time, some interviewed servicepersons find that physical training standards do not differ based on sex.

Noteworthy, only female interviewees mentioned that female servicepersons are exempt from physical training based on health problems or pregnancy.

Article 264 of the Code establishes that *during peaceful times female servicepersons are not appointed for the day duty, except for the dorm day duty*. If necessary, they can be appointed as doctor on duty (medical assistant), staff duty officer and letter delivery person. Female servicepersons are also appointed to duty according to their profession.

Article 268 of the Code establishes that a regiment duty officer, regiment duty officer's assistant, assembly point duty officer, checkpoint duty officer, regiment staff duty officer appointed from among officers and warrant officers are armed with pistols with two loaded magazines. While assembly point duty officer, checkpoint duty officer, regiment staff duty officer, as well as checkpoint duty officer's assistants, duty officers and daily duty officers of subdivisions, *except female servicepersons involved in the dorm duty staff*, assembly point daily duty officers and mailmen (delivery officers) are armed with bayonets.

Article 270 of the Code establishes that it is prohibited to appoint female servicepersons to labor related to transfer and movement of weight exceeding the maximum norms enshrined in labor legislation.

Article 352 of the Code establishes that officers, warrant officers, contractual servicepersons and **female servicepersons** can receive treatment at home according to the doctor's conclusion.

The Code also establishes the procedure of conducting surveys among servicepersons, which specify that surveys are conducted according to ranks, i.e., separately for servicepersons, sergeants (seniors), warrant officers, officers, **female servicepersons**.

Based on the above-mentioned, it becomes clear that **the Code of Internal Service of the Armed Forces establishes conduct rules that apply similarly both to female and male servicepersons. However, there are also regulations prohibiting women's participation in certain spheres of military service and applying differently for female and male servicepersons.**

In this context, attention should be paid to Article **26** of the Disciplinary Code of the RA Armed Forces, according to which the regiment duty officer, regiment duty officer assistant, assembly station duty officer, checkpoint duty officer and the regiment staff duty officer appointed from among officers and warrant officers are **armed with pistols with two loaded magazines**, while assembly station duty officer, checkpoint duty officer, regiment staff duty officer, as well as checkpoint duty officer assistants and duty officers and daily duty officers of subdivisions (except for female servicepersons included in the daily duty of dorms) assembly station daily duty officers and mailmen (delivery person) appointed from among sergeants **are armed with bayonets**.

The issue of restrictions on weapon provided to women is more controversial from the viewpoint that female servicepersons are allowed to conduct combat duty, which also includes service while carrying weapon, whereas it is not allowed to be included in garrison and guard services.

The Organization applied to the RA Ministry of Defense to receive information regarding the following questions:

- What are the grounds for female servicepersons involved in dorm daily duty not being armed with bayonets?
- Why are female servicepersons not appointed in the duty (except for dorm daily duty) during peaceful times?
- Why does the Code specify female servicepersons by separately stressing their sex, while only rank and position are mentioned in case of male servicepersons? For example, the following is among common formulations, "officers, warrant officers, contractual servicepersons and female servicepersons...", while female servicepersons can be officers, warrant officers and contractual servicepersons.

The RA Ministry of Defense responded to the Organization's information inquiry, stating that the draft amendments to the RA Code of Internal Service of the Armed Forces and RA Code of

Garrison and Guard Service of the Armed Forces were being developed, and added that the issues raised by the Organization would be taken into account in the frame of envisaged changes (*see Appendix 1, letter 5*).

Interviewed female servicepersons are included in duty in certain exceptions. In terms of being included in the duty, they mention that at the beginning of the service they had difficulties related to the need for combining it with their family obligations.

All male servicepersons interviewed are involved in the duty and did not mention any difficulties in this context. Noteworthy, however, male servicepersons state that in some cases **barrack conditions are not sufficient for rest, there is no heating, and such factors negatively impact the quality of the service. Consequently, the existence of such issues will make it even more difficult for women to be involved in the duty, given women's special needs.**

As for providing weapons to female and male servicepersons involved in the duty, both male and female servicepersons interviewed noted that they are provided with the same weapon based on their position.

Through interviews we also identified servicepersons' attitude towards arming female servicepersons. Female servicepersons find that military service itself assumes the condition of being armed with the necessary weapon and it is not conditioned by sex. At the same time, they think that it is difficult for women to use certain types of weapon due to their weight, and find it right that the law limits provision of female servicepersons with certain types of weapon.

Interviewed male servicepersons find that while involving women in military service is itself risky due to "the difference of their physical and psychological qualities as compared to those of men", all servicepersons, regardless of their sex, position and job, must master weapon and be sufficiently prepared physically.

Article 23 of the Disciplinary Code of the RA Armed Forces **establishes the following types of disciplinary penalties for servicepersons:** 1) reprimand, 2) strict reprimand, 3) depriving of the regular release from the military unit deployment place for up to one month, 4) reduction of the monthly position rate from 5 percent to 30 percent inclusive for a period of one to three months, 5) postponement of the main vacation for a period of one to three months, 6) sending to a disciplinary company for a period of ten days to one month, 7) depriving of the department badge, 8) warning about incomplete compliance with the position, 9) reduction of the position by one rank, 10) reduction of the military rank by one level, 11) suspension of the terms for receiving the next military rank for a period of one month to six months, 12) dismissal from the military-educational institution, 13) releasing from military service. **The 3rd, 5th and 6th disciplinary penalties do not apply to female servicepersons.** They are as follows:

- *depriving of the regular release from the military unit deployment place for up to one month,*
- *postponement of the main vacation for a period of one to three months,*
- *sending to a disciplinary company for a period of ten days to one month.*

In response to the Organization’s information inquiry, the RA Ministry of Defense noted that such differentiated legislative regulation of disciplinary penalties for servicepersons in case of limitations for the use of “*depriving of the regular release from the military unit deployment place*” and “*postponement of the main vacation*” is conditioned by the fact that the mentioned penalties are to be used with respect to only compulsory-term servicepersons. While, in the frame of the study, interviews were not conducted with female servicepersons voluntarily serving mandatory military service.

As for the disciplinary penalty “*sending to a disciplinary company*”, according to the RA Ministry of Defense, it is not used taking into account family conditions of female servicepersons in contractual military service in the RA Armed Forces, including existence of underage children (*see Appendix 1, Letter 6*).

Thus, non-application of the penalty “sending to a disciplinary company” established by law is not conditioned by women’s physical features, reproductive health, rather, it is only conditioned by their family conditions. Whereas, family conditions should also apply to male servicepersons, especially given the provision of “paternity leave” enshrined in the RA Labor Code since 2020. Therefore, use of this type of penalty should not be conditioned by sex.

Both female and male servicepersons have the opinion that the main reason for limiting use of penalties towards female servicepersons is the difficulties female servicepersons face when fulfilling their service obligations due to their family obligations. Among the reasons, interviewed male servicepersons noted women’s biological features and the condition that “reprimanding a female serviceperson in front of the line is not appropriate”. This means that male servicepersons attribute differentiated use of penalties towards female servicepersons to their sex, and not shortcomings in their fulfillment of military obligations.

The RA Ministry of Defense responded to the Organization’s information inquiry that based on results of further enhancement of the system of voluntary mandatory military service of women, amendments to the RA Disciplinary Code of the Armed Forces will become a subject of discussion. (*See Appendix 1, letter 6*)

Taking into account that the winter 2023 call-up was the first one implemented for women to voluntarily participate in mandatory military service, we can state that this process was conducted without introduction of relevant legislative regulations.

It should be noted that **the package of legislative amendments to the RA Law on Military Service and Status of a Serviceman left out certain regulations concerning women’s biological features.** In particular, there is no legislative regulation on whether the army’s budget shall make allocations for hygiene items for women involved in compulsory military service.

In terms of providing and/or not providing personal hygiene items to women (for their biological features) applying to voluntarily undergo military service, the RA Ministry of Defense informed that the RA Armed Forces Rear Department Material Service Expenditure program includes only “hand soap”, “soap plate”, “nail clipper”, “disposable razor”, “shaving foam”, “toothbrush”, and “toothpaste” hygiene items, which are provided as necessary, irrespective of sex. *(See appendix 1, letter 7)* **Thus, it is not envisaged to provide necessary hygiene items to women.**

Among special conditions of service for pregnant women, female servicepersons listed absence from the line, not participating in combat matters and shooting preparation, however, they did not address the issue of ensuring substantive conditions.

It is obvious that men and women cannot be provided with the same hygiene items, since in case of women they are at least of different nature both quantitatively and qualitatively, in particular in operational terms.

Matters related to the policy on personnel of the command of “women’s battalion” (who should also be female servicepersons) are problematic. In particular, taking into account that it is envisaged to establish a battalion of women, it is assumed that the commander of the battalion must have the rank of lieutenant colonel, while their deputy/deputies must be a major/majors. In this context, it is not clear whether the RA Armed Forces have personnel preparation, for example, to replace the commander of the battalion during their pregnancy and childcare leave.

Clause 2 of part 1 of Article 39 of the RA Law on Military Service and Status of a Serviceman establishes that temporary executors of the duties of a serviceperson on childcare leave are appointed during the period of the incumbent's child care leave.

The RA Ministry of Defense informed the organization that they always work at the smooth operation of the personnel policy in terms of female servicepersons’ preparation according to their professions. At the same time, according to the RA Ministry of Defense, currently, female servicepersons with military education are involved in contractual military service in the RA Armed Forces, and the number of women applying to military educational institutions is increasing annually. *(see Appendix 1, letter 7)*

The Code of Garrison and Guard Services of the RA Armed Forces: As mentioned, in the frame of legislative changes of 2023, “women’s battalion” has been established. A number of issues

related to its establishment and operation are in direct contradiction with some regulations of the Code. First of all, this contradiction is manifested against Article 8 of the Code of Garrison and Guard Services of the RA Armed Forces, **which specifies that female servicepersons are not involved in garrison and guard services, except for cases of paying tribute at the funeral of servicepersons and laying wreaths on monuments and graves of soldiers who died during battles for the freedom and independence of the motherland, as well as participating in garrison events. This provision is also problematic in terms of prohibition of discrimination.**

In response to the Organization's information inquiry regarding the regulation **on limitation of women in terms of being involved in garrison and guard services** as specified in Article 8 of the Code of Garrison and Guard Services of the RA Armed Forces, the RA Ministry of Defense noted that draft amendments to the RA Code of Internal Service of the Armed Forces and RA Code of Garrison and Guard Services of the Armed Forces were being developed, and added that issues raised by the Organization would be taken into account in the frame of envisaged changes. (See *Appendix 1, Letter 8*).

It is known that internal service of each military unit is organized with a daily, constant regime, while garrison and guard service is one of its essential components. This type of service includes daily duty, a particular component of which is oversight of essential objects in a military unit. **However, the aforementioned legislative regulation prohibits female servicepersons from being involved in this service.** Therefore, a question arises regarding organization of internal service in a military unit composed of female servicepersons only. Solution to these issues will be clear in case of final formation of the women's battalion.

In response to the Organization's information inquiry regarding women's involvement in duty of oversight of objects of essential role, the RA Ministry of Defense again noted that draft amendments to the RA Code of Internal Service of the Armed Forces and RA Code of Garrison and Guard Services of the Armed Forces were being developed, and added that issues raised by the Organization would be taken into account in the frame of envisaged changes (*see appendix 1, letter 8*).

Medical service

Article 352 of the Code of Internal Service of the RA Armed Forces establishes that officers, warrant officers, contractual servicepersons and female servicepersons can receive treatment at home based on the doctor's conclusion. First of all, distinguishing female servicepersons from officers, warrant officers and contractual servicepersons and enshrining it in law is itself problematic, since it is a manifestation of a gender stereotype. Moreover, women are often involved in all the three

groups mentioned. Therefore, establishing women as a separate group in this Article is objectively unjustified.

Contractual servicepersons are granted disease-related leave by the military unit commander for the period of treatment or rehabilitation as established in part 5 of Article 51 based on the relevant documentation provided by the military-medical institution or commission implementing the treatment.

Article 352 of the Code of Internal Service of the RA Armed Forces establishes that officers, warrant officers, contractual servicepersons and **female servicepersons** can receive treatment at home based on the doctor's conclusion.

Both male and female servicepersons interviewed claim that they only partly continue their treatment at home based on the doctor's conclusion. At the same time, female servicepersons interviewed have the opinion that the instruction to continue treatment at home is given to both male and female servicepersons. While, male servicepersons interviewed think that such an instruction is mostly given to male servicepersons.

Female servicepersons note that in cases when a serviceperson, regardless of the sex, was prescribed treatment for a disease, which could be received outside hospital, in practice servicepersons received treatment at home (the serviceperson is exempted from their military obligations for that period). Only one female serviceperson interviewed noted that as needed, the military unit doctor can release a serviceperson, irrespective of their sex, from military obligations twice for 3 days, while hospital doctor can release twice for 7 days.

We tried to clarify among respondents what obstacles there are in terms of implementing the doctor's instruction of continuing treatment at home.

Female respondents are of the opinion that lack of appropriate conditions at home, service-related needs such as martial law, as well as urgency of security issues can be obstacles. The nature of serviceperson-commander relations can also be an obstacle to continuing treatment at home: in particular, the concern about being subjected to pressures from the commander, being dismissed from service.

According to male servicepersons, mentality can impede the opportunity to receive treatment at home, i.e., it is not appropriate for male servicepersons to receive treatment at home, since it is considered a feature not typical of strong men, as a result of which servicepersons themselves reject to receive treatment at home. Other reasons include service-related needs, i.e., the country's security state, war state, workload, alarm order, lack of appropriate conditions at home. Male servicepersons note that normally such cases do not take place, and if instructed to receive treatment at home, servicepersons receive it at home.

In the frame of interviews, we also tried to find out what servicepersons do in practice when they cannot fulfill their service obligations after terminating treatment.

According to female servicepersons, based on health condition, in such cases servicepersons continue military service with some limitations or are recognized unfit for military service and released to the reserve.

Male servicepersons responded that such cases happen often, since servicepersons do not always recover fully. At the same time, servicepersons stated that it is not proper to return to military service without having fully recovered from health problems and it is preferable not to continue military service in such cases. According to male servicepersons interviewed, in such cases the command itself does not allow it so that servicepersons continue their treatment.

The legislation also regulates relations related to offering a new position after leaving a contractual serviceperson at the disposal of the personnel, and establishes different terms based on reasons for terminating the service. For example, in case of cutting the position of a contractual serviceperson on pregnancy or childcare leave or on a training or other service-related business trip for up to six months, on the 60th day following the leave or the training or service-related business trip period expiry, the relevant subdivision of the Ministry of Defense must offer a new position to the serviceperson at the disposal of the personnel.

Both male and female servicepersons interviewed mention that as a rule, in case of cutting the position of a contractual serviceperson, a new position is offered to the serviceperson at the disposal of personnel.

Summing up the mentioned normative regulations, we can state that normative legal acts regulating women's service in the Armed Forces comprise regulations that not only contain discriminatory and unequal treatment components, but also contradict other normative legal acts regulating the sphere. For example, the current Code of Internal Service of the RA Armed Forces does not regulate the standards necessary for women's voluntary involvement in mandatory military service, which results in numerous issues related to the organization of service in women's battalion.

As already mentioned, in this regard the Ministry of Defense informed the Organization that draft amendments to the RA Code of Internal Service of the Armed Forces and RA Code of Garrison and Guard Service of the Armed Forces were being developed, and added that the issues raised by the Organization would be taken into account in the frame of envisaged changes.

Conclusions

1. The implementation of the National Action Plan for UN Security Council Resolution 1325 has led to the establishment of a voluntary option for female citizens to undergo a mandatory six-month military service. However, the package of legislative changes fails to incorporate military training programs for the six-month service for female servicepersons and the legal regulations for organizing military service. In addition, the legislation does not establish a provision, in the budget allocated to the army, for providing hygiene items to women involved in compulsory military service.
2. The majority of servicepersons undergo military service in order to solve their financial problems.
3. Military service-related documents lack regulations related to prohibition of discrimination against women. On the other hand, there appears to be a prevalent discriminatory mindset and stereotypes regarding female servicepersons, including among female servicepersons, due to which women are perceived as representatives of “the weaker sex” and “personnel” not suitable for military service.
4. Since institutional mechanisms of women’s involvement in military service are being formed, overcoming discriminatory approaches and stereotypes is now of a particular importance in terms of ensuring women’s promotions and appointment in high military positions (currently, the level of women’s appointment in majors and high rank positions is very low). For example, the Current Code of Internal Service of the RA Armed Forces separates female servicepersons from those holding military ranks, in particular, the Code specifies “officers, warrant officers, servicepersons serving based on a contract, and female servicepersons...”, which is itself a discriminatory approach established at the legislative level.
5. No legal safeguards are in place to guarantee respect for female servicepersons’ dignity. In particular, in the conditions of lack of strict adherence to integrity rules, there are manifestations of corruption risks, patronage, and problems in commander-subordinate relations in the Armed Forces.

