



International
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ANALYSIS

OF THE EFFECTIVENESS OF THE PREVENTION MEASURES, ACTIONS OF LABOUR ADMINISTRATION IN ENSURING WORKPLACE SAFETY MEASURES TO PROTECT WORKERS HEALTH AND SAFETY



Yerevan 2020

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INTRODUCTION

Armenia continues to be a leader in the region and the 10th in the world (per 1 million inhabitants) in the number of COVID-19 cases.

The inspections of the situation in the workplaces started by the health and labour inspection body on May 8, 2020 showed that there is a lack of information among employers and employees about the working conditions safety.

The Confederation of Trade Unions of Armenia (CTUA) is taking steps to assess occupational safety and health measures in the workplace that can help create safer and healthier conditions in the workplace and to plan further action to mitigate the effects of COVID-19.

PURPOSE

With this action the CTUA aims to make workplaces in different sectors of the economy more secure against the background of the increasing number of COVID-19 and engage with the Government and employers in a meaningful and effective social dialogue by proposing recommendations designed to address the policy and regulatory possible gaps in the existing measures that failed to slow down the spread of the virus at workplaces and compensate enough workers lost incomes and retain jobs.

RESULTS

Analysis of the effectiveness of preventive measures to combat the spread of COVID-19 in the workplace and designed such labour administration actions that will be intended to mitigate COVID-19 consequences in the sphere of occupational safety, working conditions and economic repercussions. Taking into account national and sectoral approach against the background of the best international and regional experience within the framework of the 4 basic policies of the ILO, the blocking measures implemented in Armenia.

Public campaign aimed at raising the awareness of employees on the necessary measures to protect themselves from COVID-19 in workplaces in different sectors of the economy.

Promoting the role of trade unions through a policy of healthy and safe work in which social dialogue mechanisms are used in the workplace.

The ILO will continue to use ILO / ACTRAV policy materials, visual aids (videos, slogans) to achieve its stated goals.

TAKEN STEPS

By the resolution No. 298-Ն of March 16, 2020 of the Government of the RA a state of emergency was declared in the republic for one month, which was extended by Resolution No. 543-Ն of April 13, Resolution No. 729 Ն - of May 14 to June 13, 12 June No. 933-Ն Decision until July 13, Decision No. 1161Ն of July 13 to August 12, and by Decision N 1219-Ն of August 12 to September 11.

All decisions of the Government of the Republic of Armenia on declaring a state of emergency and extending the state of emergency were approved by the National Assembly of the Republic of Armenia.

During the state of emergency the RA Government adopted programs to neutralize the social consequences of the coronavirus. 13 social assistance programs have been approved by the relevant legal acts (4-th, 6-th, 7-th, 8-th, 9-th, 11-th, 12-th, 13-th, 14-th, 15-th, 16-th, 20-th, 22-nd).

During the state of emergency the government of the Republic of Armenia adopted programs to neutralize the economic consequences of the coronavirus. The relevant legal acts approved 11 programs of economic assistance (1-st, 2-nd, 3-th, 5-th, 10-th, 17-th, 18-th, 19-th, 21-st, 23-th, 24th).

During the state of emergency decisions on restrictions were made by the RA Commandment , including the establishment of safety rules.

When developing the report official statistics and information published by other government agencies were used.

Within the framework of the report a study of international experience in combating the epidemic was carried out by using the examples of the International Labor Organization, the Republic of Georgia, the Italian Republic and the Russian Federation.

CHAPTER I.

Compliance with policies and actions

PROGRAMS ESTABLISHED BY THE GOVERNMENT OF THE RA TO NEUTRALIZE THE SOCIAL-ECONOMIC CONSEQUENCES OF THE CORONAVIRUS (MARCH-JUNE 2020)

The Government of the Republic of Armenia by Decision N 354-L, of March 26, 2020 approved the Comprehensive Program of Measures to Counter the Economic Consequences of the Coronavirus, which defines objectives of measures to counter the economic consequences, and later¹ the sizes of financial resources was approved. The Government of the Republic of Armenia has allocated 150 billion drams for the implementation of a package of social and economic assistance in the following main areas:

- 1) 25 billion drams - programs to support enterprises aimed at solving current liquidity problems;
- 2) 25 billion drams - social assistance programs;
- 3) 80 billion drams - long-term economic development programs aimed at solving the problem of increasing private investment;
- 4) 20 billion drams to reserve funds for the necessary redistribution.

Following this decision, the Government of the Republic of Armenia adopted programs to neutralize the socio-economic consequences of the coronavirus -

(Table 1 – Programs aimed at neutralization of the social consequences of COVID-19.

Table 2 - Programs aimed at neutralization of the economic consequences of COVID-19.)

¹ By the Resolution of the RA Government July 7 2020, N 1143-L, an addition was made to the RA Government in the decree of March 26 N 354-L

Table 1

Programs aimed at neutralization of the social consequences of COVID-19.

Action number, support size /form	Decision number	Aim	Implemented			Strengths	Weaknesses
"4 th" In the amount of AMD 100000 AMD for each underaged child.	26.03.2020 N 358-L	Assist families with children under the age of 14 facing social problems as a result of the difficulties created in the labor market due to the spread of the coronavirus.	As of 03.06-2020			1. 1313 families left out of the labor market were included in the program. 2. Providing 100000 AMD for one child is enough, as it is higher than the cost ² of the minimum consumer basket (the cost of the minimum consumer basket at the current average prices of the first quarter of 2020 - 61,390 AMD).	1. Limitation of participation in the program (March 13-25). 2. Lowering the age limit of a child to 0-14, while according to Article 1 of the RA Law on the Child Rights, anyone under the age of 18 is considered a child. 3. Due to the restrictions, the number of beneficiaries of the event has been significantly reduced.
			Number of beneficiary families	Number of children aged 0-14 in the beneficiary families	The amount of allocated funds, drams		
"6th" lump sum assistance in the amount of the minimum monthly salary – AMD 68000	30.03.2020 N 410-L	To assist the citizens of the Republic of Armenia facing social problems as a result of the difficulties created in the labor market due to the spread of the coronavirus.	As of 03.06. 2020			1. The action completed the 4th action and 80 8090 citizens left out of the program were included. 2. The support provided to one unemployed citizen - 68000 AMD is sufficient, as it is higher than the value of the minimum consumer basket (61,390 AMD).	1. Limitation of participation in the program (March 13-30). 2. Some sectors of the economy (financial, insurance, etc.) were left out of the program. 3. The number of beneficiaries would be higher if it were not fixed in 2020. Restrictions on having 3 working days in a row from January 1 to March 13, as well as dismissal in case of job change, re-employment. 4. Compared to the 4th action, the amount of financial support provided to one beneficiary was reduced by about 1/3, though this family
			8090	-	550120000		

2

At the same time, it should be noted that the minimum consumer basket is not officially defined in the Republic of Armenia; as an interesting statistic- the National Statistic Service (NSS) of the RA makes calculations according to the composition, structure and energy of the food developed by the Ministry of Health. The monthly value of the minimum consumer basket is calculated by the NSS of the RA according to the methodology of the World Bank, and the minimum consumer basket cost in the first quarter 2020 is 52,052 drams.

							also has children.
«7-th», One-time assistance – AMD 100000	30.03.2020 N 411-L,	Assist pregnant women facing social problems as a result of difficulties created in the labor market due to the spread of the coronavirus	As of 03.06. 2020			1. 9475 pregnant (12-34 weeks) women were included in the program. 2. Providing 100000 AMD for one pregnant woman is enough, as it is higher than the value of the minimum consumer basket (61,390 AMD).	Due to the fixed main restrictions (maximum period of pregnancy and registered marriage) some pregnant women were not included in the program.
			9475	-	947500000		
«8-th»: 1. 50% of the average salary of an employee in January-February, but not more than AMD 136,000, if an employee worked full time, then not less than 68,000 AMD; 2. Self-employed entities shall be supported at the rate of 10% of the turnover posted in the 4th quarter of 2019, but not more than 136,000 drams	30.03.2020 N 412-L,	Assist private sector employees and individual entrepreneurs affected by coronavirus spread	As of 03.06. 2020			1. 124,121 people (employees and individual entrepreneurs) working in the affected sectors were included in the program. 2. Providing 68,000-136,000 drams for one beneficiary is enough, as it is higher than the cost of the minimum consumer basket (61,390 drams). 3. The envisaged procedure of informing the beneficiaries and receiving support from the banks can also be considered a strong point.	1. As a result of the limitations provided by the program, only 29.7% of potential beneficiaries received assistance. 2. Due to the restrictions, many individual entrepreneurs received support of up to 15,000 AMD, which does not correspond to the goals of the program.
			124121		8473503251		
«9-th», Lump-sum – 26.500 AMD for each child.	2.04.2020 N 427-L,	Contribute to the families with children under 18 facing social problems as a result of	As of 03.06. 2020			1. The program covered about 111,000 families with 178 138 children aged 0-18 2. To some extent, the omission of the 4th action was	1. The wording "does not have a registered job" in the legal acts ensuring the implementation of the measure needs to be clarified. 2. The provision of 26,500 drams per
			-	178138	4720657000		

		difficulties created in the labor market due to the spread of the coronavirus				filled, in which the age limit of the child was artificially lowered by 4 years, 0-14 years old. 3. One of the strengths is the definition of the three-month period for beneficiaries to receive assistance and awareness provided by banks.	beneficiary is insufficient, as it is lower than the minimum consumer basket value (61,390 drams). 3. Due to the imperfection of the databases, the support was used by many law enforcement officers' families who were not entitled to it, and who were forced to return the received support.	
«11-th», Lump-sum assistance to the amount of 50% of natural gas and electricity consumed in February respectfully	13.04.2020 N 542-L	Assist a group of people facing social problems as a result of the difficulties caused by the spread of the coronavirus.	As of 25.05.2020			-		Due to the restrictions a very small number of beneficiaries are included in the program, and the financial support provided to the beneficiaries involved in the program can not have a significant impact (maximum 7500 AMD for one family (natural gas - 5000 AMD + electricity - 2500 AMD)).
			Up to AMD 10,000 inclusive for natural gas consumption during February	215,695 (subscribers) (consumers)	474903616.5			
			Up to AMD 5000 inclusive for energy consumption during February	235132 (subscribers) (consumers)	311315678			
			As of 25.05.2020					

<p>«12-th»</p> <p>Lump-sum assistance to the amount of 30% of natural gas and electricity consumed during February 2020 respectively.</p>	<p>14.04.2020 N 550-L</p>	<p>Assist a group of people facing social problems as a result of the difficulties caused by the spread of the coronavirus.</p>	<p>Assist a group of people facing social problems as a result of the difficulties caused by the spread of the coronavirus</p>	<p>206136 (subscribers) (consumers)</p>	<p>1223969165.1</p>	<p>Just one day after the adoption of the 11th action, the Government of the Republic of Armenia adopted the 12th action, which attempted to amend the assistance program.</p>	<p>1. Due to the restrictions, very few beneficiaries are included in the program, and the financial support provided to the beneficiaries included in the program is not enough (maximum 12300 AMD for one family (natural gas - 9000 AMD + electricity - 3300 AMD)).</p> <p>2. Despite the fact that intended consumption amounts of the program has been increased so that the program become beneficial in contrast to the 11th action, the amount of compensation has been reduced from 50% to 30%.</p>
			<p>AMD 5 001-10000 inclusive for electricity consumption during February 2020</p>	<p>280298 (subscribers) (consumers)</p>	<p>618959502.9</p>		
<p>«16-th»,</p> <p>- 30% of the amount due for natural gas and electricity consumed respectfully in February 2020</p> <p>-50% of the amount due for electricity consumed in February 2020 by the residents of non-gasified settlements.</p> <p>- 50% of the amount due for drinking water and/or drainage service provided in March 2020</p>	<p>4.05.2020 N 658-L</p>	<p>Assist socially disadvantaged families facing social problems as a result of difficulties caused by the spread of coronavirus.</p>	<p>As of 25.05.2020</p>			<p>1. In general, the Government of the Republic of Armenia allocated about AMD 4.7 billion for the 11th, 12th and 16th actions.</p> <p>2. The actions not only provided social assistance to large groups of the population (the number of beneficiaries of the three actions), but also provided some financial stability for the service sector.</p>	<p>1. The 11th, 12th and 16th actions were drawn up and implemented so that they could complement each other. Each subsequent action tried to correct the omissions in the previous action.</p> <p>2. The actions were adopted for the period of the time from mid-April to early May, but February was chosen for compensation, due to which many potential beneficiaries were left out of the plans.</p> <p>3. The actions are not based on the social security factor, therefore it was necessary to show a unified approach to all resident</p>
			<p>Natural gas bill worth AMD 30 001 – 40000 for February 2020</p>	<p>81697 (consumers)</p>	<p>848475370.2</p>		
			<p>In gasified settlements :</p> <p>Electricity bill worth</p>	<p>207853 (consumers)</p>	<p>916460606.82</p>		

			for February 2020 AMD10001 -25000				subscribers.
			In non- gasified settlements . Resident subscribers who have signed an energy supply contract, whose expenses of energy consumpti on in February 2020 was up to 25,000 drams inclusively	23006 (consumers)	80831109.8		
			Drinking water bill and/or drainage service fee of up to AMD 3000 in March 2020 for	424974 (subscribers) (consumers)	299889346.5		

			resident subscribers who have signed a contract for drinking water supply, drainage (wastewater treatment) services.				
<p>«13-th»</p> <p>Lump-sum assistance at the rate of 50% of the amount of the social benefit of which: 70% is provided in cash along with the family allowance for April, 30% is available for energy consumed by the subscriber</p>	16.04.2020 N 557-L	Assist socially disadvantaged families facing social problems as a result of the spread of coronavirus	Nearly 86000	-	Nearly 12000	The RA government allocated additional about AMD 1.2 billion for 86,000 families recognized socially disadvantaged which had a positive impact on those families.	The choice of the amount of assistance provided (50% of the monthly allowance) is unclear, as it is much lower than the cost of the minimum consumer basket (AMD61,390).
<p>«14-th»</p> <p>100% tuition fee reimbursement for graduate students in the second semester of the 2019-2020 academic year, - 75% tuition fee reimbursement for students of all courses (except graduation) in the second semester of the 2019-2020 academic year, - Full or partial (5 percent) interest rate subsidy on student loans for the period from May 12020 to December 31,2020</p>	23.04.2020 N 596-L	To support the students of the educational institutions implementing higher and postgraduate (clinical residency) educational programs in the Republic of Armenia, who were citizens of the Republic of Armenia.	3445	-	753972118	The RA government allocated about AND 753 million for 75-100% reimbursement of tuition fees for 2687 students with high grades studying in state universities, as well as for the support of 758 postgraduate students. The support significantly alleviated the social problems of this group of students, at the same time contributing to the financial and economic stability and activity of 21	<p>1. The action is based on the principle of encouraging academic success; therefore, it had a low level of involvement - about 5%.</p> <p>2. It is incomprehensible to apply differentiated percentages of tuition fees for students studying in graduate and non-graduate courses, respectively 100% and 75%.</p>

						state universities.		
«15-th», Payment for relevant jobs	30.04.2020 N 642-L	Temporary jobs in the agricultural sector were opened to solve environmental problems	As of 1.06.2020			100000000	1. About 1000 people were provided with temporary jobs. 2. Each of the beneficiaries of the program received an average salary of AMD 100,000 . 3. In addition to social problems, the program also solves environmental problems.	1. Very short deadlines (6 calendar days, 2 of which are non-working days) were set for submitting applications for legal and / individual entities to participate in the tree planting jobs. 2. There are no sufficient criteria for inclusion in the program, for example, point 15 only provides for the residents of the settlements adjacent to the listed rivers, without taking into account their employment. 3. The lack of a role for the state employment agency in the program is incomprehensible, as the latter registers the unemployed and job seekers in the Republic of Armenia.
			About 1000					
«20-th», Lump-sum assistance in the amount of the minimum wage.	18.06.2020. N 983-L	Assist hired workers in the private sector affected by the spread of the coronavirus, employees under law civil contract, and sole proprietors.	-	-	-	Employees in the affected sector are provided with minimum wage support.	The state of emergency continues, and most of the organizations operating in the affected areas are not still working; for many of them, even after the end of the state of emergency the downtime will last much longer, but only minimum assistance is provided.	
«22-th», Lump-sum assistance to the amount of AMD 68,000	25.06.2020. N 1038- To assist the citizens of the Republic of Armenia facing social problems as a result of the difficulties in the labor	To assist the citizens of the Republic of Armenia facing social problems as a result of the difficulties in the labor market caused by the spread of the coronavirus	-	-	-	The beneficiaries of the program are those citizens who lost their job in the period from March 31 to June 1.	As well as other programs, this program includes many limitations, which significantly reduce the number of potential beneficiaries of the program. For example. 1)During the period from January 1 to March 30 2020, at least 85 calendar days beneficiaries should have been in employment relationships with the employer on the basis of an employment contract or by virtue of an individual legal act on employment; 2)They were not in employment relations with those employers specified by the relevant decision (banks, credit organizations, pawnshops, insurance companies, foreign	

	market caused by the spread of the coronavirus .						exchange offices, investment organizations, investment funds, lottery and gambling organizers , etc.); 3) In January, February and March 2020, their average monthly salary did not exceed 500,000 drams;
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Table 2 Programs aimed at neutralization of the economic consequences of COVID-19.

Action N	Decision No	Aims	Target	Beneficiaries	Form of Assistance
«1-th»	26.03.2020. N 355-L	Assist some businesses in Armenia to mitigate the preventable current liquidity risks resulted because of the spread of the coronavirus.	Is determined for the purpose of spending	Resident economic entity with good credit and tax record	Co-financing Refinancing Subsidy
«2-th»	26.03.2020. N 356-L	Assist individual businesses in the agricultural sector of the Republic of Armenia to mitigate the preventable current liquidity risks resulted because of the spread of the coronavirus.	Agriculture	The resident in the field of agriculture and an individual entrepreneur with good credit and tax record, as well as in agricultural cooperatives.	Interest rate subsidies, and in the case of cooperatives, co-financing (as well as leasing).
«3-th»	26.03.2020թ. N 357-L	Assist small and medium-sized enterprises in the Republic of Armenia that meet the criteria set out in this action to mitigate the preventable current liquidity risks resulted because of the the spread of coronavirus.	SMEs	Resident economic entity with good credit and tax record.	Loans of up to AMD 50 million, depending on the turnover.
«5-th»	26.03.2020. N 359-L	To assist in the support of effective jobs of certain economic entities of the Republic of Armenia which encountered difficulties due to the spread of the coronavirus.	Effective Job Support	Resident economic entity with 2 to 50 employees	One-time grant in the amount of the salary of every 5 th employee. It is provided for more than 12 000 businesses.
«10-th»	9.04.2020. N 500-L	By providing a one-time grant to support individual businesses that are subject to micro-enterprises in the Republic of Armenia to overcome difficulties resulted due to the spread of coronavirus	Support for micro-enterprises	Economic entitles registered as micro-enterprises.	One-time assistance in the amount of 10% of the turnover of goods, services provided in the first quarter of 2020, but not more than in the size of double