B. PROHIBITION OF DISCRIMINATION

International legal norms

Article 14 of the European Convention on Human Rights (ECHR) establishes, “The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

The Revised European Social Charter envisages the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex, according to which, “With a view to ensuring the effective exercise of the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex, the Parties undertake to recognise that right and to take appropriate measures to ensure or promote its application in the following fields: a) access to employment, protection against dismissal and occupational reintegration; b) vocational guidance, training, retraining and rehabilitation; c) terms of employment and working conditions, including remuneration; d) career development, including promotion.

According to clause 1 of Article 15 of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) adopted by the UN General Assembly on 18 December 1979, “*States Parties shall accord to women equality with men before the law*”. According to Article 1 of CEDAW, “*the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field*”.

Article 8 of CEDAW establishes, “States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations”.

There is an [analysis](#) of articles 7 and 8 of the Convention adopted by the Committee on the Elimination of Discrimination against Women, which is related to the issue of women’s involvement in the Armed Forces. In particular, the analysis states, “The military is important to women in their role as citizens. However, many men and women think it is "men’s business". The historical reservation of military roles to men is largely the result of social construction. It has been argued that military service is built into male rites, maintaining the separation between men’s and women’s roles and stereotypes as "the protectors" and "the protected".

A number of international documents concerning prohibition of discrimination against women in occupations are also related to military service. For example, in [PACE Recommendation 1742 \(2006\) on Human Rights of Members of the Armed Forces](#), the Assembly considers that “*the Council of Europe should pay greater attention to the issue of the status of women in the armed forces. A great many female soldiers are subjected to sexual harassment. The issues of access to military duties and to specific posts in the armed forces, career structures and equal rights are all relevant to discrimination against women, a matter requiring in-depth consideration in itself*”.⁴

[OSCE Handbook on Human Rights and Fundamental Freedoms of Armed Forces Personnel](#) specifies that “Women’s participation in the military is a question of non-discrimination, i.e., equivalent career opportunities for men and women, equal access to different functions, equal wages, and elimination of abuses against female service personnel. It is also a question of positive acceptance and integration of women in the military environment and in military tradition”.⁵

Therefore we can state that the following are components of non-discriminatory attitude according to the standard established by OSCE:

- *Ensuring equal opportunities of promotion for men and women,*
- *Opportunity to be involved in fulfillment of various functions,*
- *Equal wage,*
- *Elimination of abuse against female servicepersons.*

It should be noted that prohibition of discrimination is an essential guarantee for implementation of the UN SC Resolution 1325, since “Participation”, one of the four pillars of this resolution, implies **promotion of women’s participation in all levels of decision-making**, including conflict management, overcoming and resolution processes. It will be impossible to achieve this goal in case of the existence of manifestations of direct or indirect discrimination against women.

The RA legislation on prohibition of discrimination against women

The RA domestic legislation also establishes norms on prohibition of discrimination against women. According to Article 29 of the RA Constitution, “discrimination based on sex...or other personal or social circumstances shall be prohibited”. Article 30 of the RA Constitution specifies, “Women and men shall enjoy legal equality”. Noteworthy, according to the RA Law on Military Service and Status of a Serviceman, prohibition of discrimination is a principle for organization of military service. In particular, according to Article 4 of the mentioned Law, “*The principles for*

⁴ PACE Recommendation 1742 (2006) on Human Rights of Members of the Armed Forces, clause 6

⁵ OSCE Handbook on Human Rights and Fundamental Freedoms of Armed Forces Personnel, 2008, page 156

military service organization are as follows: 6) respect for honor and dignity of servicepersons and prohibition of discrimination”.

Nonetheless, it is concerning that **other key legal acts related to the Armed Forces do not comprise regulations on prohibition of discrimination, which will make it more feasible to prevent discrimination against women in the Armed Forces and recorded cases of discrimination.**

The lack of regulations on prohibition of discrimination in key legal acts related to the Armed Forces is especially essential in the general context of combating discrimination, taking into account that the [RA draft law on Ensuring Legal Equality](#) has not been adopted yet. The draft law establishes legal definition of discrimination, its types, legal equality subjects and mechanisms, as well as status, problems and activity principles for the Legal Equality Council.

The RA Ministry of Justice informed the Organization that while key documents related to the Armed Forces do not comprise regulations on prohibition of discrimination, provisions of the UN Convention on Elimination of All Types of Discrimination against Women apply to female servicepersons of the RA Armed Forces as well.

The Organization requested information from the RA Ministry of Defense whether there are known cases when a female serviceperson of the RA Armed Forces tried to challenge a discriminatory treatment through a legal process. At the same time, the Organization tried to find out what appeal mechanism was used.

As a mechanism of appeal in cases of discriminatory treatment, the RA Ministry of Defense mentioned the hotline service of the RA MoD Center for Human Rights and Integrity Organization, where female servicepersons also call. The RA Ministry of Defense also added that each report of alleged discrimination against female servicepersons is examined by the Center personnel and Defense Minister's Assistant in the frame of work performed with female servicepersons; if necessary, they are invited to the Center. The Ministry added that in cases when the received information is confirmed, the issue and a proposed solution is reported to the superior authority and processed accordingly, however, there was no information shared regarding the complaints made and their investigation results. (*see Appendix 1, Letter 9*)

It appears that in practice the only existing mechanism to appeal manifestations of discrimination against female servicepersons is the RA MoD “hotline” service. Studying the reports⁶ published in the RA Ministry of Defense webpage regarding issues and questions of

⁶ <https://www.mil.am/files/LIBRARY/BAREVARQUTYUN/2018-tarekan.pdf> (2018), <https://www.mil.am/files/LIBRARY/2019.pdf> (2019), <https://shorturl.at/gCPS8> (2020), <https://shorturl.at/avCU9> (2021), <https://shorturl.at/ntzW1> (2022), <https://shorturl.at/kGP34>

persons who applied to the hotline in 2018-2023, we can record that there were no reports of discriminatory cases, including cases of sexual harassment and violence. This indicates two reasons: either there were no such cases recorded, which is unlikely, or women simply did not report about it based on a number of objective and subjective reasons in order to avoid additional pressure in the workplace, the threat that would arise after voicing the problem, etc.

Manifestations of discriminatory treatment in the RA Armed Forces and their causes according to the findings of interviews

Female servicepersons find that manifestations of discriminatory treatment are not conditioned by sex, as both men and women are subjected to discriminatory treatment. At the same time, some of the female servicepersons interviewed find that only women are subjected to discriminatory treatment.

Some of the male servicepersons interviewed find that only female servicepersons are subjected to discriminatory treatment, the other part mentioned that only male servicepersons are.

It is obvious that in terms of manifestations of discriminatory treatment women are much more vulnerable and have a non-discriminatory attitude in perceptions of those manifestations. It should be recorded that neither female nor male servicepersons interviewed ruled out manifestations of discriminatory treatment in the Armed Forces.

Both male and female servicepersons interviewed record that as a rule, no complaints have been made in cases of manifestations of discrimination.

In very few cases where complaints were made, servicepersons apply to their superior in a written or oral form, and in rare cases they apply to the RA Minister of Defense in a written form.

In terms of implementation of military service obligations, both female and male servicepersons interviewed note that requirements set forth for male servicepersons are stricter than those for female servicepersons. *This differentiated approach undoubtedly negatively impacts service promotion and it is no coincidence that there is a prevailing opinion among female servicepersons interviewed that men have bigger opportunities of promotion.*

All male servicepersons interviewed find that requirements set forth to men are stricter. Some of the respondents note that requirements for men and women differ not only conditioned by sex, but also service type.

Both male and female servicepersons interviewed find that men have greater opportunities for career advancement. However, at the same time some of the servicepersons interviewed find that there are equal opportunities for promotion both for female and male servicepersons.

In female servicepersons' opinion, greater opportunities of promotion for the majority of male servicepersons are conditioned by their military education. Interestingly, there is a perception among female servicepersons that Armed Forces are the rare state sector, where higher education is not required to join the military service. Nonetheless, female servicepersons interviewed aside from the dedication, hard work, and military knowledge exhibited by male servicepersons, the greater opportunities for promotion enjoyed by servicemen are often connected with access to training courses, which is a condition not consistently extended to the majority of women in the service. Female servicepersons interviewed consider the need to fulfill their family obligations as an obstacle to their promotion. Female servicepersons note the significant emphasis placed on a higher level of physical preparedness of male servicepersons, i.e., the condition that men are the "stronger sex". Interestingly, some female servicepersons interviewed find that not all military positions are suitable for women.

Female servicepersons interviewed find that patronage contributes to service promotion, i.e., they note the existence of corruption risks. What is more concerning is that some female servicepersons express the opinion that promotion of male servicepersons is conditioned by commanders' greater trust in them, which obviously indicates a discriminatory treatment. A serious issue was disclosed as female servicepersons interviewed think that close/intimate relations with the commander is an essential factor for promotion. Female servicepersons gave different answers to the question regarding the role that the condition of being a woman plays in promotion. In particular, there is an opinion that women's military service is encouraged, which leads to promotion opportunities for women. Women also think that women who have children might not want or strive to be promoted and be appointed in higher positions, since it implies more responsibility and longer working hours. Some female respondents expressed the opinion that **"no matter how hard a woman tries to be promoted, they cannot do that due to their physiological peculiarities and family obligations imposed on women"**. **Some women note that the only sphere where female servicepersons can have promotions is that of medical service.**

Male serviceperson respondents also find that their greater opportunity of promotion is conditioned by their military education, higher level of physical preparation, professional knowledge, skills and abilities, ability to decide quickly and their experience of compulsory military service. Of course they also find that greater opportunities for promotion are also conditioned by conscientious service, discipline and military service length. Male servicepersons perceive the limited promotion opportunities for female servicepersons as stemming from the following factors: female servicepersons' non-compliance with higher positions, as well as the additional family obligations placed on women. Male servicepersons also think that military positions are "men's

business”, as “since early childhood boys are brought up as a soldier, while a woman should remain a woman, a family’s mother, who is physically and spiritually not ready for military life, but military service is in men’s blood”. Just like female servicepersons, male service persons also think that women can have promotions only if engaged in medical and administrative spheres in the military, but women cannot have more promotions than men in terms of managing troops or going to the battlefield.

Interestingly, some male respondents have the approach that if a woman manages to combine family life with implementation of military service obligations in such a way that implementation of military service obligations is not compromised, there are no differences in terms of promotion opportunities for men and women. Just like female servicepersons, male servicepersons also note that the state's encouragement of women’s military service ensures women’s promotion. Nonetheless, **the majority of men are sure that women can rarely have promotions and will not be appointed in high officer positions.**

The presented perceptions disclose stereotypes among male servicepersons regarding women’s role in the Armed Forces, which is completely discriminatory, and it is necessary to consistently take efforts based on principles in order to overcome it.

There is a prevailing opinion both among male and female servicepersons that patronage is one of the important factors for service promotions.

Male respondents list the following reasons for manifestation of discriminatory treatment of female servicepersons: marked negative attitude of the command towards female servicepersons, mentality that military service is exclusively for men. At the same time, an important observation that male servicepersons make is that manifestations of discrimination continue because those manifesting discrimination do not get punished.

Interestingly, both male and female respondents have the opinion that there are no manifestations of discrimination in terms of the size of wages and benefits of male and female servicepersons with the same position and rank, and similar length of services. **Of course, due to greater opportunities of promotion for male servicepersons, they have bigger opportunities of higher salaries during military service, while this is something that female servicepersons are deprived of as they have less opportunities of promotion.**

In terms of assessing manifestations of discrimination, disclosing the level of women's participation in decision-making in the Armed Forces plays an important role.

Female respondents claim that women are involved in decision-making. Taking into account that women have less opportunities in terms of service promotions and are not appointed in high

positions, on the one hand it is comprehensible that women consider that they participate in decision-making at the level of their positions, on the other hand, they interestingly “do not notice” lack of their participation in higher positions. Taking into account the hierarchical nature of governance in the Armed Forces, it should be recorded that women have no participation in systemic and strategic decision-making in the Armed Forces. Women remain only executors of decisions made at higher positions in the Armed Forces. In this context, male respondents’ opinion is more comprehensible, as they condition women’s participation in decision-making by their military ranks and positions.

Both female and male servicepersons interviewed report the existence of women’s councils in military units, which, according to them, are platforms for women’s participation in decision-making. However, it is obvious that such councils are not a decision-making unit in the Armed Forces and therefore women’s participation in those councils as decision-makers has a formalistic nature.

The RA Ministry of Defense states in information provided to the Organization that **women are also involved in development of the defense policy.** (*See Appendix 1, Letter 2, page 2*)

It is naturally surprising how women’s involvement in defense policy development can be ensured when they do not hold high positions in the Armed Forces where decisions are made.

The Organization made an information request asking whether there are established quotas for appointment in certain positions and giving specific ranks to ensure women’s participation in the RA Armed Forces, and the Ministry of Defense responds that the procedure and conditions for appointing contractual servicepersons, including female servicepersons, in positions are regulated by provisions of Article 35 of the RA Law on Military Service and Status of a Serviceman (“*A contractual serviceperson is appointed in a military position taking into account the serviceperson’s compliance with the given position, professional and service abilities, psychological qualities, health state and other conditions established by this law. A contractual serviceperson is appointed in a military position in his main military profession or a related one based on their experience in military activity. A contractual serviceperson’s appointment in a new professional military position must be preceded by a relevant training course*”) and RA Defense Minister’s Order N 1550-L of 17 December 2018; while the first and regular military ranks are granted according to requirements of Articles 11-15 of the aforementioned law and the Defense Minister’s Order N 1551-L of 17 December 2018 (*see Appendix 1, Letter 9*).

It is obvious that there are no quota approaches to increasing women’s involvement in the Armed Forces and their role in decision-making.

[2021 annual report](#) of the Human Rights Defender (HRD) specifies, “*Despite the existing legislative regulations, vertical (unequal access to career degrees) and horizontal (by professions*

*and sectors) discrimination is continuously observed towards women in the RA Armed Forces. The problem is that women encounter difficulties both when joining military service (including when choosing a military profession) and maintaining their job after childbirth, as well as in terms of promotion in military service”.*⁷

In the mentioned report the RA HRD records that according to the information provided by the RA Ministry of Defense, 9.5% of the total number of contractual servicepersons of the RA Armed Forces are female servicepersons (9.1% in 2019, which means that as compared to 2019, the number of female servicepersons among contractual servicepersons increased by 0,4%). According to military ranking in 2021 female servicepersons made 14.3% of officer personnel, 34.9% of senior warrant officer personnel, 50.8% of contractual junior warrant officer and private personnel. The above-mentioned statistics evidence that percentage ratio of female servicepersons in the RA Armed Forces is quite low as compared to male servicepersons. In addition, women are not yet sufficiently represented in high positions, and there are stereotypes among the society with respect to considering women as decision-makers. As a result, female servicepersons are mainly deprived of promotion opportunities. The presented statistical data evidences that women are represented in bigger numbers in positions of private and senior warrant officers, while the ratio of female servicepersons among officers is quite low. This statistics shows that female servicepersons encounter obstacles when receiving an officer ranking.⁸

Based on the above-mentioned statistical data presented in the HRD report and HRD conclusions that *women are not yet sufficiently represented in high positions, and there are stereotypes among the society with respect to considering women as decision-makers, as well as the condition that women face obstacles when receiving the officer rank*, the organization addressed an information inquiry to the RA Ministry of Defense to get information regarding the number of female servicepersons among the total number of contractual servicepersons in the RA Armed Forces.

In the information provided to the Organization, the RA Ministry of Defense informs that as of December 2023, female servicepersons make 5,3% of the total number of contractual servicepersons. In particular, they make 6,4% among officers, 1% among senior officers, 5% among junior officers, 32% among senior warrant officers, 6,8% among junior warrant officers, 5% among privates. (*see Appendix 1, Letter 10*)

Combining information presented in HRD reports of 2019-2021 and the information about 2023 provided to the Organization by the RA Ministry of Defense, we record that **the level of**

⁷ Annual report of 2021 on the RA HRD activity, situation of human rights and freedoms, page 960

⁸ Ibid., p.961

women’s involvement in contractual military service reduced almost twice during the observed period. (See Table 5)

Table 5. Data regarding the number of contractual female servicepersons in the RA Armed Forces⁹

<i>Women’s involvement per groups of positions</i>	2019	2020	2021	2023
Total	9.1%	8.5%	9.5%	5,3%
officers			14.3%	6,4%
senior officers			4.7%	1%
junior officers			9.6%	5%
senior warrant officers			34.9%	32%
junior warrant officers			50.8%	6,8%
privates				5%

The table obviously shows that women are mainly involved in low positions in the Armed Forces.