					minimum wage.
«17-th»	7.05.2020 N 714-L	To assist certain high-tech companies in the Republic of Armenia, which encountered difficulties due to the spread of coronavirus, to retain effective jobs, as well as to promote the implementation of innovative ideas and commercialization in the sphere.	High-tech industry	Business entities that meet the criteria specified in the RA Law on State Support in the sphere of Information Technologies	One-time grant to successful entrepreneurs who win the competition
«18-th»	12.05.2020 N 726-L	To assist in the support of effective jobs of certain economic entities in the Republic of Armenia which encountered difficulties due to the spread of the coronavirus.	Effective job support	Such economic entities registered in the RA that had 2 to 100 employees in the period from February 1, 2020 to April 30,2020	One-time grant.
«19-th»	27.05.2020. N 854-L	To assist the citizens of the Republic of Armenia, individual businesses to overcome the impact of the economic consequences of the coronavirus by means of implementing competitive business plans.	Support for competitive business ideas, entrepreneurial ideas developed by beneficiaries seeking to start a business from scratch, promotion of innovative business plans	Economic entity or individual entrepreneur registered in the RA	Providing guarantees for soft loans.
«21-th»	15.06.2020. N 963-L	To assist in the support of effective jobs of certain economic entities of the RA which encountered difficulties due to the spread of the coronavirus.	Effective job support	Business entities with 2 to 100 employees as of March 1, 2020to May 31, 2020	One-time grant in the amount of the salary of every 5 th employee.
	13.08.2020.	To assist some Armenian businesses in certain areas directly related to tourism and affected	Assistance to Armenian businesses	Legal entities which are registered on the territory of	From July 2020 to March 2021 grants are provided (each month).

«23-th»		from the results of coronavirus spread to continue their activities and to retain jobs.	in certain areas directly related to tourism to mitigate their financial problems, to ensure the continuity of their activities, to retain existing jobs	the RA and are not subject to micro-entrepreneurship status or registered sole proprietors, which were established before March 31, 2020 and meet all the criteria.	The decision also defines the three principles of calculating the amount of the monthly grant. The action will be funded from the RA state budget in 2020 – about AMD 3.3 billion, and in 2021 – AMD 2.7 billion.
«24-th»	13.08.2020.	To support economic entities which are engaged in agriculture raw materials processing in 2020, as well as grape processing, to reduce the current risks of the sale of the finished products and to attract additional financial resources necessary for the purchase of grapes.	Create temporary possibility to access to finance for businesses to respond to changing demand conditions, meet external challenges, and continue to operate normally.	Economic entities which process grape and / or agricultural raw materials.	<ol style="list-style-type: none"> 1. Provision of targeted loans. 2. Provision of leasing in accordance with the terms of the state leasing support program. 3. The date of leasing of agri-food equipment acquired by economic entities is specified, which is considered the day of concluding the leasing agreement. 4. Extension of the 12-month maturity period for loans issued in 2019 up to 15 months 5. Economic assistance is provided to the economic entity in the amount of additional AMD 100 and/or AMD 25 state duty for sales of goods (brandy alcohol-bottled brandy) in excess of 100 thousand (100% alcohol count) liters from September 1 to December 31, 2020. 6. Within the framework of the support tool, additional mechanisms for documentation and control of grape procurement

					are established, according to which the economic entities ensure the transparency of the procurement process.
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CHAPTER II.

The readiness of the administration to withstand the crisis in the field of work, the provision and the impact of the taken measures.

In order to prevent the spread of the epidemic and mitigate the consequences the Government of the Republic of Armenia has initiated a number of legislative changes and additions, in particular, to the Labour Code of the Republic of Armenia and the Law of the Republic of Armenia about state of emergency, as well drafted and adopted decisions of the RA government and Commandant which set out the rules of organization and safety rules at work in different sectors of the economy during the state of emergency.

RA Law No. ՀՕ-236-Ն "On Making Amendments to the RA Labour Code" (hereinafter referred to as the Law) was adopted by the RA National Assembly on April 29, 2020 and entered into force on the day following its official publication - 08.05.2020, and other terms of validity have been set for some articles. In particular:

- 1) 1) Article 1 of the Law stipulates that it enters into force on the day following its official publication and is valid until July 1, 2021. This article of the law refers to the exercise of state control over the labour legislation during the period of the prevention and elimination consequences of natural disasters, technological accidents, epidemics, accidents, fires and other emergencies. Thus, by the force of law, the authorized inspection body of the sphere is if there is a written application, to exercise state control over the fulfillment of labor legislation, other normative legal acts, collective-labor contract requirements, as well as in other cases provided by law. At the same time, it is necessary to note that the RA Health and Labor Inspection Body (hereinafter referred to as the inspection body) was approved by the RA Prime Minister by the decision N 755-L, of June 11, 2018 in which by the decision of the Prime Minister of the Republic of Armenia N 768- L, of July 3, 2020 amendments and additions were made, as a result the inspection body was given control powers to comply with the requirements of the RA labor legislation, other normative legal acts, collective-employment contracts. Due to the above, there is a chronological inconsistency of the changes made in the Law and the charter of the inspection body, as the control functions are provided by the Law on 08.05.2020, and in the charter of the inspection body on 03.07.2020.
- 2) Paragraph 1 of Article 6 of this Law entered into force on the day following its official publication; it shall apply to relations arising after March 16, 2020. When this period was approved, it was possible from the day when the legal regime of the state of emergency was established to pay the employee a salary (up to 100%) during the idle time not by employee's fault, which cannot be less than at least two thirds of the employee's average hourly salary.
- 3) The other articles of the law entered into force on the day following their official publication (08.05.2020), while the legal regime of the state of emergency was established 56 days before (16.03.2020). For almost two months after the declaration of the state of emergency, many employers and employees were unable to comply with the new provisions of the labor legislation, which resulted in the closure of jobs, many workers lost their incomes. It is also necessary to mention that the RA since 01.01.2014 has had a new Law on Employment, after the entry into force of which the issuance of unemployment benefits has been stopped (Article 83 of the

Constitution of the Republic of Armenia stipulates that everyone has the right in social security in case of unemployment, loss of employment or, in other cases.)

Other amendments and supplements to the RA Labour Code refer to:

- 1) Special cases of temporary change of significant working conditions, temporary remote fulfillment of work responsibilities, payment of wages and remuneration for work during the idle time not by employee's fault,
- 2) the prohibition to terminate the employment contract on the initiative of the employer,
- 3) violations of overtime work and work discipline.

The RA National Assembly on 31.03.2020 adopted the Law No. ՀՕ-160-Ն on Making Amendments to the Law on the Legal Regime of the State of Emergency, which introduced restrictions on the protection of personal data, privacy, family life, freedom of communication, and the right to privacy.

During the state of emergency the Government of the Republic of Armenia adopted the above-mentioned programs for the neutralization of the social and economic consequences of the coronavirus and the procedures for their implementation.

According to 2020 Annex 3 to the Decision 27 March 31 of the RA Commandant RA "Law on Temporary Restrictions on the Right of Free Movement of Persons on the Territory of the Republic of Armenia" defines the rules aimed at preventing the spread of a new type of coronavirus in organizations. This decision of the RA Commandant was revoked on 03.02.2020. by the decision of the RA Commandant No. 63

By decision No. 63 May 3, 2020 of the RA Commandant «On Temporary Restrictions Applied to the Whole Territory of the Republic of Armenia" on May 3, 2010 319 annexes on safety rules were approved (Table 3)³.

It is also necessary to mention that the RA Commandant Decision No. 63 03.05.2020 has been amended about ten times, during which the appendices to the decision have also been changed.

³ According to the RA Commandant decision No. 110-N,03.06.2020 the decision No. 63 of the RA Commandant of May 3, 2020 was reworded, as a result of which 19 annexes were approved.

Table 3 Appendices to Decision No. 63. 3.05.2020 of the RA Commandant

Appendix	Name	Restrictions / rules	Notes
1	Temporary restrictions applied to the types of economic activity on the whole territory of the Republic of Armenia	There are 17 types of economic activities restricted in the Republic of Armenia, which are included in the classification: ⁴ (I) - hotels, catering, (J) - information and communication, (N) – administrative and ancillary activities, (P) - education, (R) -culture, entertainment, leisure and (S) - other service spheres	The decision stipulates that in limited areas it is also possible to operate remotely, online or by delivery. In this regard, it should be noted that in the predominant branches of limited industries (for example, hotels, accommodation provision services, bars, drink serving places, etc.) it is not possible to provide services remotely, therefore the latter have to cease their activities.
2	Rules of organization of work in public administration and local self-government bodies (hereinafter referred to as bodies)	<p>1. The general rules stipulate that in all possible cases, the activities of the bodies should be carried out remotely / online, and the services should be provided electronically as much as possible, in parallel, conduct public awareness campaigns.</p> <p>The heads of the bodies define the list of the employees whose work can be organized remotely and provide:</p> <ol style="list-style-type: none"> 1. Carrying out the work of the employees included in the list from home; 2. Compliance with the requirements of the safety rules defined in Annex 4 of the decision in the office premises of the body, including all employees with masks and disinfectants during their stay in administrative buildings; 3. Adequate awareness of safe behavior and sanitary-epidemiological norms among employees. <p>2. In the service offices of the bodies, the rules of citizen service stipulate that the employees should have the least possible involvement and communicate with the citizens, and in case of</p>	The regulation stipulates that employers are responsible for ensuring healthy and safe working conditions, and customers are not allowed to enter service offices without masks, which causes certain (financial, health, etc.) difficulties for citizens.

⁴ Order №874-Ն “Affirmation of the classification of the economic activities’ types ” of the Minister of the Economic of RA (19 September, 2013)

		<p>reception, if possible, make an initial electronic or telephone queuing.</p> <p>The rules stipulate that people of retirement age are served separately, and measures to control the flow of people are taken to prevent crowds (maintaining social distance, managing queues in the outer part of the area, etc.).</p> <p>At the same time, the dimensions of social distances for different areas, marking distances, as well as the daily disinfection of payment terminals (4 times) were set.</p>	
3	<p>Safety rules to prevent the spread of coronavirus disease (COVID-19) during economic activity in a closed production area</p>	<p>This appendix presents the rules in four sections, namely:</p> <ol style="list-style-type: none"> 1. General organization of work - This section presents the rules that apply to the crowds of people, incoming and outgoing business trips, safe transfer of employees to work, shift work, employees at high risk of developing severe coronavirus disease. <p>The section sets out the requirements for the appointment of a person responsible for preventing the spread of coronavirus disease, the scope of the latter's activities related to the control of compliance with the rules, the provision of necessary items, materials and awareness for compliance with the rules, as well as maintenance.</p> <ol style="list-style-type: none"> 2. Organization of a closed production area - This section presents rules regarding the requirements for the presence of disinfectant containers, napkins, closed bins in workshops, as well as the possibility of hand washing facilities, wardrobes, social distance, natural ventilation and disinfection of the premises. <p>In the section, in case of shift work, at the end of the shift, the scope of mandatory actions (ventilation of areas, wet cleaning of surfaces, etc.) are presented.</p> <ol style="list-style-type: none"> 3. Rules for the staff - The section presents the rules for the staff, which ensure, prohibit or exclude certain activities (ensure twice daily temperature measurement of employees, prohibit the entry of employees with symptoms of acute respiratory infections, exclude contact between employees of different shifts, etc.) : 4. Rules for suppliers, delivers, repair workers, engineers and other visitors - The rules for this group refer to the visitor temperature measurement process, the entry ban of visitors with 	<p>Annex 3 also stipulates that the responsibilities of ensuring healthy and safe working conditions are fully borne by employers.</p> <p>It should be noted that some rules standards are also set. These criteria include those (accumulation of people, crowds) for which additional indicators need to be set or made them measurable.</p>

		symptoms of acute respiratory infections, the maintenance of social distance, and the provision of a separate area for visitors.	
4	Safety rules to prevent the spread of coronavirus (COVID-19) during office activities	<p>The rules in this appendix are also presented in four sections, namely:</p> <p>1. General organization of work - The rules presented in the section refer to awareness processes, online / remote work organization, salary, human resources, incoming and outgoing business trips, employees at high risk of developing severe coronavirus disease. The section sets out the requirements for the appointment of a person responsible for preventing the spread of coronavirus disease, the scope of recent actions related to compliance with the rules, the provision of rules, materials and awareness for compliance with the rules, as well as the maintenance of records.</p> <p>2. Office space rules - The rules of the section refer to the requirements for the presence of disinfectant containers, napkins, closed bins in the workshops, as well as hand washing facilities, social distance, partitions, natural ventilation, space and property / equipment. There are rules for organizations working in shifts. These rules apply to the mandatory actions (ventilation, wet cleaning, etc.) at the end of each shift.</p> <p>3. Rules for the staff - The section presents the rules for the staff, which ensure, prohibit or exclude certain activities (ensure twice daily temperature measurement of employees, prohibit the entry of employees with symptoms of acute respiratory infections, exclude contact between employees of different shifts, etc.): The section states that employers should provide employees with personal protective equipment, and maintain a reserve of protection for at least one week.</p> <p>4. Rules for Visitors - The prescribed rules refer to the requirement for the visitor to wear mask mandatory, the temperature measurement process, the ban on visitors with symptoms of acute respiratory infections, the maintenance of social distance, and the provision of a separate area for visitors to work.</p>	<p>Employers are fully responsible for ensuring the constitutional right of every employee to have healthy and safe working conditions. It should be noted that according to Article 217 of the RA Labor Code, employers are always obliged to provide safe and healthy working conditions.</p> <p>This appendix also sets standards for some rules, some of which are those (crowds, optimal number of employees) for which additional indicators need to be set or made them measurable.</p>
5	Safety rules to prevent the spread of coronavirus (COVID-19) during construction work on construction sites	<p>This appendix presents the rules in three sections, namely:</p> <p>1. General organization of work - As in Annexes 2-4 of the decision, this Annex sets out the requirement to appoint a person in charge of measures to prevent the spread of coronavirus disease.</p> <p>Some of the rules presented in the section apply to employees at high risk of developing severe coronavirus disease, crowds at the entrance / exit of the construction site, entry bans</p>	<p>Annex 5 also stipulates that the responsibilities of ensuring healthy and safe working conditions are fully borne by employers.</p> <p>The appendix sets standards for</p>

		<p>for outsiders, work schedule activities, meeting-discussion issues, shift work opportunities, group work processes, implementation of approved records and contacts between employees.</p> <p>The other rules presented in the section refer to the requirements for containers with disinfectants, napkins, closed bins in the construction site, as well as hand washing facilities, social distance issues, separate delivery zones, requirements for delivers.</p> <p>2. Rules for employees - The section introduces rules for employees, which ensure, prohibit or exclude certain actions (ensure twice daily thermometry of employees, exclude entry of employees with symptoms of acute respiratory infections, prohibit group gatherings after work, etc.):</p> <p>The section also presents other rules related to the mandatory wearing of masks by workers on the construction site, the separation of areas with the possibility of hand washing with hot water, soap, maintaining social distance, allocating outdoor areas for eating during breaks, using some equipment (coffee machine, etc.) restrictions, the maximum number of employees allowed in different areas of the construction site.</p> <p>3. Safety of construction work in populated areas - The rules presented in this section refer to the issues of workers' contact with residents, hand, tools, equipment and disinfection processes in the area. The section also sets out specific requirements for the work to be carried out if the work is carried out in residential areas where a coronavirus infection has been registered or where there are residents in isolation.</p>	<p>some rules, among them there are such standards (appropriate, disinfectant, quantity allowed, etc.) for which additional indicators need to be set or made measurable.</p>
6	<p>Safety rules to prevent the spread of coronavirus disease (COVID-19) at places where commerce takes place, for wholesale and retail places, for places where customer service is performed.</p>	<p>The rules in this appendix are also presented in four sections, namely:</p> <p>1. General rules - The rules presented in this section relate to the organization of the work of employees at high risk of developing severe coronavirus disease, as well as awareness of sanitary and epidemiological safety norms.</p> <p>2. Disinfection of the area - The disinfection requirement is defined for all areas (floor, walls, furniture, toilets, etc.) Periods of disinfection are provided. The section also contains rules related to the ventilation of the area, the presence of closed bins, garbage disposal, and the daily cleaning of the cargo compartment.</p> <p>3. Rules for staff - The section introduces rules that define the temperature measurement process of employees and filling in the registers, the conditions of hand washing, the mandatory presence of disinfectants, the frequency of hand washing and the requirements for wearing a mask.</p>	<p>The appendix stipulates that companies are responsible for ensuring healthy and safe conditions in all areas of trade, wholesale and retail, and in customer service facilities.</p> <p>It should be noted that this appendix also contains criteria (proper awareness, crowding) that need to be either specified and / or</p>

		4. Customer Service Rules - The rules for customers refer to the requirement to wear a mask mandatory, measures to exclude crowds, social distance requirements and area markings.	introduced to make them measurable.
7	Safety rules to prevent the spread of coronavirus (COVID-19) in catering places	<p>This appendix presents the rules in six sections, namely:</p> <p>1. General rules of work organization - The section presents the requirement to appoint a person in charge of measures to prevent the spread of coronavirus disease in public catering establishments, the scope of recent actions, providing the necessary accessories, materials and facilities for storage.</p> <p>The section also sets out other rules that apply to employees at high risk of developing a severe coronavirus disease, safety procedures, and awareness-raising processes on sanitary and epidemiological safety requirements.</p> <p>2. Catering rules - The rules of the section refer to the provision of hand washing facilities, storage of masks, as well as the presence of containers with disinfectants, napkins, closed bins, and the requirements of the room for the reception of employees.</p> <p>3. Disinfection of the work area - The rules of this section refer to the disinfection processes and periodicity of the area and handles / handrails, as well as the requirements for wet treatment and ventilation of all types of contact surfaces.</p> <p>The rules of the section also stipulate that each table must contain disinfectants that are duly registered and have instructions for use.</p> <p>There are other rules for catering establishments that set out how to store disinfectants, the requirements for daily washing of towels and other hygiene items, as well as the requirements for the pre-service table surface disinfection process.</p> <p>4. Disinfection of tableware-kitchen utensils - The rules in this section apply to the rules for using disposable or reusable tableware, including manual dishwashing and automatic disinfection technologies.</p> <p>5. Rules for staff - The rules refer to the requirement for employees to temperature measurement and to record its results, wear a mask permanently and to the ban of leaving the workplace for a break.</p> <p>6. Customer Service Rules - The rules define the customer's temperature measurement processes and social distance requirements, as well as certain barriers (do not serve a customer with symptoms of acute respiratory infections, etc.).</p>	This appendix stipulates that companies are fully responsible for ensuring healthy and safe working conditions, so they must meet all the requirements of the procedure.
8	Safety rules in hotels, in	This appendix presents the rules in three sections, namely:	This appendix also stipulates that