At the same time, it should be recorded that after the 2020 war unleashed by Azerbaijan against Nagorno-Karabakh, the specific weight of women involved in military units in both provinces and Yerevan significantly reduced (see table 6).

Table 6. Specific weight of women in the total number of servicepersons in military units deployed in the RA provinces and Yerevan

2021		2023	
Provinces	65.4%	Provinces	3,5%
Yerevan	34.6%	Yerevan	14,2%

As for women’s involvement in the Armed Forces military-educational institutions, 35% more female cadets graduated from RA MoD military-educational institutions in various specialties (mechanized infantry, artillery, intelligence, operation and use of UAVs, military communication) than in 2017 and 2018 combined.

The aforementioned data shows that the number of women who chose military professions increased in 2019-2020.

⁹ 2019 - 2021 data of HRD

Meanwhile, if we observe the number of women who were accepted in military-educational institutions during 2018-2023, we can see that it sharply reduced in 2021 as compared to 2018-2020, and sharply increased in 2023. (see Appendix 1, Letter 11).

1,6% of cadets admitted to military educational institutions in 2018 were women, women made up 2,2% of those admitted in 2019, the number of women who applied in 2019 increased (5,05%); however, the number of women who applied in 2021 sharply reduced to 3,7%; while in 2022, the number of female applicants reduced and reached the minimum over the last 5 years (1,2%); there was an unprecedented increase in 2023 and the number reached 16%. (see Appendix 1, Letter 12)

Table 7. Percentage of women admitted to military-educational institutions in 2018 - 2023

Female cadets	2018	2019	2020	2021	2022	2023
	1,6 %	2.2 %	5.05%	3.7%	1,2 %	16%

According to the information provided to the Organization by the RA MoD Military Academy named after V. Sargsyan, decrease in the number of women admitted to the military-educational institution in 2020-2022 has a number of objective and subjective reasons; however, the reasons were not specified. (see Appendix 1, Letter 12)

This condition is important in the context that the following is specified under “Goal” in “Participation” section in the [RA NAP of 2022-2024](#): “Promotion of policy aimed at involvement of women in different subdivisions of the Armed Forces” goal implies the following activity “Raising awareness about the role of women serving in the Armed Forces”, while the result indicator is “Introduction of mechanisms to promote women’s involvement in development of the defense sector policies, increase in the number of women applying to the RA military educational institutions”.

[In the same report](#), HRD also notes, “Undoubtedly, enshrining safeguards in military legislation is one of the most important steps in terms of guaranteeing protection of women’s rights in the Armed Forces. Generally, it should be recorded that no norms containing obviously discriminatory components against women were identified as a result of a general examination of military legislation. They are mainly gender-neutral, and often problems arise due to sex features not being taken into account”.¹⁰

¹⁰ *ibid.* p 964

Despite this assessment, the legislation comprises stereotype-based and therefore also discriminatory formulations. They are particularly common in formulations of the Law “On approving the Code of Internal Service of the Armed Forces”. In particular, when listing servicepersons in the Code of Internal Service, the following formulations are very common, “*officers, warrant officers, female servicepersons, as well as soldiers, sergeants and seniors*” (Article 164), “*for officers, warrant officers, contractual soldiers, sergeants, seniors, as well as female servicepersons*”, “*contractual servicepersons and female servicepersons*” (Article 227), “*officers, warrant officers, contractual servicepersons and female servicepersons*” (Article 228), etc. **Such formulations indirectly assume unequal treatment of male and female servicepersons.** It is unacceptable to regulate provisions related to rights and obligations of male servicepersons according to their officer rank and position, and only mentioned “female servicepersons” for women: female servicepersons can be officers, warrant officers, as well as private soldiers. Therefore, **the Code of Internal Service contains formulations, not based on objective conditions, that initially consider male and female servicepersons in unequal conditions.** Regulation of conduct of male servicepersons depends on their position and rank, while for female servicepersons, the only distinguishing feature is that they are women. Another example is Article 239 of the Code of Internal Service of the RA Armed Forces, which specifies that all officers, warrant officers, contractual servicepersons and female servicepersons of the battalion must be present at the general brigade roll call. It should be taken into account that women can be among officers, warrant officers and contractual servicepersons, while they are separately classified in the mentioned Article.

Manifestations of discrimination against female servicepersons

According to the Handbook on Human Rights of Armed Forces Personnel and Fundamental Freedoms of Armed Forces Personnel, sexual harassment is a form of sexual discrimination that has been defined as unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature. Such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment or leads to such consequences.

The above definition identifies two types of sexual harassment. The first is *quid pro quo* harassment, in which decisions on hiring, termination, promotion, or pay are made based on an employee’s response to sexual advances.

The second type of sexual harassment involves the creation of a hostile work environment, in which female service personnel are targeted by their male peers simply because they are women, by, for example, being touched unnecessarily, being addressed with offensive language, or being

subjected to pressure for sexual activity. Sexual harassment causes damage to the emotional or psychological well-being of the victims; it may also influence the quality of female personnel's work performance and may make it difficult for them to achieve their career goals. **Any person in a command position using or condoning explicit or implicit sexual behavior aimed at influencing the career, pay, or performance of a military member is engaging in harassment.**

Sexual harassment and sexual violence not only damages the emotional or psychological well-being of the victims, it also harms the work performance of female personnel, as well as the public image of the armed forces. Preventing sexual harassment in the military is therefore essential for ensuring a non-discriminatory and safe environment for all its members. However, many abuses remain unpunished; indeed, few women use the military's formal or informal grievance process because of a lack of confidence in the military system for redress. **Many women do not tell anyone if they have been a victim of abuse and handle the situation by themselves because they fear that their complaint could have a negative effect on their career and because they feel they would not be believed. Some of them even decide to leave the service.**

In most OSCE participating States, sexual harassment is codified as a disciplinary or criminal offence, depending on the gravity of the act. Often, special complaints procedures are not provided for. Therefore, women victims of discriminatory practices may initiate the regular informal procedure by reporting the case to their superior, who may investigate the complaint or refer it to the commanding officer. If this inquiry is unsatisfactory for the victims, they may ask for a review.

Some states, after extensive research into the nature and the extent of sexual harassment in the armed forces, have decided to take special actions in order to deal more effectively with the problem. This is the case in Denmark, for example, where in 2003, following the survey report of Psychologists at the Defence College, the Danish Defence Command adopted various initiatives to prevent and combat harassment, such as the establishment of a hotline for psychological counseling and the establishment of an organization of local counsellors.

In spite of existing complaints procedures within the military, various countries around the world have an ombudsman for addressing complaints about improper and abusive behaviour in the military, shortcomings in military policy, as well as systemic problems in the military. After investigating these complaints and shortcomings, the ombudsman formulates recommendations for corrective action.

As far as the structure and the competences of ombudsmen are concerned, there are four main models:

- Countries without a military ombudsman;
- Countries where the ombudsman is integrated in the military itself, under the name of

- inspector-general;
- Countries where the civilian ombudsman's responsibility also includes the military;
- Countries that have an independent military ombudsman (e.g., Germany, Canada, Ireland).

• In some countries, the military oversight function is part of a civilian oversight mechanism, as, for example. A civilian ombudsman has the advantage of having a strong appearance of independence and of ensuring equal treatment of military personnel and civilians alike. On the other hand, a civilian ombudsman may lack specific knowledge and credibility within the military. Furthermore, an excessive workload may cause significant delays in the resolution of cases. A solution to these problems could be to introduce specializations within the ombudsman's office, e.g., appointing a deputy ombudsman dealing specifically with military affairs.

Recommendation [CM/Rec\(2010\)4](#) of the Committee of Ministers to member states on human rights of members of the armed forces establishes that member states should take measures to protect members of the armed forces from being subjected to violence and improper treatment or punishment. Where members of the armed forces raise an arguable claim that they have suffered treatment in breach of Article 3 of the Convention, or when the authorities have reasonable grounds to suspect that such treatment has occurred, there should promptly be an independent and effective official investigation. Member states should take measures to encourage the reporting of acts of torture or ill-treatment within the armed forces and to protect from retaliation those reporting such acts.

[Report](#) of the CoE CM on the implementation of the Committee of Ministers' Recommendation CM/Rec(2010)4 on the human rights of members of armed forces specifies that the prohibition of torture as well as inhuman or degrading treatment or punishment is absolute under Article 3 ECHR. States may not, under any circumstances, have recourse to such treatment or condone it. Furthermore, they should take measures to protect servicepersons against such treatment within the armed forces. **Bullying, physical violence, cruel initiation rites, harassment, humiliation, and other forms of ill-treatment unfortunately remain commonplace in certain armed forces.**

Furthermore, in view of occurrences or patterns of ill-treatment resulting from bullying, cruel or humiliating initiation rituals, and harassment by hierarchical superiors in the armed forces, it is of paramount importance that member states take the necessary practical steps to encourage the reporting by servicepersons themselves of such intolerable behavior. In order to protect those who have come forward to denounce such treatment from pressure from peers or hierarchical superiors, it is particularly important that states provide for a legal or administrative framework to prevent any

retaliation. **Reporting of ill-treatment taking place within the armed forces is also important to promote greater transparency about such treatment having occurred in the armed forces and notably the investigations which are subsequently carried out.**

The Code of Internal Service of the RA ARmed Forces establishes regulations on prevention of violence and disclosure of cases in the Armed Forces. Article 65 of the [RA Code of Internal Service of the Armed Forces](#) specifies that servicepersons should always serve as an example of high morality, restraint, modesty, sacredly preserve military honor, **protect their own dignity and respect the dignity of others**. They should remember that their conduct forms judgment not only about themselves, but also the honor of the Armed Forces in general. Relations of servicepersons are built upon mutual respect.

Article 6 of the Code establishes that servicepersons are under state protection. Their life, health, honor and dignity are preserved by law. Discrediting, threatening, **violence or harassment** against a serviceperson's life, health, property, and other actions that hinder fulfillment of the duties assigned to a serviceperson, as well as violation of their rights, imply liability defined by RA legislation. This liability, depending on the offence, can be disciplinary or criminal.

Conclusions

1. Lack of legal regulations guaranteeing prevention of discriminatory manifestations in key legal acts hinder service advancement of female servicepersons and also results in low participation of women in decision-making, since key decisions of the Armed Forces are made at the level of high military positions.

2. Legally equal involvement of women in military service is also negatively impacted by the existence of a stereotype that women's primary obligation is to fulfill family obligations, which leads to inevitable difficulties in terms of combining them with military obligations. Male servicepersons also find that fulfillment of family obligations is the priority for female servicepersons. The fact that female servicepersons also record difficulties in combining the two obligations evidences the need for formation of safeguards pertaining to fulfillment of military obligations in the Armed Forces for all servicepersons irrespective of their sex. In particular, equal opportunities of participating in training courses and having service promotions must be safeguarded and ensured for both male and female servicepersons.

3. Salaries of servicepersons also depends on promotion opportunities. Factually, in the conditions of lack of such a promotion, women are deprived of the opportunity to receive high salaries.

4. Establishment and operation of effective mechanisms of complaint is essential in terms of ensuring legal equality of female servicepersons in the Armed Forces, while those manifesting discrimination in the Armed Forces are not held liable. What is even more, servicepersons prefer not to voice such cases, as they fear they might lose their job.

C. SERVICEWOMEN'S RIGHT TO RESPECT FOR PRIVATE LIFE

International legal norms

The right to respect for private life is inalienable for any person, including female servicepersons. While women live with special rules limiting their private life when serving in the military, the state's obligation to provide conditions necessary for their private life does not disappear.

Postings of professional members of the Armed Forces far from those close to them and their homes should not be imposed as a disciplinary punishment, but only for reasons of operational effectiveness (clause 37). [Recommendation](#) CM/Rec(2010)4 of the Committee of Ministers to member states on human rights of members of the armed forces also establishes that female servicepersons should reside in accommodations where it is possible to maintain personal hygiene and health. Toilets must be separated from the sleeping area and all areas must be regularly cleaned. Persons carrying viruses should be immediately transferred to the medical unit. (clause 62)

Clauses 6.1.3, 6.1.6 and 6.1.7 of [PACE Resolution](#) establish that the state has an obligation to establish conditions where women's personal and family life conditions do not hinder career promotions in the military. Clause 6.2.5 establishes that respect for private life and decent military service imply the right to proper accommodation. Female servicepersons should live in accommodations that allow them to meet their basic needs. In these terms, the state also has an obligation to ensure that military clothing, uniforms be adapted to women and not cause discomfort.

Article 11 of Convention on the Elimination of All Forms of Discrimination Against Women establishes that states are obliged to create, as far as possible, social services (e.g. childcare facilities) that would allow women to combine their family responsibilities with military service. Article 11 also specifies that the state must provide special protection to women during pregnancy in types of work proved to be harmful to them.

The ECHR also carried out important work in terms of clarifying some contradictions in the domestic legislation regarding female servicepersons' childcare. In particular, special importance is attached to the case law formed in the judgement in the case of [Konstantin Markin v Russia](#) of 22 March 2012. Positions expressed in 147 and 148 clauses of the judgment are of particular importance, they are presented below:

147 ... Court accepts that, given the importance of the army for the protection of national security, certain restrictions on the entitlement to parental leave may be justifiable, provided they

are not discriminatory. In the Court's opinion there are means to attain the legitimate aim of protecting national security other than by limiting the parental leave entitlement to servicewomen while excluding all servicemen from such entitlement. Indeed, in a significant number of the member States both servicemen and servicewomen are entitled to parental leave. The Court notes with particular interest the legal provisions on parental leave existing in such countries as the Netherlands, Germany and the United Kingdom. Their example illustrates that there are techniques which can be employed to accommodate legitimate concerns about the operational effectiveness of the army and yet afford military personnel equal treatment in the sphere of parental leave.

148 ... At the same time it considers that, having regard to the specific demands imposed by military service, it may be justifiable to exclude from the entitlement to parental leave any personnel, male or female, who may not easily be replaced in their duties owing to such factors as, for example, their hierarchical position, rare technical qualifications or involvement in active military actions. Such a general and automatic restriction applied to a group of people on the basis of their sex must be seen as falling outside any acceptable margin of appreciation.

The RA Legislation

Personal life of servicewomen comprises several layers, which are regulated both by international and domestic legal acts. One question is to what degree and in what volume domestic provisions regulate the dense layers related to the private life of servicewomen. In this context, **we also tried to find out compliance of legal provisions enshrined in the RA legislative acts with internationally recognized regulations and whether they cause problems in practice.**

Article 86 of the [RA Constitution](#) reflects one of the main objectives of the state policy, namely, promoting birth and having children. Article 57 specifies that every employed parent shall, in case of birth of a child or adoption of a child, have the right to a leave.

Part 1 of Article 4 of the [RA Law on Military Service and Status of Serviceman](#) establishes principles for organization of military service, which include, inter alia:

1. *Rule of the RA Constitution and laws,*
2. *Priorities of rights and freedoms of servicepersons,*
3. *Respect for dignity and honor of servicepersons and prohibition of discrimination against them,*
4. *Legal and social protection of servicepersons and their family members.*

Article 53 of the RA Law on Military Service and Status of a Serviceman regulates legal relations related to the leave granted to servicewomen for pregnancy and childbirth, as well as childcare. The said Article establishes that *servicewomen shall be granted a leave for pregnancy and*

childbirth, as well as childcare. Monetary provision of servicewomen is maintained during pregnancy and childbirth leave. Before or immediately after the leave, a servicewoman, based on her application, can use the vacation fully or part by part. A servicewoman's incumbency and position are maintained during vacation. Pregnancy and childbirth, as well as childcare vacation is counted in the uninterrupted length of a servicewoman's service for defining the position rate, granting a regular military rank (except for the period of vacation for childcare), counting the size of monetary aid when being released from military service and counting military pension size. In the year of pregnancy and childbirth, a servicewoman is given regular leave for the duration of the current year's leave, in the year when the leave for childcare ends, proportionally from the end date until the end of the calendar year, the leave is granted at the rate of two and a half days for each full month of service.

Article 48 of the same Law establishes that contractual servicepersons are granted regular, additional, educational, disease-related leaves, female servicepersons are granted, in addition to the above, pregnancy and childbirth, as well as childcare leaves. *Contractual servicepersons can also be granted other leaves established under the RA Code of Labor.*

Article 174 of the Labor Code establishes that working women shall be provided with pregnancy and childbirth leave of 140 calendar days, 155 calendar days in the event of a complicated delivery, 180 calendar days in the event of giving birth to more than one child at a time.

This is an important safeguard for maternity protection in particular for women in the Armed Forces. Servicepersons' salary, position and rank are maintained during pregnancy, delivery and childcare leave.