	<p>places of the same accommodation to prevent the spread of coronavirus (COVID-19)</p>	<p>1.General rules of work organization - The section presents the requirement to appoint a person in charge of measures to prevent the spread of coronavirus in hotels and other places of the common accommodation and the scope of the latter's actions, which relate to compliance with the general sanitary-epidemiological rules, an observance of compliance with hygienic norms processes.</p> <p>Other rules in the section apply to shift work, high-risk coronavirus workers, hand washing facilities, the presence of disinfectants in the area, and workplace furnishing requirements.</p> <p>2. Disinfection of the premises - The established rules refer to the processes of organization of natural ventilation of the area, as well as to the areas of disinfection of the equipment, the periodicities of keeping the register. There are rules for shift workers, which refer to the mandatory actions at the end of each shift (ventilation, wet cleaning of surfaces, etc.).</p> <p>3. Rules for staff - This section introduces rules for employees that ensure, prohibit or exclude certain activities (ensure twice daily thermometry of employees, prohibit employees from entering the workplace with symptoms of acute respiratory infections, exclude contact between employees performing various tasks and etc):</p> <p>The section also sets out other rules regarding the provision of personal protective equipment for employees, the storage of protective equipment for at least one week, as well as the requirements for wearing a mask, hot water, the presence of hand sanitizers, social distance, separate areas for employees to have meals.</p>	<p>companies have a full responsibility for ensuring healthy and safe working conditions.</p> <p>It is also necessary to take into account the fact that the rules set forth in Annex 7 to this Decision apply to the organization of public catering in hotels, and the rules set out in Annex 6 to the operation of shops.</p>
<p>9</p>	<p>Safety rules for medical care and medical service organizations, including emergency and dental care organizations, to prevent nosocomial infection of coronavirus (COVID-19)</p>	<p>This appendix presents five sections, namely:</p> <p>1. General Organizational Measures for Infection Control in a Medical Organization - The section identifies 8 measures related to the responsible appointment for coronavirus infection control, the development of an infection control program, the cleaning and disinfection of medical items, and the provision of certain activities.</p> <p>2. Measures to reduce the risk of nosocomial infection due to new coronavirus infection (2019-nCoV) - This section identifies 17 measures, mainly related to awareness-raising activities, standard infection prevention procedures, avoidance of crowds in medical organizations, isolator activities, the provisions of a number of ministerial orders aimed at reducing risks.</p> <p>3. Safety requirements for medical staff - The section presents 12 requirements, which are mainly related to ensuring the safety of medical staff (protective equipment, hygiene, isolation, etc.).</p> <p>4. Measures taken in the field of emergency medical services - It is envisaged that after the</p>	<p>The appendix defines the minimum safety rules in medical care and service organizations in the event of an epidemic and the measures taken to prevent nosocomial infection of coronavirus (COVID-19).</p>

		<p>transfer of a suspicious patient, an ambulance car will be disinfected.</p> <p>5. Measures for the prevention of coronavirus disease in organizations providing dental services - This section presents 17 measures, which mainly relate to the initial queuing of patients' visits, the use of sanitary-protective measures, as well as the strict observance of the requirements set by a number of orders of the RA Minister of Health.</p>	
10	Safety rules to prevent the spread of coronavirus disease (COVID-19) in the area of sports activity	<p>This appendix also presents the rules in three sections, namely:</p> <p>1. General rules - The requirement to appoint a person in charge of measures to prevent the spread of coronavirus in hotels and similar accommodation places and the scope of recent actions related to compliance with the rules of disinfection and registrations.</p> <p>There are other provisions in the section, which refer to the employees at high risk of developing severe coronavirus disease, awareness processes, employee-visitor temperature measurement, area contamination processes, distances between exercise equipment and benches, containers with disinfectants, and access to the gym.</p> <p>2. Disinfection of the area - This section presents 11 rules, which mainly relate to the development of work schedule, the frequency of disinfection of the area, the availability of protective equipment, as well as restrictions on the use of certain equipment (coffee machines, microwave ovens, etc.).</p> <p>3. Rules for Clients - The rules presented in the section refer to the exclusion of human gatherings, restrictions on the duration of training, close contacts between trainees, as well as the definition of a shift schedule and the separation of training zones.</p>	<p>The appendix to the decision stipulates that the obligation to ensure healthy and safe conditions is fully borne by the companies which ensure the implementation of the requirements of the order No.25-Ն, October 27, 2018 of the RA Minister of Health "Requirements for the location, constructing and operation of children's sports schools" N 2.1.2. 002-18 on the approval of the sanitary rules fulfillment of the requirements of the order No. 25- Ն</p>
11	Safety rules to prevent the spread of coronavirus disease (COVID-19) during the organization of hairdressing and other beauty parlor services	<p>The rules are presented in the appendix in four sections, in particular:</p> <p>1. General organization of work - The section defines the requirement to appoint a person in charge of coronavirus disease prevention measures in hairdressing salons, beauty parlors, the scope of recent actions related to compliance with the rules of disinfection and registration. Other rules set out in this section apply to disinfectants, storage of disposable masks, hand washing facilities, and a separate room for having meals.</p> <p>2. Disinfection of the work area - This section presents 7 rules, which mainly refer to the disinfection of the area and ventilation, mandatory presence of skin disinfectants, the</p>	<p>The rules set out in the appendix minimize the spread of the epidemic. At the same time, it should be noted that due to the lack of adequate territorial facilities, some points of the rules (for example, a separate room for having meals) cannot be provided.</p>

		<p>presence of protective equipment, as well as wet treatment of surfaces (chair covers, electrical switches, etc.)disinfection of tools. At the same time, it is recommended to disinfect the air and wash daily (towels, etc.) in specialized organizations.</p> <p>3. Rules for staff - This section sets out the rules for staff which refer to thermometry and hand washing procedures, maintaining social distance, avoiding close contact with persons, leaving the workplace and wearing a mask.</p> <p>4. Customer Service Rules - The rules define the customer's temperature measurement processes and social distance requirements, as well as certain barriers (to serve a customer with symptoms of acute respiratory infections, etc.).</p> <p>There are other rules in the section that apply to telephone or online queuing, crowds, queues, service breaks, ban on other visitors and mask requirements.</p>	
12	Safety rules to prevent the spread of coronavirus (COVID-19) in mining and open pit mining companies	<p>The rules in this appendix are presented in two sections, namely:</p> <p>1. General organization of work - The section sets 16 rules regarding the appointment of a person in charge of measures to prevent the spread of coronavirus disease, employees at high risk of developing severe coronavirus disease, hand washing opportunities, people gathering together, events and online meetings, delivery of workers to the workplace and return home.</p> <p>The rules presented in the section refer to the ban on entry to the mine administrative premises, work schedule, shift work, hand washing, soap disinfection facilities, disinfectant containers on the premises of the premises, as well as employee contacts and work areas.</p> <p>2. Rules for Employees - This section sets out rules regarding employee temperature measurement, barriers to entry for persons with symptoms of acute respiratory infections, mandatory wearing of masks, protection of social distance, places for having meals, the provision of personal protective equipment, and restrictions on the use of common equipment.</p>	This appendix stipulates that the responsibilities of ensuring healthy and safe working conditions are fully borne by employers. It should be noted that this appendix also contains criteria (small number, non-core staff, allowable maximum number etc.) that need to be either specified and / or developed appropriate numerical indicators .
13	Safety rules to prevent the spread of coronavirus disease (COVID-19) in pre-school education organizations	<p>This appendix presents the rules in five sections, namely:</p> <p>1. General rules - The section sets out 10 rules that apply to employees at high risk of developing a serious coronavirus disease, providing social distance, trainings on hygiene rules and hygiene rules awareness.</p> <p>The rules in this section also apply to people gathering, providing social distance, work in</p>	The appendix stipulates that the responsibility for ensuring healthy and safe conditions is fully borne by the directors of the institutions, the heads of the relevant local self-

		<p>large groups, attendance restrictions, and bans on gatherings and meetings.</p> <p>2. Disinfection of the territories - The rules of the section refer to the general cleaning, disinfection and ventilation work of the whole territory of the institution, the presence of containers with disinfectants, closed garbage bins, as well as the prohibitions of certain everyday used items.</p> <p>3. Rules for employees - The two established rules refer to the activities carried out by the medical worker of the institution (temperature measurement, entry ban for heating workers, etc.) providing employees with masks.</p> <p>4. Child Care - The section sets out 7 rules which are: the processes of children's temperature measurement, cancellation of group events, opportunities for hand washing, group conducting (washing bed linen, distance between beds, etc.), close contacts, agenda issues, explanatory training.</p> <p>5. Meals - The section sets 6 rules regarding food supplies, maintaining social distance between tables, type and quantity of dishes, utensils, as well as dishwashing (separate requirements for manual or machine washing).</p>	<p>government bodies. It should be noted that safety rules were established for preschool institutions earlier, but when cases of coronavirus disease were registered in institutions, their activities were restricted.</p>
<p>14</p>	<p>Safety rules for the prevention of the spread of coronavirus (COVID-19) in land passenger transport</p>	<p>In this appendix, the rules are presented in three separate chapters, each of which is presented in its sections, in particular:</p> <p>REGULAR AND ILLEGAL PASSENGER TRANSPORTATION</p> <p>1. General Rules - This section sets out five rules regarding the appointment of the responsible person for coronavirus outbreaks, the scope of the latter's activities (monitoring, recording), as well as the work with employees at high risk of developing severe coronavirus disease, providing masks and other disinfectants.</p> <p>The section also sets out other rules relating to disinfectants installed at vehicle entrances, the availability of special payment boxes on vehicles, and staff and passenger proper awareness processes.</p> <p>2. Organization of parking areas - The three rules set out in this section apply to crowds of people, hand washing opportunities, as well as places for having meals, disinfection of properties.</p> <p>3. Disinfection of vehicles - The section describes in detail the processes of disinfection of vehicles and their frequency, as well as the procedures for cleaning protective clothing, shoes, personal protective equipment and cleaning supplies.</p> <p>4. Rules for drivers - There are three rules for drivers, according to which drivers' temperature measurement are carried out, separate areas are provided for their rest, as well as the requirement for drivers to mandatory wearing a mask.</p>	<p>This appendix stipulates that the responsibility for ensuring healthy and safe conditions rests conditions is fully borne by the management of the passenger transport company. It should be noted that this appendix also contains criteria (sufficient number, dense accumulations, etc.) that need to be either specified and / or made measurable.</p>

	<p>5. Rules for passengers - The rules presented in this section mainly apply to the requirements for wearing a mask at a bus stop, hand sanitizing, having a coin for the fare, as well as procedures for drinking water and using disinfectants</p> <p>PASSENGER TRANSPORTATION BY TAXI CARS</p> <p>1. General rules - The rules defined in this section refer to the rules of sanitary-epidemiological safety, observance of hygiene norms, disinfection intervals, work with employees at high risk of developing a serious coronavirus disease, passengers boarding and awareness-raising processes.</p> <p>2. Organization of the areas - The section stipulates that it is necessary to exclude crowds, disinfect the premises and provide the necessary means for hand washing.</p> <p>3. Disinfection of vehicles - The rules set out in this section apply to periodic deep disinfections, interior ventilation, final disinfection by specialized organizations, as well as procedures for the maintenance of protective clothing, footwear, personal protective equipment, and cleaning supplies used during disinfection.</p> <p>4. Rules for drivers - Rules have been established regarding the thermometer processes of drivers, the mandatory requirement to wear a mask, and the areas designated for rest and food.</p> <p>5. Rules for passengers - The rules set out in this section apply to the ban on servicing passengers without a mask, the water and serving procedures used on the routes.</p> <p>RAILWAY TRANSPORT AND METROPOLITAN</p> <p>1. General Rules - The rules in this section apply to the appointment of a person responsible for preventing the spread of coronavirus disease, the scope of the latter's activities (monitoring and keeping records), as well as the work with employees at high risk of developing severe coronavirus disease, disinfection processes, proper awareness-rising activity among staff and passengers.</p> <p>2. Transportation and Disinfection - The section sets out 9 rules regarding the presence of hand sanitizers, crowded groups of people, putting passengers in seats as far apart as possible, the frequency of wagon ventilation, the disinfection of terminals, as well as the cleaning of the personal protective equipment and storage procedures.</p> <p>3. Rules for employees - There are three rules for employees, which refer to the employees' temperature measurements, separate areas provided for their rest, as well as the requirement for drivers to mandatory wearing amask.</p> <p>4. Rules for passengers - The rule defined in this section refers to the requirement to mandatory wearing a mask in the area of a railway station or subway, as well as the</p>	
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		thermometer procedures for route passengers.	
15	Safety rules to prevent the spread of coronavirus disease (COVID-19) in long-term care establishments	<p>This appendix presents the rules in four sections, namely:</p> <ol style="list-style-type: none"> 1. General organizational rules of work. The section sets out 14 rules regarding the development of an infection control program, the appointment of a person responsible for measures to prevent the spread of coronavirus (COVID-19), the organization of trainings for employees, as well as employees with a high risk of coronavirus, providing hand washing opportunities, posting MSM masks, awareness and reminder posters. The rules presented in this section refer to the provision of protective equipment for employees, caregivers, disinfection of medical items, waste disposal mechanisms, protection of social / physical distance, ban on visitors, and the implementation of a number of orders of the RA Minister of Health. 2. Rules for staff - The section sets out 9 rules that relate to the organization of shift work, the testing of employees and thermometry, the requirement to wear a mask, the provision of psychological support to staff, providing accurate information about the situation. 3. Rules for caregivers - There are 14 rules for caregivers, which mainly relate to health assessment, temperature measurement process, actions taken in case of suspected or diagnosed disease, cleaning and disinfection of medical equipment, restrictions on movement and psychological support. 4. Area Disinfection Rules - This section presents the rules that define the area disinfection processes and periodicities, as well as the linen washing methods. 	This appendix also stipulates that employers are fully responsible for ensuring healthy and safe working conditions.
16	To prevent the spread of COVID-19 in other kind of economic activities which are not regulated by annex.N 2-13 of general rules of work safety.	The appendix sets out 16 rules regarding protective equipment and tap water availability, masks wearing demand, temperature measurement processes and area disinfection, employees at high risk of developing severe coronavirus disease, maintaining the social distance, availability of locker rooms, business trips within the country and abroad restrictions, as well remote work opportunities and awareness processes.	This appendix also stipulates that employers are fully responsible for ensuring healthy and safe working conditions.
17	Safety rules to prevent the spread of coronavirus disease (COVID-19) during memorial service	The appendix sets out 12 rules, which mainly refer to the presence of representatives of the police and local self-government body during the ceremonies (memorial service and funeral ceremony), the reporting of registered deaths, the implementation of measures to prevent crowds, the protection of social distance, and the prohibition of certain activities - close	This appendix defines the basic rules to be followed during the organization of memorial service and funeral ceremonies.

	and funeral ceremonies.	<p>contact, hugs, touching the body of the deceased, etc.).</p> <p>The rules define the process of appointing the person in charge of the ceremony, the scope of the latter's activities (proper control over the observance of general sanitary-epidemiological safety rules in the area, hygienic norms, availability of relevant materials and facilities, keeping records, notification).</p> <p>The other rules defined in the appendix refer to the presence of containers with disinfectants, napkins, closed bins at the place intended for the ceremony, as well as the requirements for hand washing, ventilation and disinfection, as well as the procedures for organizing the funeral (rules defined by appendix N 7 and N 14 of this decision).</p>	
18	Create a leaflet about safety rules for preventing the spread of coronavirus (COVID-19)	<p>The leaflet consists of 7 main points, each of which is explained in detail. The awareness points are:</p> <ol style="list-style-type: none"> 1. What is a coronavirus? 2. What are the symptoms? 3. How does the virus spread? 4. How long can a person be contagious to others? 5. Who is at high risk for developing a serious illness? 6. Actions to avoid coronavirus infection. 7. Necessary actions if the employee has symptoms of coronavirus disease. 	This appendix sets out a safety information leaflet to prevent the spread of coronavirus disease (COVID-19).
19	Create a record book of staff thermometry and health examination results	<p>The main columns to be filled in the "Personnel Thermometry and Health Screening Record Book" (DZ-1) defined in the Appendix contain the following information: employee name / surname, position / department, thermometry time and results, examination results and measures taken.</p> <p>The main columns to be filled in the "Disinfection Registry" (Form-2) defined in the Appendix contain the following information: date, surface of disinfected area, name of disinfectant and percentage of the main ingredient, disinfection and wet cleaning hours, shelf life of the disinfectant, the disinfectant worker's signature:</p>	This appendix defines the scales of the records of the staff's thermometry, health examination results, disinfection process (FORM 1 and FORM 2).

CHAPTER III.

Inclusiveness of implemented policies and cooperation with the stakeholders

Social partnership in the field of labor is a system of relations, the parties of which are the employees (their representatives), the employers (their representatives) and in the cases defined by the legislation, the representatives of the Government of the Republic of Armenia. The Labor Code of the Republic of Armenia defines the principles, levels and forms of social partnership, as well as the provisions on the collective agreement.

The social partnership system includes republican, sectoral, territorial and organization levels. The Labor Code of the Republic of Armenia stipulates that the republican level of social partnership defines the principles of normalization of labor relations in the Republic of Armenia; the parties to the partnership: the Government of the Republic of Armenia, the Confederation of Trade Unions of Armenia and the Republican Union of Employers of Armenia.

It is necessary to note that in Armenia as of August 1, 2020 the Republican Collective Agreement has not been signed, the proposals of the parties are still being discussed, despite the fact that in 2019 at the sitting of the Republican Tripartite Commission held on December 19, 2012, a decision was made to approve the draft Republican Collective Agreement (the amended version in accordance with the agreed proposals discussed at the sitting of 19.12.2020).

The last Republican collective agreement (hereinafter referred to as the Agreement) was concluded on August 1, 2015 for three years and was extended for another one year in December 12, 2018 by the agreement concluded between the Government of the Republic of Armenia, the Confederation of Trade Unions of Armenia and Republican Union of Employers of Armenia on December 12, 2006.

It is noteworthy that the International Labor Organization (ILO) and social partners in Armenia have jointly developed the National Decent Work Program (NDWP), which sets out the priorities, main results and implementation strategies of the ILO and the Republic of Armenia for 2019-2023. The NDWP has three main priorities and for each of them appropriate strategies, key direct results, indicators are envisaged. The main priorities enshrined in the NDWP are:

1. Improving the mechanisms regulating labor relations.
2. Improving employment policy, expanding the employment capacity of both women and men.
3. Strengthening social dialogue and collective bargaining at all levels.

According to the labor legislation of the Republic of Armenia and provisions of the Agreement the social partners hold joint consultations and exchanged information, as well discussed draft legislative documents, submitted proposals and remarks.

Cooperation by the social partners continues within the framework of legislative changes to prevent the spread of the epidemic and mitigate the consequences, for example, the social partners discussed the draft law "On Amendments to the RA Labor Code" (adopted by the RA National Assembly on April 29, 2020) and the Ministry of Labor and Social Affairs) and submitted their proposals and observations on the project.