In this regard the ECtHR expressed their position in *Markin v Russia* case that the military personnel's right to leave is not absolute and can be restricted in some cases. In the context of restrictions, the ECtHR envisages postponement of leave or reaching an agreement on terms, since the Armed Forces are the most important body of the national security sphere and replacement of some incumbents sometimes implies difficulties. This statement does not mean per se that a serviceperson must not have an opportunity to leave for years on end.

The Republic of Armenia has marked promotion of birth and having many children at the constitutional level, and to this end also established legislative safeguards, primarily by enshrining the right to leave in case of birth or adoption of a child, as well as the leave granted before the child gets 3 years old. Moreover, as mentioned above, based on the delivery complications and number of children born, the leave period is longer.

This approach is reflected, in a sector-focused way, in the Armed Forces and one of the main laws regulating the Armed Forces. In particular, legal and social protection of servicepersons and

their family members is noted as a principle of organizing military service in the Law on Military Service and Status of a Serviceperson. Noteworthy, the state is not limited with establishing a legislative framework to make practical enjoyment of the mentioned rights more effective and solve the problems, and has established two subdivisions to ensure constant oversight. One of them is a subdivision in the HRD personnel, the other is a subdivision in the competent authority of the sector, i.e., the Ministry of Defense. However, there are shortcomings and contradictions in the legislative regulations, as well as practical issues. Some of them, mainly due to their nature, are resolved over time, but new ones emerge.

As for servicewomen, problems can arise starting from the moment a servicewoman informs the superior command about availing themselves of the right to leave for childcare.

Interviewed servicewomen state that during the service, as a rule, the superior command does not demand verbal guarantees of excluding pregnancy during the service. However, when starting military service, in separate cases women are required to present a document on presence or absence of pregnancy, which plays a decisive role in terms of admitting them to military service.

In some cases, women on pregnancy and delivery leave do not return to service, which must be assessed as a manifestation of an obviously discriminatory attitude towards women.

Interviewed servicemen have the opinion that women do not return to service after pregnancy and delivery leave due to requests or demands of family members, or due to organizing childcare. One servicewoman also noted that attitude of the superior command is among the reasons for not returning to service after pregnancy and delivery leave, in particular, after hiring a different serviceperson, they persuade the relevant servicewoman not to return to military service. This obviously comprises corruption risks.

Regardless of the mentioned reasons, it should be recorded that there are no safeguards ensured for military service of servicewomen in the Armed Forces, which is more than justified in the context that solving financial problems is one of the main motives for women joining military service.

According to Article 49 of the RA Law on Military Service and Status of Servicean, based on the increase of the number of calendar years of military service, the duration of the main leave also increases by reaching 40 calendar days from 30.

We tried to find out from interviewees whether they are aware of cases when servicepersons are not granted a leave for years on end.

Both servicewomen and servicemen state that they are aware of rare cases where servicepersons do not have a leave for a long time.

As for granting the 35-calendar-day leave that servicepersons are entitled to, all, both male and female servicepersons interviewed state that they use the leave established by law, except for urgent and necessary cases related to organization of service, in particular, when the number of personnel is not enough to solve service problems. In such cases, changes can be made in the timetable of leaves.

Important issues are also recorded in the [RA Human Rights Defender's annual report of 2021](#).

It is recorded in the HRD report that **there are no incentive norms for servicewomen** who have an opportunity to use the leave for taking care of a child under the age of three, but have voluntarily not availed themselves of that opportunity in order to continue military service. According to the HRD report, this issue should become a subject of regulation under the [RA Law on Employment](#), which, however, lacks the relevant regulations. Lack of incentive norms for servicewomen's decision to return to service can be an obstacle. One of the state's policies aims to facilitate the return of servicewomen on parental leave for caring for a child under the age of three to their workplace. This policy includes the right to support for arranging childcare alongside work, for those returning to work before the child reaches the age of two. Interviewed servicewomen's request to the superior command for childcare to be organized parallel to their service before their child reaches the age of two was granted.

The next important problem recorded in the HRD report needs urgent legislative solution, since as reasonably mentioned, "due to the restriction, servicewomen might face the choice between family and children, and employment and work advancement". The problem is that **the Law on Military Service and Status of a Serviceman does not allow counting the period of childcare leave for granting a regular military rank**. This is one of the obstacles hindering sufficient representation of servicewomen in high positions and why they are mainly deprived of promotion opportunities.

In regard to combining military service and family obligations, interviewed servicewomen state that they manage to combine these two obligations with great difficulty and have simply become used to difficulties over time. Servicewomen highlighted the challenge related to spending insufficient time with their children, while also expressing satisfaction with certain privileges extended to servicepersons' children. For instance, they appreciate the opportunity to receive subsidies for preschool educational institution fees for their children.

As for the attitude towards servicepersons among society, noteworthy, interviewed servicewomen and servicemen generally express positive views on society's attitudes to women's involvement in the Armed Forces. However, some servicewomen note the persistence of societal stereotypes, "*a woman working with men the whole day probably has bad conduct*".

Article 164 of the RA [Code of Internal Service](#) of the Armed Forces establishes, “Contractual officers, warrant officers, servicewomen, as well as soldiers, sergeants and seniors who have families are deployed outside the regiment, while those who do not have a family can be deployed in dorms on the regiment territory or separate buildings of barracks (rooms)”.

Both male and female servicepersons interviewed state that women who do not have a family have an opportunity to choose to reside in the barracks territory.

The Code also specifies that separate bedrooms, rooms to prepare for training, consultation rooms and recreational rooms, as well as a shower room and toilets, and household service and washing rooms are furnished for servicewomen.

Through interviews we tried to find out to what degree conditions in barracks comply with conditions necessary for women’s residence. According to servicemen interviewed, all the necessary conditions are ensured in the barrack.

While servicewomen state that they are not aware of the existence of these conditions in the barrack. Some servicewomen note that some barracks lack household service conditions, a separate room, bedroom, shower room and toilet.

According to the RA Ministry of Defense, in all military units contractual servicewomen serve as servicemen, which is why they do not have a separate room or bedroom in the military unit. Servicewomen use rooms for preparing for training, consultation rooms and recreational rooms on general terms as servicemen, taking into account that there are no subdivisions in military units comprised exclusively of servicewomen.

In the information provided, the Ministry of Defense notes that “the subdivision comprised exclusively of servicewomen on the military unit territory will be provided with all household conditions, i.e., four servicepersons will be provided with one room with all its utility-household conditions, separate sink, toilet and showers, there will be separate wardrobes in the rooms for clothing and personal belongings. On each floor there will also be classrooms for each platoon, which will also be training preparation rooms.

There will also be separate household rooms, rest and recreation rooms. Women’s subdivision will have a separate canteen, sports hall, club and women’s medical unit. It is envisaged to have a separate sports area and a parade ground on the territory. Women holding command positions will have separate working rooms, consultation rooms, training preparation and recreation rooms, a separate toilet and shower room”. (*see Appendix 1, Letter 13*)

Article 167 of the Code specifies that in contrast with servicemen, servicewomen are accommodated in bedrooms with one-floor beds.

We consider that the difference between men and women in this context is unfair and it is necessary to have a uniform approach. Moreover, in current conditions, a separate regulation for women can act only for newly-established battalions of women, given the condition that this subdivision will comprise exclusively servicewomen.

The mentioned regulations show that the state has undertaken an obligation to ensure proper permanent residence and household conditions for servicewomen. Nonetheless, two important conditions should be taken into account. First, buildings of permanent deployment of the RA Armed Forces (first of all, barracks) were not built simultaneously, some of them were inherited from the Soviet times. Thus, all barracks of the Armed Forces are not similar buildings, therefore they cannot provide the necessary conditions for servicewomen. This is first of all true about buildings built 20-30 years ago, since women started to be involved in the Armed Forces mostly over the past few years. Secondly, after the Artsakh war of 2020 and further military operations that took place on the RA territory, huge changes took place in terms of deployment of the Armed Forces.

In response to the Organization's information request, the RA Ministry of Defense notes that it is not envisaged to deploy another military unit or division in the territory of the women's battalion.

In addition, the RA Ministry of Defense informed that heavy military equipment is not planned for combat training and task performance in the women's battalion, and there are no positions for women for repairing and maintenance, and care and maintenance of armaments attached to the personnel shall be done by a serviceperson. (*Appendix 1, Letter 14*)

In addition, servicepersons are also involved in combat duty and military exercises implemented outside the main deployment place of the military unit.

Thus, both in combat positions and in the place of military exercises, the same conditions should be ensured for servicewomen as in the military unit. This means that those places should also be furnished with separate recreation rooms, separate toilets, bathroom and other necessary conditions.

The RA Ministry of Defense responded to the Organization's information request that "combat duty is considered implementation of a combat objective (task)" and added "a combat position is an engineering-equipped section where the combat task is carried out. Taking into account that involvement of divisions of servicewomen in combat duty is a new idea in the RA Armed Forces, and mainly servicemen were involved in frontline combat duty so far, there was no need to establish special conditions for women in military positions. Performance of a combat task does not distinguish servicewomen through establishment of special conditions for them".

"As for military exercises, they are a type of divisions' field exercise conducted in diverse environments, including battlefields and various weather conditions, at any time of day. These exercises serve multiple purposes: enhancing combat readiness, improving field preparation,

boosting morale, simulating combat scenarios, and training personnel, therefore it is not envisaged to establish distinguished (more favorable) conditions for servicepersons.

In military training areas it is envisaged to have only separate recreational tents and toilets for women's divisions". (*see Appendix 1, Letter 13*)

Both servicemen and servicewomen interviewed note the lack of separate conditions for combat duty in field conditions.

As for wearing a uniform, according to Article 71 of the Code of Internal Service of the Armed Forces, necessary types of uniform are established for servicepersons. All servicepersons are entitled to wear a military uniform, including citizens in the reserve or retirement, who were discharged from military service with the right to wear a military uniform. Military uniforms are worn with strict adherence to rules approved by the RA Minister of Defense. During rest, release or leave outside the military unit, servicepersons are allowed not to wear a military uniform.

Both male and female servicepersons interviewed have the opinion that the uniform intended for servicewomen is not comfortable.

As for maintaining new clothes, both male and female servicepersons interviewed state that after clothes provided by the Ministry of Defense are worn out, they purchase new clothes or repair the old one at their expense until the next regular period for providing items.

Both male and female servicepersons interviewed definitely state that during service obligation performance servicewomen meet all requirements concerning their appearance. Servicewomen are not offered and allowed to wear a uniform different from the common one of the personnel.

With respect to terms for providing uniforms to female servicepersons, it is welcome that the RA Government's Decree N 1669-N of 14.10.2021 changed N 4 amount of providing property of items to servicewomen of the RA Armed Forces, whereby the terms for providing certain items were reduced. Nonetheless, the study of Decision N 1457-N of 3 December 2015 showed that **there is no special clothing envisaged for pregnant servicewomen**. While in terms of comfort of pregnant servicewomen's uniform, also taking into account other countries' practice (for example, United Kingdom), it would be purposeful to envisage a special uniform.

The RA Ministry of Defense informed the Organization that no type of uniform is envisaged for pregnant women. All servicewomen, including pregnant ones, wear a uniform (summer or winter field uniform, casual or staff with a skirt), which is provided by the RA Ministry of Defense. Servicepersons are provided with new items only to replace items lost or damaged while performing combat tasks, service or civilian obligations. (*see Appendix 1, Letter 15*)

The right to private life implies freedom to choose clothes and appearance. However, this freedom is also restricted during military service. As a general principle, a servicewoman's clothes and appearance should be such that do not distract or hinder their and other servicepersons' performance of service obligations, and do not impose more risk upon the serviceperson's life and health, especially during combat service.

During military service, it is not allowed to wear clothing that differs from the prescribed pattern, is modified, shortened (for example, skirts above the knee), narrowed, etc., strongly emphasizes or exposes the body, is sports or evening style; to wear shoes that are significantly different from the established pattern, are sporty or slipper-like; to have long untied or loose hair; to dye their hair several different or unusual colors, wear very expressive make-up (brightly colored make-up, nail polish, etc.); to wear excessive perfume or other scented creams that will be too noticeable to the surrounding people; to wear flashy, large, heavy or excessive jewelry.

Maintenance of hygiene rules is one of the important conditions to ensure a proper working environment for servicepersons. This implies that servicepersons should keep their body (face, hands, hair, nails, etc.) and uniform (clothes and shoes) clean.

Both male and female servicepersons interviewed state that there are conditions to maintain hygiene in military units. While some servicewomen interviewed note that there are no hygiene conditions, one of them noted that they had to bring some hygiene items from home. Some note that there are no separate restrooms in military units.

Noteworthy, all male servicepersons interviewed state that all servicepersons are provided with the necessary conditions, which shows that servicemen do not realize the need for special conditions for servicewomen.

Conclusions

1. The period of childcare leave has a restricting impact in granting a regular military rank to servicewomen and is not counted in the military service length under the RA Law on Military Service and Status of a Serviceperson.
2. Another problem is cases when servicewomen on pregnancy and delivery leave do not return to service, and their reasons which evidence manifestations of stereotype-based attitude towards women.
3. Barracks are not provided with basic conditions for decent service of particularly female servicepersons.
4. Discriminatory attitude is manifested even in matters of providing military uniforms. However, male servicepersons have problems in this matter as well.

D. EDUCATION AND PUBLIC AWARENESS

“Women, Peace, Security” UN SC 1325 resolution NAP implementation and level of awareness about it among servicepersons of the RA Armed Forces

In implementing the effective involvement of women in the Armed Forces and ensuring equal opportunities, education and public awareness have had their unique place in all the strategic actions developed by the RA Government.

In particular, it is noteworthy that the “Prevention” section in the RA NAP focuses on development of educational capacities by specifying “Development of educational capacities, inclusion of information about Resolution 1325 educational programmes” under the “Goal” , whose action plan includes “Include in educational programmes of higher educational institutions training courses on protection of women’s rights in the defense system or related sectors, and ensuring equal opportunities, include awareness materials in teacher training modules”, and the following is the result indicator, *“Existence of relevant training courses, educational materials and lectures in the RA higher educational institutions; existence of relevant training courses, educational materials and lectures in educational programmes of military higher educational institutions; existence of informative materials in training modules of teachers and personnel of professors and lecturers; existence of informative materials in training courses for the pedagogical personnel”*.

We tried to find out from the RA Ministry of Education, Science, Culture and Sports whether materials related to UN SC Resolution 1325 have been included in general educational programs, in particular, in the training programs of school teachers, especially "Military Science" teachers, and if so, in what volume, number of hours and with what frequency.

The RA Ministry of Education, Science, Culture and Sports informed that the “Republican Pedagogical-Psychological Center” SNCO under the Ministry organizes and carries out trainings every year within the framework of the event “Ensuring the development of inclusive teaching skills of teachers and assistant teachers of public schools”, in particular, focusing on including the gender component in the context of continuous development of teachers’ inclusive teaching capacities, which includes gender mainstreamed learning and gender-sensitive, gender-responsive education, gender problems and legislative framework. In 2023, 2266 teachers from 132 schools underwent training on the above-mentioned topics, 40 of whom underwent training in the frame of “Military Science” subject. The training course volume amounted to 480 minutes (*see Appendix 1, Letter 16*).

At the same time, the RA NAP envisages awareness raising activities under its “Participation” section. In particular, the goal *“To promote the policy aimed at women's involvement in different subdivisions of the Armed Forces”* has the respective following activity, “Raising awareness about

the role of women serving in the Armed Forces”, whose result indicator is “*Introduction of relevant mechanisms to promote women’s involvement in development of defense sector policy; increase in the number of female applicants to the RA military educational institutions*”.

Regarding implementation of the UN SC 1325 and training courses and other events regarding the RA NAP developed based on the Resolution with women in the Armed Forces, the RA Ministry of Defense notes that in the frame of NAP of 2022-2024, discussions and informative training courses are regularly held for the Armed Forces personnel with involvement of local and international experts, as well as representatives of local and international organizations dealing with women’s rights. (*see Appendix 1, Letter 17*)

Noteworthy, **though the RA Ministry of Defense assures that discussions and informative training courses are implemented, the level of awareness about the UN Resolution 1325 NAP is extremely insufficient even five years after adoption of the NAP.** We tried to find out from the RA Ministry of Defense whether educational materials related to the UN SC Resolution 1325 were included in the curricula of military educational institutions, and if so, in the frame of which subject and for how many hours. The organization has been informed that in the military academy, educational materials on UN SC Resolution 1325 are included in the curricula of “Human Rights”, “International Humanitarian Law” and “Military Training” subjects for six academic hours. The RA Ministry of Defense also added that the “Fundamentals of Law” course of the Military Humanities module envisaged for Master's degree and additional educational programs at the National Research University of Defense of the Ministry of Defense includes the “International Law” topic with six academic hours.