At the same time, it should be noted that the programs of neutralization of social and economic consequences of the coronavirus during the state of emergency adopted by the Government of the Republic of Armenia have not been discussed with social partners, as well as the Commandment decision No. 63 on Temporary Restrictions Applied to the Whole Territory of the Republic of Armenia, adopted on May 3, 2006, which approved 19 Annexes on Security Rules. This has had an impact on both advocacy and security and prevention programs, as they contain a number of

provisions (target group selection, unreasonable restrictions, unclear criteria, etc.) which might not exist if they were discussed with the social partners.

One of the important circumstances regarding the social partnership is that in 2013 the Republican Union of Employers of Armenia and the Confederation of Trade Unions of Armenia signed a Partnership Agreement. In the agreement, the parties enshrined their joint actions in the normalization of social-labour and related to them economic relations, the directions of their implementation, as well as they promote sustainable social and labor development in Armenia, within the framework of joint discussion they develop a package of normative legal acts and then submit it to the competent state body.

CHAPTER IV.

International experience of neutralizing of coronavirus economic and social consequences

INTERNATIONAL EXPERIENCE

Due to the spread of coronavirus (COVID-19), almost the entire world economy is in a difficult situation today, as many organizations / enterprises have closed or are closing down, and certain sectors of the economy are completely closed. In this context the unemployment rate has risen sharply in some countries, which first of all has a negative impact on people's living standards. On the other hand, there is a great need to develop and introduce special safety rules to prevent the spread of coronavirus in organizations, which will allow not to restrict the activities of organizations and enterprises in a number of sectors of the economy.

In order to neutralize and prevent the social-economic consequences of the epidemic, the governments of the states have developed, implemented various assistance (economic, social) and prevention programs (safety rules, restrictions, guidelines, etc.), and international organizations provide their support to the countries in their fight against the epidemic (material, methodological, etc.). In the framework of the study of the international experience of neutralization of the social-economic consequences of the epidemic the experience of the ILO, the Republic of Georgia, the Italian Republic and the Russian Federation are presented.

INTERNATIONAL LABOR ORGANIZATION (ILO)

It is noteworthy that the ILO, showing its commitment to its mandate (promotion of the principles of social justice and internationally recognized human rights and labor rights), has taken a number of measures in parallel with the spread of the epidemic, including developing methodological manuals, guidelines and research, as well as implemented various programs.⁵ The official website of the ILO contains the policies⁶ adopted by the governments of different countries to prevent the epidemic and the actions taken within them.

It should be noted that the policies implemented by States to reduce the impact of COVID-19 are presented in four key components of the ILO-defined action. In particular:

⁵ <https://www.ilo.org/global/topics/coronavirus/projects/lang--en/index.htm>

⁶ <https://www.ilo.org/global/topics/coronavirus/country-responses/lang--en/index.htm>

Component 1. Economy and job promotion	<ul style="list-style-type: none"> 1) Active fiscal policy 2) Mild monetary policy 3) Lending and Financial support to specific sectors, including the health sector
Component 2. Support for enterprise, employment and income	<ul style="list-style-type: none"> 1) Expand social protection for everybody 2) Implement employment protection measures 3) Provide financial / tax and other assistance to enterprises
Component 3. Workplace protection	<ul style="list-style-type: none"> 1) Strengthen labor protection measures 2) Adjust working conditions (for example, distance work) 3) Prevent discrimination and isolation 4) Ensure access to health for everybody 5) Expand access to paid leave
Component 4. Establish a social dialogue between government, employees and employers to find solutions	<ul style="list-style-type: none"> 1) Strengthen the capacity and opportunities of employers and employees organizations. 2) Strengthen the capacity of governments 3) Strengthen the institution of social dialogue, collective bargaining and labor relations

The ILO has developed and published a number of documents on COVID-19 on occupational safety and health, including standards,⁷ which set out the main provisions of international labor standards applicable to the outbreak of COVID-19.

The above standards are presented in six chapters, each of which, in separate sections, addresses international standards applicable to a specific situation (provisions of ILO conventions and recommendations), as well as clear procedures for action that provide a sound basis for government policy-making. Below are the 6 chapters of the standards.

1. What does international labor standards say about anti-crisis measures?
2. Prevent job loss and maintain income levels
3. Occupational safety
4. Prevention of discrimination - protection from it, as well as protection of privacy
5. Temporary disability leave and special working regimes
6. Flexibility of international labor standards during emergencies

⁷ https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_741046.pdf

The Republic of Georgia

On March 18, 2020, the Government of Georgia presented a general program to neutralize the negative effects of the epidemic on the economy and on April 24, 2020 an anti-crisis program was presented, which aims to overcome the economic and social problems caused by the epidemic. The presented programs approved a number of economic and social assistance measures.

By order of the Minister of Health, general recommendations (rules) for occupational safety and health were approved, according to which each employer should develop an action plan for infectious diseases, where, taking into account the specifics of the workplace, the activities of employees should be defined and workers with coronavirus symptoms should be immediately isolated. The general rules also stipulate that employers are obliged to provide employees with personal protective equipment while performing their duties.

The rules stipulate that employees are required to follow the rules of hygiene in the workplace, to disinfect their workplaces and the equipment they use, just as employees are obliged to maintain a social distance of 2 meters.

The general recommendations stipulate that employers should develop a flexible work schedule, inform employees about it, and develop flexible rules for sick leave in accordance with state health guidelines.

It should be noted that in order to prevent COVID-19 in the workplace, the Department of checking of working conditions has also published a separate package of recommendations for certain areas.

The Republic of Italy

In parallel with the spread of COVID-19 virus the Government of the Italian Republic has adopted the "Protect Health, Support the Economy, Maintain Employment Levels and Income" program, which aims to protect citizens' health, support businesses, and retain employment levels and incomes. The measures envisaged by the program are aimed at strengthening the Italian healthcare system, supporting organizations, enterprises, employees, families.

In line with the requirements of the International Health Organization, the Italian government has developed and implemented improved occupational safety and health measures, which provide for employers to work remotely if possible, for which simplified procedures have been introduced. The measures stipulate that tenders in the public sector will also be conducted through simplified procedures, and medical equipment - companies producing personal protective equipment - will be subsidized by the state, as well as regional authorities will provide appropriate funds to enterprises to purchase equipment.

The measures set out the procedures for terminating the activities of organizations that do not meet the new standards, as well as for the elimination of discrimination and social isolation, within which a specific period is set, during which dismissals are prohibited.

Russian Federation

The Government of the Russian Federation has established a number of economic and social assistance programs to eliminate the effects of COVID-19 infection, as well as developed proposals and action packages for social partners, employees and employers to prevent the spread of the infection.

In the context of preventing the spread of coronavirus infection in the Russian Federation, the tripartite commission regulating social-labour relations adopted a declaration, developed recommendations on the actions of social partners, employees and employers.

The recommendations refer to the definition of work schedules, work organization issues, protection of workers' rights on non-working days, as well as the use of flexible forms of employment, ensuring healthy and safe working conditions.

Comparison with the best international practices

Having studied the international experience we can conclude that the RA Government did not follow the procedures of social dialogue in accordance with ILO standards, did not take into account some provisions of ILO conventions, regardless of whether Armenia ratified or did not ratify the ILO Convention (for example, ILO "Employment Assistance - Unemployment Protection No. 168" (etc.).

Comparing the programs implemented by the Republic of Georgia and by the Republic of Armenia, we can see that first of all the difference is that in Georgia employers themselves develop action plans to fight infectious diseases based on the specifics of their activities and on the general rules for occupational safety and health employers themselves. In the Republic of Armenia the general rules for branches of the economy and types of activities have been established by the decision of the RA Commandment. The comparison showed that some of the criteria set by the rules (for example, social distance - 2 m in Georgia, and 1.5 m in Armenia - etc.) differ, as do support programs.

Comparing the programs implemented by the Republic of Italy and the Republic of Armenia, we can see that the Italian government was guided by the requirements of international standards when developing occupational safety and health measures, and in the RA in some cases while developing programs the requirements of the RA laws were not observed (eg. children aged 0-14 are included in the actions, though, according to Article 1 of the RA Law on the Rights of the Child, anyone under the age of 18 is considered a child (etc.).

Comparing the programs implemented by the Russian Federation with the programs implemented by the Republic of Armenia, we can see that the Russian Federation is guided by ILO standards (for example, the Declaration of Rules was adopted by the Tripartite Commission for Regulation of Social and Labor Relations) while Armenia in some cases is not, as well the programs and restrictions differ.

CHAPTER V.

Final provisions, recommendations

FINAL PROVISIONS:

The analysis of the research results allows to reach the following conclusions.

1. The Government of the Republic of Armenia in 2020 according to the decision N 298-N of March 16, 2012 the state of emergency declared in the republic for one month was extended five times until September 11. All decisions of the Government of the Republic of Armenia on declaring a state of emergency and extending the state of emergency were approved by the National Assembly of the Republic of Armenia.

2. The Government of the Republic of Armenia in 2020 by the decision N 354-L of March 26, 2006 approved the comprehensive program of measures to counteract the economic consequences of the coronavirus, and later also approved the size of financial resources. The Government of the Republic of Armenia has allocated 150 billion drams for the implementation of the socio-economic assistance package for the following main directions:

1) 25 billion drams - enterprise support programs aimed at solving current liquidity problems;

2) 25 billion drams - social assistance programs;

3) 80 billion drams - long-term economic development programs aimed at solving the problem of expanding private investment;

4) 20 billion drams - for the necessary redistribution of the reserve funds.