In response to the Organization's question whether the National Defense Research University of the Ministry of Defense is participating or has participated in the process of developing legal acts related to women’s rights in the Armed Forces, the RA MoD informed that the Research University had not participated in the mentioned process. (*see Appendix 1, Letter 17*)

The RA MoD official webpage (www.mil.am) offers videos showing conditions of the service in the RA Armed Forces and daily life in the army, which are generally aimed at making service in the army more attractive.

The RA Ministry of Defense informed the Organization that the videos are prepared and made more available to the public not with the state budget resources, but rather, with financial allocations in the frame of collaboration with international partners. (*see Appendix 1, Letter 17*)

It should be stressed that the RA Ministry of Defense has taken some steps to prepare videos about personal stories and experience of servicewomen, their daily life, combining family and

service, servicewomen's success in different tournaments. Videos with servicewomen's participation and videos about them were also prepared in the frame of "Zinuzh" program. Nonetheless, it should be recorded that **the RA Ministry of Defense official website main page and pages generally show photos of servicemen, and it is preferable to ensure presence of photos with servicewomen on the RA MoD official webpage.**

The [Action Plan](#) of the RA Government's activity of 2021-2026 specifies a goal to strengthen protection of human rights and integrity in the Armed Forces.¹¹ It is planned to introduce the revised program of the subject "Proper management and strengthening of integrity in the defense and security spheres" in the Center for Improving the Qualification of Officers of the MoD military educational institutions and in the Command and Staff Faculty, as well as to organize courses on the topics of women's rights and provide informational materials on civil and political rights to the Armed Forces units. As a final result, the Government expects that the level of awareness of personnel regarding matters of integrity and corruption prevention will increase, the officers joining the Armed Forces will have sufficient knowledge about human rights, their protection during service and the training of subordinates will have a multiplying effect. In addition, the staff's awareness level regarding the prevention of human rights violations, as well as the fundamental and secondary human rights will increase.

It turns out that the Action Plan pursues the goal of increasing awareness level, but it is not envisaged to study cases of violence, establish and develop extrajudicial examination structures.

The Action Plan [justifications](#) suggest, as a solution to the existing problems, ensuring continuous education of the Armed Forces staff regarding human rights, conducting analyses of problems of servicewomen and servicemen's wives, as well as conditions hindering their quick integration in the military environment.

Unlike servicemen, interviewed servicewomen are less informed about the regulations of the Armed Forces. It is natural that such a low level of awareness will have a negative impact on women's professional advancement.

Interviewees consider that the role of special training courses is not high in the measures for raising awareness about regulations of the Armed Forces.

At the same time, both servicemen and servicewomen interviewed have quite a high level of awareness about the Human Rights Defender institution, while servicepersons state that they have never applied to HRD.

¹¹THE RA GOVERNMENT'S NAP FOR 2021-2026, Appendix N 1 of the RA Government's Decree N 1902-L of 18 November 2021, page 357, clause 11

It is worrisome that as a rule, interviewed servicemen and servicewomen have not participated in training courses on international principles of human rights and fundamental freedoms in the Armed Forces. Only one serviceman stated that once a week a slideshow presentation and a discussion is held regarding human rights on certain topics.

An insignificant part of interviewed servicemen and servicewomen report about awareness training courses on the equality of women and men, anti-discrimination and prohibition of violence against women.

The NAP also proposes to develop and introduce an IT application for anonymous reporting (whistle blowing) of human rights violations and corruption cases in the Armed Forces, which will enable, on the one hand, to increase the level of awareness of servicepersons, and on the other hand, to prevent the increase in cases of violence.¹²

In the information provided to the Organization in December 2023, the RA Ministry of Defense noted that the draft mobile application of the IT sphere was developed in the frame of RA MoD cooperation with Yerevan Office of the Council of Europe.

According to the Ministry of Defense, the application will have two directions: HRD and MoD, and when choosing one of them, a "window" related to each of the specified directions will open on the application page. It is an interactive information tool, through which application users will have the opportunity to receive information from the Ministry of Defense and the Human Rights Defender.

The technical description and content of the mobile application was developed by CoE experts. Discussions have been held and due to some security reasons, the process has not yet been completed. The revision works of the draft are underway. (*see Appendix 1, Letter 18*)

We tried to find out from the interview participants whether they were aware of the IT application of anonymous reporting of cases of human rights violations and corruption in the RA Armed Forces and whether the option of anonymous reporting would facilitate the voicing and resolution of issues within the Armed Forces.

Most of the interviewed servicepersons, both male and female, are not aware of the application. At the same time, both servicemen and servicewomen who are not informed about the application consider that it can be effective in preventing and reducing various human rights violations in the Armed Forces.

¹² See page 532, clause 1.2.

However, according to some interviewees, it can have a negative effect, as the anonymous application can be used for disinformation purposes.

As a result of implementation of the RA Government's NAP of 2021-2026, it is expected that the level of awareness about international principles of human rights and fundamental freedoms will increase among students of military higher educational institutions, they will also acquire and develop skills that will contribute to them respecting and observing human rights during their performance of their functions and obligations in the Armed Forces, as well as prevention of cases of ill-treatment stemming from non-statutory relations (culture of rejecting legal regulations and manifesting a conduct based on the "system of criminal values"). The level of awareness about legal equality of women and men will increase among the Armed Forces personnel, the number of women involved in different subdivisions of the Armed Forces will increase.

The above-mentioned legislative regulations and the activities approved by the RA Government's action plan cannot completely counter all cases of violence, including sexual violence in the Armed Forces.

It is specified in the justification that as a result of implementation of the activities it is expected that the level of awareness about international principles of human rights and fundamental freedoms will increase among students of military higher educational institutions.

It turns out that the Ministry's activities are aimed at current students of military higher educational institutions. In these terms, it is not known what steps are being and will be taken for servicepersons who have graduated military higher educational institutions and are deployed in their main places of service.

The RA Ministry of Defense informed the Organization that in cooperation with Yerevan Office of the Council of Europe, training courses are implemented for the Armed Forces personnel in order to increase the level of awareness about international principles of human rights and fundamental freedoms among servicepersons who have graduated military higher educational institutions and have been deployed in their main places of service. According to the MoD, a number of events have been implemented in the frame of CoE cooperation in order to increase the level of servicepersons' awareness, in particular,

- informative posters on human rights were printed and posted in military units,

- short video clips on the rights of servicepersons and mechanisms for protecting rights were recorded and are shown on mass media¹³,

- Informative manuals “Political and civil rights of servicepersons”, “Women in the Armed Forces, be informed”, “Social rights and safeguards of servicewomen” were printed and delivered to military units.

In addition, according to the RA Ministry of Defense, educational programs of Officers' Qualification Improvement Center of the Military University after V. Sargsyan include educational models related to human rights in order to raise awareness of servicepersons involved in training courses. (*Appendix 1, Letter 19*)

Interviewed servicewomen note that they do not participate in training courses, which is mentioned as an obstacle for service promotion on page 45.

It is important to record that servicewomen want to participate in training courses.

¹³ <https://www.youtube.com/watch?v=P7S8Eif3qfs> (2021)

CONCLUSIONS

1. Although training courses and events (discussions, informative training courses) on the UN SC 1325 and the relevant RA NAP are organized for the Armed Forces personnel, in practice, 5 years after the NAP adoption, most servicemen and servicewomen of the Armed Forces are not informed about it. This means that the implemented awareness raising activities cannot be considered sufficient.

2. The RA Ministry of Defense official webpage does not have enough materials and photos covering involvement of servicewomen in military service in order to increase attractiveness of military service and promote particularly servicewomen's involvement in military service.

3. In practice, there is no regular teaching of human rights in the Armed Forces, legal equality of men and women, anti-discrimination, prohibition of violence against women in the RA Armed Forces. As for training courses, servicewomen are involved in them less than servicemen, which is not only a manifestation of discriminatory attitudes, but also directly limits servicewomen's promotion opportunities.

4. In addition, often the rights of servicepersons are violated as a result of not knowing human rights and military regulations. For instance, not knowing the law provision on entitlement to rest in case of carrying out military service longer than the established period, leads to excessive workload without provision of enough days off.

5. At the same time, envisaged introduction of the IT application of anonymous reporting of human rights violations and corruption cases is welcome. Most servicepersons consider that it can lead to voicing and solving problems in the Armed Forces.

RECOMMENDATIONS

1. Develop military preparation programs necessary for six-month military service of female servicepersons, ensure direct participation of the sector's female professionals in the development of the package of legislative amendments and legislative regulations ensuring organization of military service, and put draft legislative amendments for public discussion.

2. Considering that the majority of servicepersons join the military to solve their financial problems, the Government should take necessary efforts to promote other motives for undergoing military service, in particular by enhancing attractiveness of the military profession and respect for the military profession within society.:

3. Military service organization regulations must be amended to exclude possibility of manifestations of discrimination at the legislative level (regarding the restriction on types of weapons provided to women, the process of appointing on duty, the differentiated approach to the application of penalties). Make necessary efforts to combat obviously discriminatory mindset and stereotypes against female servicepersons through educational and regular training programs.

4. Make necessary amendments in the wording of legislative regulations in order not to separate "female servicepersons" among servicepersons holding military ranks.

5. Establish legal safeguards ensuring protection of rights and dignity of female servicepersons in the Armed Forces both during women's involvement in military service and during military service itself. In this regard, introduction of integrity rules in the Armed Forces is essential. Their absence negatively affects military service of male servicepersons and their performance of military obligations, and has an even more negative impact on guaranteeing rights of female servicepersons and performance of their military obligations. In particular, strict adherence to integrity rules is significant to exclude existing problems in subordinate-commander relations, manifestations of corruption risks, and patronage.

6. Establish effective mechanisms for appeals in cases of discrimination, while encouraging servicepersons to apply such mechanisms in practice in order to promote legal equality. In particular, prior to the launch of the IT application for anonymously reporting human rights violations and instances of corruption in the Armed Forces, ensure thorough awareness among servicepersons to facilitate its effective use.

7. By promoting opportunities for female servicepersons, contribute to increasing the level of involvement of female servicepersons in the decision-making process in systemic and strategic areas.

8. Ensure establishment of equal opportunities for all servicepersons, irrespective of sex, to participate in military education, professional skills development training courses, and promotion in service ranks.

9. Enact legislation specifying that childcare leave periods be considered when granting regular military ranks, thus contributing the promotion of female servicepersons and enhancing their representation in high-ranking positions.

10. Exclude cases that currently exist in practice, when commanders persuade female servicepersons on pregnancy and childbirth leave not to return to the service.

11. Provide all servicepersons with fundamental conditions for decent service, including in the context of building, facilities, and hygiene items.

12. Make efforts to provide comfortable and high-quality military uniforms to all servicepersons, including pregnant servicepersons.

13. Considering the inadequate awareness among servicepersons regarding the UN SC Resolution 1325 and RA NAP developed based on it, guarantee the regular participation of all servicepersons in awareness training sessions, events, and discussions.

14. Implement training courses in the Armed Forces on topics such as human rights, legal equality of men and women, anti-discrimination, and prohibition of violence against women, which will empower servicepersons to protect their rights across various aspects of military service.

15. Ensure visibility of content, including photos, videos, articles, and press releases, covering the participation of female servicepersons in the Armed Forces on the official website of the RA Ministry of Defense and other online platforms, which will enhance the attractiveness of military service among both female and male servicepersons.

APPENDIX 1. Copies of information requests addressed to the RA official structures in the frame of the study and their responses (Armenian)

Letter 1





ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

«ՕԷ» 12 2023թ.
ՊՅ/510-ՔԲ/8109

«ՀԵՆՍԻՆԿՅԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍՍՄԲԼԵԱՅԻ
ՎԱՆԱԶՈՐԻ ԳՐԱՍԵՆՅԱԿ» ԿԱԶՄԱԿԵՐՊՈՒԹՅԱՆ
ՆԱԽԱԳԱՀ Ա. ՍԱՔՈՒՆՑԻՆ

Հարգելի՛ պարոն Սաքունց,

Ի պատասխան 27.11.2023թ. Ձեր թիվ Ե/2023-27.11/790 գրության՝ կից Ձեզ ենք ներկայացնում հայցվող տեղեկատվությունը:

Առդիր՝ 1 թերթ:

Հարգանքով՝

Digitally signed by
HAMLET BATIKYAN 1905880359
Date: 2023.12.07 16:57:18

Հ. ԲԱՏԻԿՅԱՆ

Կատարող՝ Է. Եսայան
Հտ.՝ 010294519

1. Ի՞նչ գործողություններ են կատարվել մինչև այժմ ծրագրի կատարման ուղղությամբ:

ՀՀ կառավարության 2022 թվականի հունիսի 2-ի N 803-Լ որոշմամբ հաստատված ՄԱԿ-ի N 1325 բանաձևի դրույթների իրականացման գործողությունների 2022-2024թթ. երկրորդ ազգային ծրագրի շրջանակներում իրականացվել են մի շարք իրազեկման միջոցառումներ, կրթական և վերապատարստման ծրագրեր, հետազոտություններ, ուսումնասիրություններ:

Միջոցառումները իրականացվել են ինչպես տեղական, այնպես էլ միջազգային գործընկերների հետ համագործակցության շրջանակներում:

Հայաստանում ներդրվել է իգական սեռի քաղաքացիների՝ կամավոր հիմունքներով պարտադիր զինվորական ծառայության համակարգ, իսկ ՊՆ N⁹ զորամասի կազմում ստեղծվել է կանանց վաշտ, որի համալրման գործընթացը ընթացքի մեջ է:

Քանի որ, իգական սեռի քաղաքացիների կամավոր հիմունքներով պարտադիր զինվորական ծառայության ինստիտուտը նոր է գործարկվում, այն առավել արդյունավետ դարձնելու նպատակով իրականացվում է այլ պետությունների փորձի և դրանով պայմանավորված մարտահրավերների ուսումնասիրություն:

Անվտանգության ոլորտի կառավարման ժնկյան կենտրոնը /DACF/ օգտագործելով իր փորձագիտական ցանցը՝ ս.թ. դեկտեմբերի 8-ին /ՊՆ-DACF համագործակցության շրջանակներում/ ՀՀ-ում կազմակերպելու է իգական սեռի քաղաքացիների զորակոչ իրականացնող երկրների /Ֆինլանդիա, Լիտվա, Նորվեգիա և Շվեյցարիա/ լավագույն փորձի ներկայացում:

2. Արդյո՞ք պաշտպանության ոլորտի քաղաքականության մշակման գործընթացներում ներգրավվել են կանայք:

Պաշտպանության ոլորտի քաղաքականության մշակման գործընթացներում ներգրավվում են նաև կանայք:

3. Արդյոք ձևավորվել է և գործում է միջգերատեսչական հանձնաժողով:

Երկրորդ ազգային ծրագրի միջոցառումների իրականացման վերաբերյալ հաշվետվողականությունն ապահովելու նպատակով, կառավարության սահմանված կարգով, Պաշտպանության նախարարությունը յուրաքանչյուր տարվա ավարտին հաշվետվություն է ներկայացնում Ծրագիրը համակարգող գերատեսչությանը՝ Վերջինս ամփոփում և ներկայացնում է ՀՀ Կառավարությանը:

4. Ա՞րդյոք ձևավորվել է աշխատանքային խումբը:

Ծրագրի կատարման վերաբերյալ ներկայացված հաշվետվությունները գնահատելու նպատակով Ծրագրի մշակման նպատակով ձևավորված աշխատանքային խմբի կազմով անցկացվում են աշխատանքային քննարկումներ:

Աշխատանքային խմբի գործունեության վերաբերյալ մանրամասն տեղեկատվություն ստանալու համար անհրաժեշտ է դիմել Ծրագիրը համակարգող գերատեսչությանը:



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ԵՎ ԱՐԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

«25» 12 2023թ.
ՊՅԿ 510-ՔԲ/8254

«ՇԵՆՍԻՆԿՅԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍՍԱՐԼԵԱՑԻ
ՎԱՆԱԶՈՐԻ ԳՐԱՍԵՆՅԱԿ» ՀԱՍԱՐԱԿԱԿԱՆ
ԿԱԶՄԱԿԵՐՊՈՒԹՅԱՆ ԵՎ ԱՐԽԱԳԱՀ
ԱՐԹՈՒՐ ՍԱՔՈՒՆՑԻՆ

Հարգելի՛ պարոն Սաքունց,

Ի պատասխան ՀՀ պաշտպանության նախարարին ուղղված Ձեր՝ Ե/2023-11.12/822 գրության՝ հայտնում ենք, որ ՀՀ ՁՈՒ տարբեր ստորաբաժանումները, կախված իրենց կիրառման խնդիրներից և կիրառման որոշումների առանձնահատկություններից, պատրաստությունն իրականացնում են տարբեր ուսումնական ծրագրերով:

6 ամիս պատրաստությունը ենթադրում է, որ նշված ժամանակահատվածում զինծառայողը պետք է տիրապետի ժամանակակից համազորային մարտի առանձնահատկություններին, իր պաշտոնամասնագիտական պարտականություններին, ինքնուրույն մարտի նախապատրաստվելու և մարտ վարելու կարգին, տեղանքի, եղանակի և օրվա տարբեր պայմաններում, հակառակորդի օդային հարձակման միջոցներից պաշտպանվելուն և քողարկմանը, հաստիքային զենքի նյութական մասին, հրաձգության կանոններին, կրակ վարելու ձևերին ու եղանակներին, համազորային կանոնադրությունների հիմնական դրույթներին, մարտական հերթապահության խնդիրներին և դրա իրականացման պարտականություններին, մարտական պատրաստության պարապմունքների և առօրյա կյանքում անվտանգության կանոններին, որից հետո կին զինծառայողների մոտ կձևավորվի հստակ պատկերացում ՀՀ ՁՈՒ-ում հետագա ծառայությունը շարունակելու կամ ՀՀ ՁՈՒ պահեստազոր արձակվելու վերաբերյալ:

Կին զինծառայողների համար 6 ամսյա պատրաստության ծրագիր, որպես այդպիսին, չկա, նրանց պատրաստության գործընթացում առաջնորդվում են «Մտտորաձգային, հրաձգային (լեռնային) և տանկային զորամասերի (ստորաբաժանումների)» մարտական պատրաստության ծրագրով, որը նախատեսված է մեկ ուսումնական տարվա համար: Ծառայության ընդգրկված կին զինծառայողների պատրաստությունն իրականացվում է երկու փուլով՝

- 1-ին փուլով կին զինծառայողների հետ 25 օր անցկացվում են նորակոչիկների նախնական զինվորական պատրաստության պարապմունքներ, որից հետո զինծառայողներն ընդունում են զինվորական երդում,

- 2-րդ փուլով, հաշվի առնելով զինծառայողների մտավոր, ֆիզիկական պատրաստության որակները և առողջական սահմանափակումները, կատարվում է մասնագետների

ընտրություն, զինծառայողները նշանակվում են համապատասխան հաստիքների, որից հետո, համաձայն պատրաստության ծրագրի, իրականացվում են պարապմունքներ:


Կանանց գումարտակի պատրաստության ծրագրում մյուս ծրագրերի համեմատ էական տարբերություններ չկան (բացառությամբ դասամիջոցների ժամերի՝ ավելացված է 5 ռոպեով, 10-ի փոխարեն՝ 15 ռոպե):

Կանանց ուսումնական ծրագրում մյուս ծրագրերի համեմատ ավելացված կամ պակասեցված բաղադրիչներ չկան: Հաշվի առնելով կանանց ֆիզիոլոգիական հատկանիշները՝ ՀՀ ՁՈՒ կին զինծառայողների համար, համաձայն «Ֆիզիկական պատրաստության հրահանգի», նախատեսված են համապատասխան չափորոշիչներ:

Այո, արդեն իսկ մշակվել և քննարկման փուլում է գտնվում «ՀՀ ՁՈՒ ներքին ծառայության կանոնագիրք» և «ՀՀ ՁՈՒ կայազորային ու պահակային ծառայության կանոնագիրք» ՀՀ օրենքներում լրացումների և փոփոխությունների փաթեթը, որպեսզի դրանք համապատասխանեցվեն կանանց համար կամավոր հիմունքներով պարտադիր զինվորական ծառայությանը:

Հարգանքով՝

Հ. ԲԱՏԻԿՅԱՆ

Digitally signed by
HAMLET BATIKYAN 1905880359
Date: 2023.12.25 12:34:23

Կատ.՝ Ն. Բաղդանյան
Հեռ.՝ 010 29-44-07

0044, ԵՐԵՎԱՆ, ԲԱԳՐԵՎԱՆԴԻ 5, ՀԵՌ.՝ (+374 10) 29 44 39, ՖԱՔՍ՝ (+374 10) 66 32 34



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

« 18 » 01 2023թ.
ՊՁԱ 510-ԳՊ 97223

Վելսինկյան Քաղաքացիական Ասամբլեայի
Վանածորի գրասենյակ
կազմակերպության նախագահ
Արթուր Սաքունցին

Հարգելի՛ պարոն Սաքունց,


ՀՀ պաշտպանության նախարարին հասցեագրված Ձեր գրության վերաբերյալ հայտնում ենք, որ ՀՀ զինված ուժերում զինծառայողների ֆիզիկական պատրաստությամբ զբաղվելու գործընթացը կանոնակարգված է ՀՀ պաշտպանության նախարարի 2021թ. ապրիլի 14-ի N322 հրամանով հաստատված «ՀՀ ՁՈՒ ֆիզիկական պատրաստության հրահանգ»-ով (այսուհետ՝ Հրահանգ): Հրահանգով սահմանված է, որ ստորաբաժանումների բոլոր զինծառայողները (այդ թվում կին զինծառայողները) շաբաթական 2-րդ 3 ժամ մասնակցում են ֆիզիկական պատրաստության ուսումնական պարապմունքներին՝ վաշտի շաբաթական դասացուցակի համաձայն և, ևս 2 ժամ, երեքշաբթի և հինգշաբթի օրերին՝ երեկոյան սպորտ-մասսայական միջոցառումներին: Ստորաբաժանումների կազմերից դուրս սպայական, ենթասպայական և պայմանագրային կազմերի բոլոր զինծառայողների համար ծառայողական ժամանակահատվածում սահմանված են շաբաթական 3 անգամ ֆիզիկական պատրաստության պարապմունքներ՝ անկախ զինծառայողի սեռից և տարիքից: Հավելյալ նաև, որ յուրաքանչյուր տարի ՀՀ զինված ուժերում անցկացվում են 8-ից 10 մարզական և ռազմամարզական միջոցառումներ՝ կին-զինծառայողների ակտիվ ներգրավմամբ, ովքեր հաջողությամբ և պատվով ներկայացնում են ՀՀ զինված ուժերը միջազգային մրցահարթակներում:

Հարգանքով՝

Հ. ԲԱՏԻԿՅԱՆ

Կառ.՝ Ա. Դավթյան
Հեռ.՝ 010 29-43-63

0044, ԵՐԵՎԱՆ, ԲԱԳՐԵՎԱՆՊԻ 5, ՀԵՐՆ.՝ (+374 10) 29 44 39, ՖԱԲՍ՝ (+374 10) 66 32 34

Digitally signed by
HAMLET BATIKYAN 1905880359 
Date: 2023.12.22 17:20:48

0044, ԵՐԵՎԱՆ, ԲԱԳՐԵՎԱՆՆԻ 5, ՀԵՌ.՝ (+374 10) 29 44 39, ՖԱՔՍ՝ (+374 10) 66 32 34



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

«18» 12 2023թ.
ՊՆ/ԾԴ-ԲԲ/8495

«Հելսինկյան քաղաքացիական ասամբլեայի
Վանաձորի գրասենյակ» կազմակերպության
նախագահ

Արթուր Սաքունցին

Հասցե՝ 2001 Հայաստանի Հանրապետություն,
Վանաձոր, Տիգրան Մեծի պողոտա 59

Հարգելի՛ պարոն Սաքունց,

Ի պատասխան ՀՀ պաշտպանության նախարարին ուղղված Ձեր 2023 թվականի դեկտեմբերի 11-ի Ե/2023-11.12/824 գրության՝ հայտնում եմ, որ ներկայումս մշակման փուլում են գտնվում ՀՀ ՁՈՒ ներքին ծառայության և ՀՀ ՁՈՒ կայազորային ու պահակային ծառայությունների կանոնագրքերում փոփոխությունների կատարման նախագծերը, որոնց շրջանակներում հաշվի կառնվեն նաև Ձեր գրությամբ բարձրացված հարցերը:

12/16/2023

X

ՏԻԳՐԱՆ ՂԱԽԻԲՅԱՆ

Հարգանքով՝ Signed by: GHARIBYAN TIGRAN 3703620292

/Հ. ԲԱՏԻԿՅԱՆ

Կատ.՝ Հ.Պետրոսյան
Հեռ.՝ 010 29-44-73



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

« 18 » 01 2023թ.
ՊՔԵ/510-Գ/16726

«ՇԵՆՏԻՆԿԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍՍՄՐԼԵԱՅԻ
ՎԱՆԱՁՈՐԻ ԳՐԱՍԵՆՅԱԿ» ՀԱՍԱՐԱՎԱԿԱՆ
ԿԱԶՄԱԿԵՐՊՈՒԹՅԱՆ ՆԱԽԱԳԱՀ
ԱՐԹՈՒՐ ՍԱՔՈՒՆՑԻՆ

Հարգելի՛ պարոն Սարոնց,

ՀՀ պաշտպանության նախարարությունում ուսումնասիրվել է կին զինծառայողների նկատմամբ կարգապահական տույժեր չկիրառելու վերաբերյալ տեղեկատվություն տրամադրելու մասին ս.թ. դեկտեմբերի 11-ին Ձեր կողմից ՀՀ պաշտպանության նախարարին ուղարկված Ե/2023-1.12/816 գրությունը:


Հայտնում եմ, որ կին զինծառայողների նկատմամբ «Ձորամասի տեղաբաշխման վայրից հերթական արձակուրդի գրկում» և «Հիմնական արձակուրդի տրման հետաձգում» կարգապահական տույժերի կիրառման սահմանափակումը պայմանավորված է այն հանգամանքով, որ նշված տույժերը ենթակա են կիրառման միայն պարտադիր զինծառայողների նկատմամբ, սակայն այս պահի դրությամբ (ներառյալ 2023թ. հունիսին ընդունված՝ իգական սեռի քաղաքացիների կամավոր հիմունքներով պարտադիր զինվորական ծառայության զորակոչը սահմանող Հ0239-Ն օրենքի շրջանակներում) ՀՀ զինված ուժերում կամավոր հիմունքներով պարտադիր զինվորական ծառայություն անցնող իգական սեռի քաղաքացիներ չկան:

Ինչ վերաբերում է «Կարգապահական վաշտ ուղարկելը» կարգապահական տույժը չկիրառելուն, հաշվի առնելով ՁՈՒ պայմանագրային զինծառայության մեջ գտնվող կին զինծառայողների ընտանեկան պայմանները, այդ թվում՝ անչափախաս երեխաների առկայությունը, նպատակահարմար չի գտնվել նշված տույժի կիրառումը նրանց նկատմամբ:

Հայտնում ենք նաև, որ կամավոր հիմունքներով իգական սեռի քաղաքացիների պարտադիր զինվորական ծառայության համակարգի հետագա ընդլայնման արդյունքներով քննարկման առարկա կդառնա նաև նրանց մասով ՀՀ ՁՈՒ կարգապահական կանոնագրքի փոփոխությունների հարցը:

Հարգանքով՝

Հ. ԲԱՏԻԿՅԱՆ

Digitally signed by
HAMLET BATIKYAN 1905880359
Date: 2023.12.22 17:23:10

Կատ.' Ն. Բաղդասյան
Հեռ.' 010 29-44-07



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

«24» 12 2023թ.
92/310-Ք/8630

«ՇԵՆՏԻՆԿԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍՍՐԲԼԵԱՅԻ
ՎԱՆԱՁՈՐԻ ԳՐԱՍԵՆՅԱԿ» ՀԱՍԱՐԱԿԱԿԱՆ
ԿԱԶՄԱԿԵՐՊՈՒԹՅԱՆ ՆԱԽԱԳԱՀ
ԱՐԹՈՒՐ ՍԱՔՈՒՆՑԻՆ

Հարգելի՛ պարոն Սաքունց,

ՀՀ պաշտպանության նախարարությունում ուսումնասիրվել է կանանց համար ծառայության առանձնահատկությունների խնդիրների վերաբերյալ տեղեկատվություն տրամադրելու մասին ս.թ. դեկտեմբերի 11-ին Ձեր կողմից ՀՀ պաշտպանության նախարարին ուղարկված Ե/2023-11.12/820 գրությունը: Հայտնում ենք, որ կադրային քաղաքականության սահուն վարման ուղղությամբ մշտապես տարվում են համապատասխան աշխատանքներ կին զինծառայողների պատրաստվածության վերաբերյալ՝ ըստ մասնագիտությունների:

Կին զինծառայողին հղիության և ծննդաբերության, ինչպես նաև երեխայի խնամքի համար տրվող արձակուրդում գտնվելու ժամանակահատվածի ընթացքում պաշտոնի պարտականությունների ժամանակավոր կատարումը կազմակերպվում է համաձայն «Զինվորական ծառայության և զինծառայողի կարգավիճակի մասին» ՀՀ օրենքի 39-րդ հոդվածի դրույթների:

Ներկայումս ՀՀ զինված ուժերում պայմանագրային զինվորական ծառայության են ներգրավված ռազմական կրթությամբ կին զինծառայողներ, և յուրաքանչյուր ուսումնական տարում ավելանում է ռազմական ուսումնական հաստատություն ընդունվելու ցանկություն հայտնած իգական սեռի ներկայացուցիչների թվաքանակը:

Կամավոր հիմունքներով զինվորական ծառայություն անցնելու համար դիմած իգական սեռի ներկայացուցիչներին, կենսաբանական առանձնահատկություններով պայմանավորված, անձնական հիգիենայի միջոցներով ապահովելու և/կամ չապահովելու հարցադրման վերաբերյալ հայտնում են, որ ՀՀ զինված ուժերի թիկունքի վարչության իրային ծառայության ծախսային ծրագրում ներառված են «Օճառ՝ ձեռքի», «Օճառա-ման», «Եղունգ կտրիչ», «Ածելի՝ մեկանգամյա օգտագործման», «Սափրվելու փրփուր», «Խոզանակ՝ ատամի» և «Ատամի մաճուկ» հիգիենայի պարագաները, որոնք հատկացվում են ըստ անհրաժեշտության, անկախ սեռական պատկանելությունից:


ՀՀ զինված ուժերի զինծառայողներին իրային միջոցներով ապահովման կարգը կանոնակարգող ՀՀ պաշտպանության նախարարի 2021 թվականի մայիսի 25-ի N՝510

հրամանում ներառված չափաքանակները որևէ կերպ չեն կանոնակարգում անհատապես կին զինծառայողներին անձնական հիգիենայի պարագաների հատկացումը:

Միաժամանակ տեղեկացնում ենք, որ զորամասային օղակում գինեկոլոգիական ծառայությունների մատուցում չի իրականացվում, դրանք իրականացվում են ռազմարժշկական հաստատություններում (հոսպիտալներում):

Հարգանքով՝

Հ. ԲԱՏԻԿՅԱՆ

Digitally signed by
HAMLET BATIKYAN 1905880359
Date: 2023.12.26 17:54:00

Կատ.' Ն. Բաղդանյան
Հեռ.' 010 29-44-07



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

«18» 12 2023թ.
ՊՅՄՏՕ-ՔՔ/8519

«Հելսինկյան քաղաքացիական ասամբլեայի
Վանաձորի գրասենյակ» կազմակերպության
նախագահ

Արթուր Սաքունցին
Հասցե՝ 2001 Հայաստանի Հանրապետություն,
Վանաձոր, Տիգրան Մեծի պողոտա 59

Հարգելի՛ պարոն Սաքունց,

Ի պատասխան ՀՀ պաշտպանության նախարարին ուղղված Ձեր 2023 թվականի դեկտեմբերի 05-ի Ե/2023-05.12/809 գրության՝ հայտնում եմ, որ ներկայումս մշակման փուլում են գտնվում ՀՀ ՋՈՒ ներքին ծառայության և ՀՀ ՋՈՒ կայազորային ու պահակային ծառայությունների կանոնադրքերում փոփոխությունների կատարման նախագծերը, որոնց շրջանակներում հաշվի կառնվեն նաև Ձեր գրությամբ քարծրացված հարցերը:

12/18/2023

X

ՏԻԳՐԱՆ ՊԱՐՏԵՅԱՆ

Հարգանքով՝ Signed by: GHARIBYAN T.GRAN 3703820292

/Հ. ՔԱՏԻԿՅԱՆ

Կառու.՝ Ա.Գյուլումյան
Հեռ.՝ 010 29-44-73



« ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ »

« 26 » 12 2023թ.
ՊՅԿ 510-ԳՊ/1881Գ

« ՀԵՆՐԻԿՅԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍՏՄԱԼԵԱՅԻ ՎԱՆԱԶՈՐԻ ԳՐԱՍԵՆՅԱԿ » ՀԱՍԱՐԱԿԱԿԱՆ ԿԱԶՄԱԿԵՐՊՈՒԹՅԱՆ ՆԱԽԱԳԱՀ ԱՐԹՈՒՐ ՍԱՔՈՒՆՑԻՆ

Հարգելի՛ պարոն Սաքունց,

« ՀՀ պաշտպանության նախարարությունում ուսումնասիրվել է կին զինծառայողների նկատմամբ խտրական վերաբերմունքի վերաբերյալ տեղեկատվություն տրամադրելու մասին ս.թ. դեկտեմբերի 11-ին Ձեր կողմից ՀՀ պաշտպանության նախարարին ուղարկված Ե/2023-11.12/819 գրությունը:

Հայտնում ենք, որ, որ թեև զինված ուժերին վերաբերող ոլորտային փաստաթղթերում առկա չեն կանանց նկատմամբ խտրականության արգելքին առնչվող կարգավորումներ, սակայն « Կանանց նկատմամբ խտրականության բոլոր ձևերի վերացման մասին » ՄԱԿ-ի կոնվենցիայի դրույթները տարածվում են նաև ՀՀ զինված ուժերի կին զինծառայողների վրա:


Ինչ վերաբերում է կին զինծառայողների նկատմամբ խտրական վերաբերմունքի դեպքերի վիճարկմանը, տեղեկացնում ենք, որ ՊՆ Մարդու իրավունքների և բարեվարքության կազմակերպման կենտրոնում գործում է ՊՆ «Թեժ գիծ» ծառայությունը, որին զանգահարում են նաև կին զինծառայողներ: Կին զինծառայողների նկատմամբ ենթադրյալ խտրականության դրսևորումների վերաբերյալ յուրաքանչյուր ահազանգ ուսումնասիրվում է Կենտրոնի անձնակազմի և Պաշտպանության նախարարի՝ կին զինծառայողների հետ տարվող աշխատանքների գծով օգնականի կողմից, անհրաժեշտության դեպքում նրանք հրավիրվում են Կենտրոն: Ստացված տեղեկատվության հաստատման դեպքում խնդիրը և լուծման վերաբերյալ առաջարկները զեկուցվում են ըստ վերադասության և ընթացքավորվում են:

Պայմանագրային զինծառայողներին (այդ թվում նաև կին զինծառայողներին) պաշտոնի նշանակելու կարգը և պայմանները կանոնակարգվում են «Զինվորական ծառայության և զինծառայողի կարգավիճակի մասին» ՀՀ օրենքի 35-րդ հոդվածի դրույթներով և ՀՀ պաշտպանության նախարարի 2018 թվականի դեկտեմբերի 17-ի թիվ 1550-Լ հրամանով, իսկ առաջին և հերթական զինվորական կոչումները շնորհվում համաձայն նշված օրենքի 11-15-րդ հոդվածների և ՀՀ պաշտպանության նախարարի 2018 թվականի դեկտեմբերի 17-ի թիվ 1551-Լ հրամանի պահանջների:

0044, ԵՐԵՎԱՆ, ՐԱԳՐԵՎԱՆՐԻ 5, ՀԵՌ.՝ (+374 10) 29 44 39, ՖԱՔՍ՝ (+374 10) 66 32 34

Հարգանքով՝

Հ. ԲԱՏԻԿՅԱՆ

Digitally signed by
HAMLET BATIKYAN 1905880359
Date: 2023.12.26 16:29:38

Կատ.' Ն. Բաղդասյան
Հեռ.' 010 29-44-07



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

«ՕՏ» 12 2023թ.
ՊՁ/510-ՅԲ/8106

ՀԵԼՍԻՆԿՅԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍԱՄԲԼԵԱՅԻ
ՎԱՆԱՁՈՐԻ ԳՐԱՍԵՆՅԱԿ ԿԱԶՄԱԿԵՐՊՈՒԹՅԱՆ
ՆԱԽԱԳԱՀ Ա. ՍԱՔՈՒՆՑԻՆ
ք. Վանաձոր, Տիգրան Մեծ 59,
info@hca.v.am: Հեռ.՝ +374 322 42268

Հարգելի՛ պարոն Սաքունց,

Ի պատասխան Ձեր (ՀՀ ՁՈՒ-ում կին զինծառայողների վերաբերյալ Ե/2023-28.11/79) գրության՝ ստորև տրամադրում ենք պահանջվող տեղեկատվությունը.

ՀՀ զինված ուժերի պայմանագրային զինծառայողների ընդհանուր թվաքանակում կին զինծառայողների թվաքանակը կազմում է 5,3%

- 1) սպայական կազմում - 6,4%,
- 2) ավագ սպայական կազմում - 1%,
- 3) կրտսեր սպայական կազմում - 5%,
- 4) ավագ ենթասպայական կազմում - 32%,
- 5) կրտսեր ենթասպայական կազմում - 6,8%,
- 6) շարքային կազմում - 5%,
- 7) խաղաղապահ քրիզադրում - 6,6%,
- 8) Երևանում տեղաբաշխված զորամասերում - 14,2%,
- 9) մարզերում տեղաբաշխված զորամասերում - 3,5%:

Հարգանքով՝

Հ. ԲԱՏԻԿՅԱՆ

Կատարող՝ փոխգնդապետ Վ. Աթայան
հեռ՝ 010 21 44 64

Digitally signed by
HAMLET BATIKYAN 1905880359^{md}
Date: 2023.12.07 16:49:18

0044, ԵՐԵՎԱՆ, ԲԱԳՐԵՎԱՆԴԻ 5, ՀԵՌ.՝ (+374 10) 29 4541, ՖԱՔՍ՝ (+374 10) 66 32 34

Letter 11

ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅԱՆ ԱՍՏԻՂԱԿԱՅԻՆ ԿՈՄԻՏԵ

ՀԵԼՄԵՆԿԱՆ ԶԱՐԿԱՑՈՒՄԻ ԱՍՏԻՂԱԿԱՅԻՆ ԿՈՄԻՏԵ

ՄԻՋՈՒԿԱՆ ԵՎ ԶԱՐԿԱՑՈՒՄԻ ԲԱՆԿԱՅԻՆ ԱՌՈՒՄՆԵՐ

ՊՐԱՍԵՆՅԱԿԻ ՆԱԽԱԳԱՀ Ա. ՍԵՐՈՅԻՆ

Ձև N 24236

№ 505

«25» 05 2023 թ.

Հարգելի պարոն Սարգսյ

Ի պատասխան 05.05.2023 թվականի Խ/2023-05.05/263 «ՀՀ ՊՆ՝ Վ. Սարգսյանի օնկան ազգնական համայնքային 2018-2022 թվականներին իգական սեռի կարսամտների ընդունկարդյան թվաքանակի վերաբերյալ» Ձեր գրության հարտնոն հն, որ 2018 թվականին ազգնական համայնքային ընդունկված կարսամտների 1.6% ի համդիսացնկ հն իգական սեռի ներկայացուցիչներ, 2019 թվականին 2.2%-ը, 2020 թվականին 5.05% ը, 2021 թվականին 3.7%-ը, 2022 թվականին 1.2% ի:

2022 թվականին ազարտած կարսամտների 1.3 %-ը համդիսացնկ հն իգական սեռի ներկայացուցիչներ: 2022 թվականին ազարտած իգական սեռի ներկայացուցիչներինց ոտտոը տնտվարս թարած կարսամտներ չենը ոննցնկ:

Հարգանքով

ՀՀ ՊՆ՝ Վ. ՍԱՐԳՍՅԱՆԻ ԱՆՎԱՆԻ ՈՒՅՈՒՄԱՆ ԶՄԱՌՈՍԱՐՈՒՄԻ ՊԵՏ

գնկապնտ Ա. ՏԵՐՈՅԻՆ



Letter 12

ՀԵՆՐԻԿԻՑԱՆ ԶԱՎԱԶԱՅՈՒԹՅԱՆ (ՍՄՍՄ) ԼԵՍԵՅԻ ՎԱՍԱԶՈՐԻ
ԳՐԱՍԵՆՑՅԱԿՆԱԽԱԳԱՋ Ա. ՍԱՐԿՅԱՆԻՆ

Հարգելի պարոն Սարգիս

Ի պատասխան 11.13.2023 թվականի Խ/2023 11.13/823 Ձեր գրության հարանոս
եմ, որ 2020-2022 թթ. իզական սեռի Հերկալայրույիչների շահմարուումնույուն ձառուա-
տուրյուններ էինելիության ցուցանիչների նվազումը կապված է եղել մի շարք օրյելուիլ
և սուրելկալիվ պատճառներից: Ի առըրերուրյուն սակայն նախորդ տարիների 2023-
2024 ուսումնական տարում ՀՀ ՊՆ Վ. Սարգսյանի ունվան ռազմայան ակադեմիա
մնարնված կուրսակուներն 16 տուկուր հանդիսանում են իզական սեռի ներկայա-
ցուցիչներ, ինչը հաճատում է, որ ռազմատուումնույուն հաստատուրյուններ ընչունվող
աղելիկ կուրսանանելի քիվն ետկան ուն է կրանցել:

Հարգանքով

ՀՀ ՊՆ Վ. ՍԱՐԿՅԱՆԻ ԱՆՎԱՆ ՌԱԶՄԱԿԱՆ ՀԱՍՄԱՍՈՐԱՆԻ ՊԵՏ
ՉԵՅԿԱՅԻՆ Ա. ԵՄԻՅԱՆ

Ձեր համարը: 010 52 22 22 22
Ձեր օրը:



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

25.11.2023թ.
02/1510-9/18710

«ՇԵՆՏԻՆԿԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ
ԱՍՍՐՔԼԵԱՅԻ ՎԱՆԱՁՈՐԻ ԳՐԱՍԵՆՅԱԿ»
ՀԱՍԱՐԱԿԱԿԱՆ ԿԱԶՄԱԿԵՐՊՈՒԹՅԱՆ
ՆԱԽԱԳԱՀ ԱՐԹՈՒՐ ՍԱՔՈՒՆՑԻՆ

Հարգելի՛ պարոն Սաքունց,

ՀՀ պաշտպանության նախարարությունում ուսումնասիրվել է ս.թ. նոյեմբերի 28-ին Ձեր կողմից ՀՀ պաշտպանության նախարարին ուղղված Ե/2023-28.11/793 գրությանը:

Ներկայացված հարցադրումների վերաբերյալ հայտնում ենք հետևյալը.

Ընդհանրապես, բոլոր զորամասերում պայմանագրային կին զինծառայողները ծառայությունն իրականացնում են ինչպես արական սեռի զինծառայողները, ինչով էլ պայմանավորված է վերջիններիս զորամասերում առանձին սենյակով կամ ննջասենյակով ապահովված չլինելը: Պարապմունքներին նախապատրաստվելու, խորհրդակցությունների և ժամանցի սենյակներից կին զինծառայողներն օգտվում են ընդհանուր հիմունքներով, ինչպես արական սեռի զինծառայողները՝ հաշվի առնելով, որ զորամասերում չկան միայն կին զինծառայողներով համալրված ստորաբաժանումներ:

Միայն կին զինծառայողներով համալրվող ստորաբաժանումը զորամասի տարածքում ապահովվելու է կենցաղային բոլոր պայմաններով՝ չորս զինծառայողի տրամադրվելու է մեկ առանձին սենյակ՝ իր կոմունալ-կենցաղային բոլոր պայմաններով, առանձին լվացարանով, զուգարանով և ցնցողներով, սենյակներում լինելու են առանձին պահարաններ՝ հանդերձանքի և անձնական իրերի համար: Ամեն հարկում լինելու են դասասենյակներ՝ մեկ դասակին մեկ դասասենյակ հաշվարկով, որոնք նաև հանդիսանալու են պարապմունքների նախապատրաստման սենյակներ:

Լինելու են առանձին կենցաղային սենյակ, հանգստի և ժամանցի սենյակներ:

Կանանց ստորաբաժանման տարածքում լինելու են առանձին ճաշարան, սպորտային դահլիճ, ակումբ և կանանց բուժկետ:

Տարածքում նախատեսված է ունենալ առանձին սպորտային ավան և շարահրապարակ:

Հրամանատարական հաստիք զբաղեցնող կանանց համար նախատեսված են առանձին աշխատասենյակներ, խորհրդատվությունների, պարապմունքներին պատրաստվելու և հանգստի սենյակներ՝ առանձին զուգարան և ցնցողարան:

Մարտական հերթապահությունը համարվում է մարտական խնդրի (առաջադրանքի) կատարում:

0044, ԵՐԵՎԱՆ, ԲՎԳՐԵՎԱՆՈՒԻ 5, ՀԵՐ՝ (+374 10) 29 44 39, ՖԱՔՍ՝ (+374 10) 66 32 34


Մարտական դիրքը՝ ինժեներական առումով կահավորված հատված է, որտեղ իրականացվում է մարտական առաջադրանքի կատարումը: Հաշվի առնելով, որ կին զինծառայողների ստորաբաժանումների ընդգրկումը մարտական հերթապահությանը նոր գաղափար է ՀՀ ՁՈՒ-ում, իսկ մինչ այժմ առաջնագծում մարտական հերթապահության ընդգրկվել են հիմնականում արական սեռի ներկայացուցիչներ, մարտական դիրքերում կանանց համար առանձնահատուկ պայմանների ստեղծման անհրաժեշտություն չի եղել:

Մարտական խնդրի կատարումը չի տարանջատում կին զինծառայողներին՝ նրանց համար առանձնահատուկ պայմանների ստեղծմամբ:

Ձորավարժությունը՝ ստորաբաժանումների դաշտային վարժվածության ձևերից է և անց է կացվում մարտի տարբեր տեսակներով, մարտի դաշտում, տարբեր եղանակային պայմաններում, օրվա ցանկացած ժամին, մարտական ներդաշնակմամբ և դաշտային վարժվածությունը կատարելագործելու, անձնակազմի բարոյականային որակական հատկանիշները բարձրացնելու նպատակով, մարտական իրադրությանը առավել մոտեցված պայմաններում, անձնակազմի կոփման համար, ուստի չի նախատեսվում զինծառայողների համար տարանջատված (ավելի բարեկեցիկ) պայմանների ստեղծում:

Ձորավարժարաններում կանանց ստորաբաժանումների համար նախատեսված է ունենալ առանձին հանգստի վրաններ և զուգարաններ:

Հարգանքով՝

Digitally signed by
HAMLET BATIKYAN 1905880359
Date: 2023.12.22 15:35:32

Հ. ԲԱՏԻԿՅԱՆ

Կատ.՝ Ն. Բաղդանյան
Հեռ.՝ 010 29-44-07

0044, ԵՐԵՎԱՆ, ԲԱԳՐԵՎԱՆԴԻ 5, ՀԵՌ.՝ (+374 10) 29 44 39, ՖԱԲՍ՝ (+374 10) 66 32 34



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

« 16 » 19 2023թ.
78/570-թ/184 39

«ՇԵՆՏԻՆԿՅԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍԱՄԲԼԵԱՅԻ
ՎԱՆԱԶՈՐԻ ԳՐԱՍԵՆՅԱԿ» ԿԱԶՄԱԿԵՐՊՈՒԹՅԱՆ
ՆԱԽԱԳԱՀ ԱՐԹՈՒՐ ՍԱՔՈՒՆՑԻՆ

Հարգելի՛ պարոն Սաքունց,

ՀՀ պաշտպանության նախարարությունում ուսումնասիրվել է ՀՀ պաշտպանության նախարարին հասցեագրված Ձեր 2023 թվականի դեկտեմբերի 11-ի NԵ/2023-11.12/821 գրությունը:

Տեղեկացնում եմ, որ նախատեսված չէ կանանց գումարտակի տարածքում տեղակայել այլ զորամաս կամ ստորաբաժանում:

Կանանց գումարտակում մարտական պատրաստության և խնդիրների կատարման համար ծանր ռազմական տեխնիկա նախատեսված չէ:

Կանանց գումարտակի հաստիքացուցակներում ռազմական տեխնիկայի վերանորոգման և սպասարկման համար հաստիքներ նախատեսված չեն, իսկ անձնակազմին ամրակցված սպառազինության խնամքը և սպասարկումն իրականացվելու է տվյալ զինծառայողի կողմից:

12/18/2023

ՏԻԳՐԱՆ ԴԱՐԻԲՅԱՆ

Հարգանքով՝ Signed by: GHARIBYAN TIGRAN 3703820292

/Հ. ՔԱՏԻԿՅԱՆ

Կատ.՝ Ն. Բաղդասարյան
Հեռ.՝ 010 29 44-07

0044, ԵՐԵՎԱՆ, ՐԱԳՐԵՎԱՆՆԴԻ 5, ՀԵՌ.՝ (+374 10) 29 44 39, ՖԱԶՍ՝ (+374 10) 66 32 34



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՄԱՐ

«15» 12 2023թ.
ՊՔԿ 510-ՔԲ/8336

«ՇԵՆՍԻՆԿՅԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍԱՄԲԼԵԱՅԻ
ՎԱՆԱԶՈՐԻ ԳՐԱՍԵՆՅԱԿԻ» ՆԱԽԱԳԱՀ
Ա. ԱՔՐՈՒՆՅԻՆ

Հարգելի՛ պարոն Սաքունց՝

ՀՀ պաշտպանության նախարարությունում ուսումնասիրվել է 2023 թվականի դեկտեմբերի 11-ին ՀՀ պաշտպանության նախարարին հասցեագրված Ձեր գրությունը՝ հղի կին զինծառայողներին հասանելիք համազգեստների վերաբերյալ տեղեկատվություն տրամադրելու վերաբերյալ:

Ստորև ներկայացվում են պարզաբանումներ՝ համաձայն Ձեր կողմից ներկայացված հարցադրումների.

1. ՀՀ ՁՈՒ զինծառայողների՝ այդ թվում նաև կին զինծառայողների իրային ունեցվածքով ապահովման իրականացվում է ՀՀ պաշտպանության նախարարի 2021 թվականի մայիսի 25-ի №510 հրամանի (այսուհետ՝ Հրաման) №4 չափաքանակի համաձայն, որում ներառված չէ հատուկ հղի զինծառայողի համար որևէ համազգեստի տեսակ:

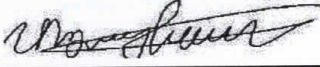
2. ՀՀ ՁՈՒ բոլոր կին զինծառայողները՝ այդ թվում նաև հղի, կրում են միատեսակ (ամառային կամ ձմեռային դաշտային համազգեստ, ամենօրյա կամ շտաբային համազգեստ (ամենօրյա և շտաբային համազգեստները կանայք կրում են կիսաշրջազգեստով)) համազգեստներ, որոնք ձեռք չեն բերվում սեփական միջոցներով, այլ հատկացվում են ՀՀ պաշտպանության նախարարության կողմից:

3. Անկախ սեռային պատկանելիությունից և ծառայողական պարտականություններից՝ բոլոր զինծառայողների կողմից պահպանվում են արտաքին տեսքին վերաբերող պահանջները:

4. Հրամանի ընդհանուր դրույթներ բաժնի 13-րդ կետի 2-րդ ենթակետի պահանջների համաձայն՝ առհասարակ զինծառայողին նոր իրային միջոցներ

հատկացվում են միայն մարտական խնդիր, ինչպես նաև ծառայողական կամ քաղաքացիական պարտքը կատարելու ժամանակ ոչ իր մեղքով կորած (փչացած) իրային միջոցների փոխարեն: Կին զինծառայողներին ընդհանուր անձնակազմից տարբերվող համազգեստ չի առաջարկվում և չի թույլատրվում կրել, իսկ իրային միջոցներով ապահովման բոլոր հարցերը կանոնակարգվում են Հրամանի պահանջներով:

12/15/2023

X 

ՏԻԳՐԱՆ ՂԱՐԻԲՅԱՆ

Հարգանքով՝ Signed by: GHARIBYAN TIGRAN 3703820292

/Հ. ԲԱՏԻԿՅԱՆ

Կատարող՝ մայրը Մ. Երամյան (ՀՀ ՁՈՒ ԹԿ), հեռ.՝ 1662 , (010)294347

ՀԱՅԱՍՏԱՆԻ
ՀԱՆՐԱՊԵՏՈՒԹՅԱՆ
ԿՐԹՈՒԹՅԱՆ,
ԳԻՏՈՒԹՅԱՆ,
ՄՇԱԿՈՒՅԹԻ ԵՎ
ՍՊՈՐՏԻ
ՆԱԽԱՐԱՐՈՒԹՅՈՒՆ



РЕСПУБЛИКА АРМЕНИЯ
МИНИСТЕРСТВО ОБРАЗОВАНИЯ, НАУКИ,
КУЛЬТУРЫ И СПОРТА
ЗАМЕСТИТЕЛЬ МИНИСТРА
REPUBLIC OF ARMENIA
MINISTRY OF EDUCATION, SCIENCE, CULTURE
AND SPORT
DEPUTY MINISTER

Ն Ա Ն Ա Ր Ա Ր Ի Տ Ե Ղ Ա Վ Ա Ն

0010, Երևան, Վ. Սարգսյան 3, 4 առավարակառուցվածքի 2, 3 հարկ / Գեղ./Tel.: +374 10 59 96 00, ֆաքս / ֆեքս/fax (374 10) 52 73 43,
0010, Ерewan, В. Саргсян 3, Дом правительства 2, 0010, V. Sarghyan 3, Government House 2, Yerevan, secretariat@escs.am, www.escs.am

N 02/09.1/37141-2023

**Հ ե լ ս ի ն կ յ ան ք աղ աք աց ի ա կ ան ա ս ա մ բ լ է ա յ ի
Վ ան ա ձ ո թ ի գ ր ա ս ե ն յ ա կ « հ ա ս ա ր ա կ ա կ ան
կ ա գ մ ա կ ե ր պ ու թ յ ան
ն ա խ ա գ ա հ Ա Ր Թ ՈՒ Ր Ս Ա Զ ՈՒ Լ Յ Ի Ն
Է լ . հ ա ս գ Ե ` nmovsesyan@hcav.am**

Ի պատասպան Ձեր՝ 19. 12. 2023թ .
թիվ Ե/2023-19.12/871 գր ու թ յ ան


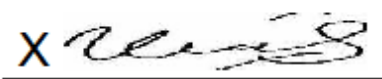
Հ ա ր գ ե լ ի՝ պ ա ր ո ն Ս ա ք ու ն ց

Տեղեկացնում եմ Ձեզ, որ 2021 թվականից սկսած ՀՀ
ԿԳՄՍ նախարարության ենթակայության գործող
Հանրապետական մանկավարժահոգեբանական
կենտրոնը պետական ոչ առևտրային
կազմակերպություն է յուրաքանչյուր տարի
Հանրակրթական դպրոցների ուսուցիչների և
ուսուցիչների օգնականների ներառող
դասավանդման համալսարանների զարգացման
ապահովումը միջոցառման շրջանակում
կազմակերպում և իրականացնում է
վերապատրաստումներ, այդ թվում՝ գենդերային
բաղադրիչով, մասնավորապես՝ գենդերային
բաղադրիչի ներառումը ուսուցիչների ներառող
դասավանդման կարողությունների շարունակական
զարգացման համատեքստում, որը ներառում է

- գենդերացված ուսումնառություն և գենդեր-
զգայուն, գենդեր-արձագանքող կրթություն,
- գենդերային խնդիրներ և օրենսդրական դաշտ:

Հավելեմ, որ 2023 թվականին վերը նշված թեմաներով
2 ուրջ 132 դպրոցից վերապատրաստվել է 2266 ուսուցիչ,
որոնցից 40-ը՝ ռազմագիտությունն առարկայից:

Վերապատրաստման ծավալը՝ 480րոպե է:

 Invalid signature

ԱՐԱՔՍԻԱ ԱՎԱԶՅԱՆ

**Հ Ա Ր Գ Ա Ն Թ Ո Վ՝
Ս Վ Ա Զ Յ Ա Ն**

Signed by: SVAJYAN ARAKSIA 6304780168

Ա Ր Ա Զ Ս Ի Ա

Կատարող՝ Արմինե Բարսեղյան
Հանրակրթության վարչության
հանրակրթական և արտոդպրոցական կրթություն

քաղաքականության մշակման և վերլուծության
բաժին . հեռ` +374 10 599 619




ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

18.12 2023թ.
08/510-94/2514

ՀԵԼՍԻՆԿՅԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍԱՄԲԼԵԱՅԻ
ՎԱՆԱՁՈՐԻ ԳՐԱՍԵՆՅԱԿ՝ ՀԿ-Ի ՆԱԽԱԳԱՀ
Ա. ՍԱՔՈՒՆՅԻՆ
info@hcav.am

Հարգելի՛ պարոն Սարգսնգ,
Ձեր 11.12.2023թ. Ե/2023-11.12/828 գրությունը պաշտպանության նախարարությունում ուսումնասիրվել է:
Կից տրամադրում եմ հայցվող տեղեկատվությունը:
Առդիր՝ 1 թերթ:

12/18/2023

X 
ՏԻՎՈՒՆ ԴԱՐՈՒՅԱՆ

Հարգանքով՝ Signed by: GHARIBYAN TIGRAN 3703820292

/Հ. ԲԱՏԻԿՅԱՆ

Կատարող՝ Ս. Առդունյան
Հեռ. 010 294519

1. ՌՌԻՀ-ի ուսումնական ծրագրերում ներառված են կանանց և տղամարդկանց իրավահավասարության, հակախտրականության և կանանց նկատմամբ բռնության արգելքի մասին ուսումնական թեմաներ:
2. ՄԱԿ ԱԽ 1325 բանաձևի վերաբերյալ ՊՆ ռազմական ակադեմիայում ուսումնական նյութերը ներառված են «Մարդու իրավունքներ», «Միջազգային մարդասիրական իրավունք» և «Ռազմաիրավական պատրաստություն» առարկաների ուսումնական ծրագրերում՝ վեց ակադեմիական ժամ: ՊՆ պաշտպանական ազգային հետազոտական համալսարանում մագիստրոսական և լրացուցիչ կրթական ծրագրերով նախատեսված Ռազմահումանիտար գիտությունների մոդուլի «Իրավունքի հիմունքներ» դասընթացում ներառված են «Միջազգային իրավունք» թեմայի շրջանակներում՝ վեց ակադեմիական ժամ:
3. Հարցը առաջարկում եմ ուղղել ԿԳՄՍ նախարարությանը:
4. ՀՀ կառավարության N 803-Լ որոշմամբ հաստատված ՄԱԿ-ի N 1325 բանաձևի դրույթների իրականացման գործողությունների 2022-2024թթ. երկրորդ ազգային ծրագրի միջոցառումների շրջանակներում տեղական և միջազգային փորձագետների, ինչպես նաև կանանց իրավունքների հիմնահարցերով զբաղվող տեղական և միջազգային կազմակերպությունների ներկայացուցիչների ներգրավմամբ պարբերաբար իրականացվում են քննարկումներ, իրազեկման դասընթացներ՝ ԶՈՒ անձնակազմի համար:
5. Տեղեկատվական հոլովակները պատրաստվում են միջազգային գործընկերների հետ համագործակցության շրջանակներում և պետական բյուջեից հատկացումներ չեն կատարվում:
6. ՊՆ պաշտպանական ազգային հետազոտական համալսարանը չի մասնակցել զինված ուժերում կանանց իրավունքներին առնչվող իրավական ակտերի մշակման գործընթացներին, իսկ ՀՀ ՊՆ ՊԱՀՀ-ի կանոնադրությամբ ԶՈՒ-ում օրենսդրական քաղաքականությունները գիտականորեն հիմնավորելու գործառույթներ սահմանված չեն:



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

«15» 12 2023թ.
18/510-94/8398

ՇԵԼՍԻՆԿՅԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍԱՄՔԼԵԱՅԻ
ՎԱՆԱՁՈՐԻ ԳՐԱՍԵՆՅԱԿ» ՀԿ-Ի ՆԱԽԱԳԱՀ
Ա. ՍԱՔՈՒՆՅԻՆ
info@hcav.am

Հարգելի՛ պարոն Սաքունց,

Ի պատասխան Ձեր 11.12.2023թ. Ե/2023-11.12/817 գրության՝ տեղեկացնում եմ, որ ՀՀ պաշտպանության նախարարության և Եվրոպայի խորհրդի երևանյան գրասենյակի հետ համագործակցության ծրագրի շրջանակում մշակվել է ՏՏ ոլորտի հեռախոսային հավելվածի նախագիծը:

Հավելվածը ունենալու է երկու ուղղություն՝ ՄԻՊ և ՊՆ, որոնցից մեկն ընտրելիս հավելվածի էջում բացվելու են նշված ուղղություններից յուրաքանչյուրին վերաբերող «պատուհան»: Այն իրենից ներկայացնում է ինտերակտիվ տեղեկատվական գործիք, որի միջոցով հավելվածից օգտվողները հնարավորություն կունենան ստանալ տեղեկատվություն, ինչպես նաև իրականացնել հարցումներ՝ ուղղված Պաշտպանության նախարարությանը (ՊՆ) և Մարդու իրավունքների պաշտպանին (ՄԻՊ):

Շեռախոսային հավելվածի տեխնիկական նկարագրությունը և բովանդակությունը մշակվել է ԵԽ փորձագետների կողմից: Իրականացվել են քննարկումներ և որոշ անվտանգային նկատառումներից ելնելով գործընթացը դեռևս ավարտին չի հասցվել: Ընթացքի մեջ է նախագծի լրամշակման աշխատանքները, որի ավարտից հետո հնարավոր կլինի տրամադրել հայցվող տեղեկատվության վերաբերյալ սպառիչ պատասխաններ:

12/15/2023

X
ՏԻԳՐԱՆ ԴԱՐԻԹՅԱՆ

Հարգանքով՝ Signed by: GHARIBYAN TIGRAN 3703620292

/Հ. ՔԱՏԻԿՅԱՆ

Կատարող՝ Ա. Սողոմոնյան
Հեռ. 010 294519



ՀՀ ՊԱՇՏՊԱՆՈՒԹՅԱՆ ՆԱԽԱՐԱՐՈՒԹՅԱՆ
ԳԼԽԱՎՈՐ ՔԱՐՏՈՒՂԱՐ

«18» 12 2023թ.
ՊՁԱԾՈՒԹՅԱՆ ԳՐԱՍԵՆՅԱԿ

ՇԵՆՏԻՆԿԱՆ ՔԱՂԱՔԱՑԻԱԿԱՆ ԱՍՍԱԲԼԵԱՅԻ
ՎԱՆԱՁՈՐԻ ԳՐԱՍԵՆՅԱԿ» ՀԿ-Ի ՆԱԽԱԳԱՀ
Ա. ՍԱՔՈՒՆՏԻՆ

Հարգելի՛ պարոն Սաքունց,

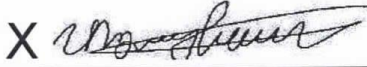
Ի պատասխան 11.12.2023թ. Ձեր Ե/2023-11.12/818 գրության՝ տեղեկացնում եմ, որ ՈՌԻՀ-ն ավարտած և հիմնական ծառայության վայրեր նշանակված զինծառայողների՝ մարդու իրավունքների և հիմնարար ազատությունների միջազգային սկզբունքների վերաբերյալ իրազեկվածության բարձրացման նպատակով, ՀՀ պաշտպանության նախարարության և Եվրոպայի խորհրդի երևանյան գրասենյակի հետ համագործակցությամբ իրականացվում են դասընթացներ՝ ՁՈւ անձնակազմի համար: Ձինծառայողների իրազեկվածության բարձրացման նպատակով Ես համագործակցության շրջանակներում իրականացվել են նաև մի շարք միջոցառումներ, մասնավորապես.

- ✓ Տպագրվել և զորամասերում փակցվել են մարդու իրավունքների վերաբերյալ տեղեկատվական պաստառներ:
- ✓ Ձայնագրվել և ՋԼՄ-ներով ցուցադրվում են զինծառայողների իրավունքների և իրավունքների պաշտպանության մեխանիզմների վերաբերյալ կարճամետրաժ տեսահոլովակներ:
- ✓ Տպագրվել և զորամասեր են առաքվել «Ձինծառայողների քաղաքական և քաղաքացիական իրավունքները», «Կանայք զինված ուժերում. եղիր իրազեկված», «Ձինծառայող կանանց սոցիալական իրավունքները և երաշխիքները», վերտառությամբ տեղեկատվական ձեռնարկներ:

0044, ԵՐԵՎԱՆ, ԲԱԳՐԵՎԱՆՈՒԻ 5, ՀԵՌ՝ (+374 10) 29 45 87, ԷԼ ՓՈՍՏ՝ hamletbatikyan@mil.am

Բացի այդ, ՊՆ Վ. Սարգսյանի անվան ռազմական ակադեմիայի սպաների որակավորման բարձրացման կենտրոնի կրթական ծրագրերում ներառված են մարդու իրավունքներին վերաբերող կրթական մոդուլներ՝ վերապատրաստման դասընթացներին ներգրավված զինծառայողների իրազեկվածության բարձրացման նպատակով:

12/18/2023



ՏԻԳՐԱՆ ԴԱՐԻԲՅԱՆ

Հարգանքով՝ Signed by: GHARIBYAN TIGRAN 3703820292

/Հ. ԲԱՏԻԿՅԱՆ

Կատարող՝ Ս. Սողոմոնյան
Հեռ. 010 294519