3. A number of normative legal documents were adopted during the state of emergency, including the Law on Making Amendments to the Labor Code of the Republic of Armenia, the Law on the Legal Regime of the State of Emergency, as well as the decisions of the Government of the Republic of Armenia and the RA Commandment.

4. Law No. ՀՕ-236-Ն "On Making Amendments to the RA Labor Code" was adopted by the RA National Assembly on 29.04.2020. and entered into force on the day following its official publication 08.05.2020, at the same time it should be noted that retroactive force has been established for a separate article of the law, and other validity periods have been set for some articles. In particular:

1) Article 1 of the Law stipulates that it enters into force on the day following its official publication and is valid until July 1, 2021. Certain questions arise from the point of view of the implementation of the article, as there is a chronological inconsistency of the amendments to the Law and in the charter of the inspection body, in particular, the control functions are provided by the Law on 08.05.2020, and in the charter of the inspection body on 03.07.2020.

2) Paragraph 1 of Article 6 of the Law entered into force on the day following its official publication (May 8, 2020) and shall apply to relations arising after March 16, 2020. By defining the retroactive period, it became possible to pay the employee a salary (up to 100%) from the day when the state of the legal regime of emergency is established during downtown for the non-employee's fault which cannot be less than at least two thirds of the employee's average hourly salary.

3) The other articles of the law entered into force on the day following their official publication (08.05.2020) while the legal regime of the state of emergency was established 56 days before (16.03.2020). For almost two months many employers and employees could not be guided by the new regulations of the labor legislation due to the non-retroactivity of the articles, as a result of which jobs were closed, people became unemployed, losing even the hope of getting a job back.

5. Other amendments and additions made to the Labour Code of the Republic of Armenia refer to single cases of temporary change of significant working conditions, temporary fulfillment of remote work responsibilities, special cases of payment during the idle time not by employee's fault, as well as prohibition of termination of employment contract on the initiative of the employer, duration of overtime work and violations of labor discipline.

6. Under the state of emergency, the Government of the Republic of Armenia has adopted programs for the neutralization of social and economic consequences and the procedures for their implementation. As a result of the study of the programs, certain observations were made, in particular:

1) The programs are mainly of a one-off nature while the state of emergency is extended for the fifth time.

2) There are strict limits on the time to be included in the programs (for example, March 13-25, March 13-30, 3 working days, etc.).

3) Unjustified lowering of the age limit of a child to 0-14 while according to Article 1 of the RA Law on the Rights of the Child, anyone under the age of 18 is considered a child.

4) Some sectors of the economy (financial, insurance, etc.) were left out of the programs.

5) There are many other limitations in the programs, due to which the number of beneficiaries of the events has been significantly reduced.

6) The amount of financial support provided by some programs is not sufficient; they do not correspond to the goals of the programs, moreover, in many cases they are lower than the cost of even the minimum consumer basket.

7. The RA Commandant Decision No. 63 May 3, 2020 on Temporary Restrictions Applied to the Whole Territory of the Republic of Armenia of May 3 19 appendices were adopted to the safety rules and it has been established that wearing a mask is mandatory in all open public areas outside the place of residence (there are some exceptions for children with certain chronic diseases).

8. The above-mentioned decision of the RA Commandant order charge the various state governing bodies with assignment to ensure the monitoring and control over the observance of the established rules.

9. As a result of the study of safety rules, certain observations were made, in particular:

1) In certain sectors of the restricted economy it is allowed to operate remotely, online or by delivery, but it should be noted that in the predominant sectors of the restricted sectors it is not possible to provide services remotely and therefore the latter have to cease their activities.

2) It is stipulated that the responsibilities of ensuring healthy and safe working conditions are mainly borne by employers, companies, directors of institutions, in some cases, the heads of relevant local self-government bodies, therefore, the latter must ensure compliance with all required rules, and the state implements control over their implementation, and in case of registered violations applies the penalty measures envisaged by the RA legislation.

3) It is forbidden to enter any area without masks, which causes certain (financial, health, etc.) difficulties for the citizens.

4) Certain criteria have been set for some rules, which contain criteria (crowded place, appropriate time, small number, sufficient number, dense accumulations, etc.) that are not measurable or need clarification.

5) There are provisions in the rules (for example, a separate room is provided for having meals, etc.), which in many cases cannot be provided, and the rules do not provide alternative regulations.

10. In the Republic of Armenia the Republican Collective Agreement was not signed as of August 1, 2020 and the proposals of the parties are still being discussed, despite the fact that in 2019 at the sitting of the Republican Tripartite Commission held on December 19, 2012, a decision was made to approve the draft Republican Collective Agreement (the amended version in accordance with the agreed proposals discussed at the sitting of 19.12.2020).

11. The Republican Collective Agreement was last signed on August 1, 2015 for a period of three years and was extended for one year in 2018 by the Agreement signed between the Government of the Republic of Armenia, the Confederation of Trade Unions of Armenia and the Republican Union of Employers of Armenia on December 12, 2018.

12. The ILO and social partners in Armenia have jointly developed the National Decent Work Program, which sets out the priorities, main results and the strategies of the cooperation between ILO and the RA for 2019-2023. The program sets out three key priorities and for each of them appropriate strategy, key direct outcomes and indicators are set. The priorities set out in the program provide a basis for stating that the establishment of the institution of social partnership is very important in the Republic of Armenia, therefore, continuous steps are taken in that direction.

13. The social partners discussed the RA draft law "On Making Amendments to the RA Labor Code", submitted their proposals and remarks to the RA Ministry of Labour and Social Issues.

14. The following were not discussed with the social partners:

1) programs for neutralization of social and economic consequences of the coronavirus adopted by the Government of the Republic of Armenia during the state of emergency;

2) By the RA Commandment Decision No. 63 on Temporary Restrictions Applied to the Whole Territory of the Republic of Armenia, adopted on May 3, 2020, which approved 19 Annexes on Security Rules.

This has had an impact on both advocacy and security and prevention arrangements, as they contain a number of provisions (target group selection, unreasonable restrictions, unclear criteria, etc.) to be discussed with social partners and they might not be if they were discussed.

15. The RA Government and the RA Commandment decisions did not follow the procedures for conducting social dialogue in accordance with ILO standards during the decision-making process and some provisions of the ILO Conventions were not taken into account, regardless of whether RA ratified or did not ratify the ILO Convention (eg., ILO Employment Assistance and Unemployment Protection Convention No. 168, ILO Recommendation No. 205 on Employment and Decent Work, Convention No. 122 on Employment Policy ratified by the Republic of Armenia (Article 3), etc.)⁸.

⁸ Article 3 - "In the application of this Convention, representatives of the persons affected by the measures to be taken, and in particular representatives of employers and workers, shall be consulted concerning employment policies, with a view to taking fully into account their experience and views and securing their full cooperation in formulating and enlisting support for such policies

RECOMMENDATIONS:

Based on the above conclusions, some observations were made and recommendations were developed. In particular.

1. It is proposed to clarify the chronological inconsistency of the changes made in the RA Law on Making Amendments to the RA Labor Code No. ՀՕ-236-N in the charter of the inspection body.

2. If possible, to give retroactive effect to all articles of the RA Law "On Making Amendments to the RA Labor Code" No. ՀՕ-236-Ն until the day of declaring the legal regime of the state of emergency (16.03.2020).

3. Pursuant to Article 83 of the Constitution of the Republic of Armenia, it is proposed to restore the provision of unemployment benefits, as well as to bring the labor legislation of the Republic of Armenia in line with the provisions of international agreements ratified by the Republic of Armenia.

4. In the programs of neutralizing the social and economic consequences of the coronavirus adopted by the Government of the Republic of Armenia:

1) review one-time applications; re-implement them during each extension of the legal regime of the state of emergency.

1) Match the defined periods of involvement in the events with the whole period of validity of the legal regime of the state of emergency;

2) Implement programs to neutralize the social and economic consequences of the coronavirus after the expiration of the legal regime of the state of emergency;

3) Replace the age threshold of a child 0-14 years old envisaged in the action with 0-18 years old, as according to Article 1 of the RA Law on the Rights of the Child, anyone under the age of 18 is considered a child;

4) It is expedient to include the sectors of the economy excluded from the programs (financial, insurance, securities trading, investment organizations and funds, etc.) in the support programs as well;

5) It is necessary to remove unreasonable restrictions from the programs, which will allow potential beneficiaries to be involved in support activities;

5. Based on international best practices it is proposed to develop and implement new effective programs for social and economic assistance, as well as for ensuring the safety and health of workers.

6. Security rules adopted the RA Commandment decision No.63 of 3 May, 2020 "On temporary restrictions applied in the whole territory of the Republic of Armenia":

1) It is desirable that the state not only exercise control, but also assist employers in ensuring healthy and safe working conditions;

2) Eliminate the requirement to wear a mask that is not justified from a health point of view (for example, in own cars, in the parks, botanical parks and zoos, historical and cultural places, during pilgrimages, during individual campaigns, excursions, walks);

3) clarify and make ambiguous criteria measurable;

4) for some requirements it is proposed to introduce alternative regulations.

7. It is reasonable to discuss with expedited procedures to sign the Republican Collective Agreement, to approve the action plan ensuring the implementation of the collective agreement.

8. In accordance with the provisions of the RA labor legislation and the Republican Collective Agreement, it is proposed to discuss constantly with the social partners the draft legislative documents regulating the social-economic relations and related to them draft legal documents regulating labour relations.

9. It is recommended to legislate in such a way that all self-isolated working persons can receive temporary disability certificates from medical institutions, as the existing self-isolation mechanisms do not regulate all possible cases (for example, the barracks did not register or registered the contact person late).

10. It is proposed to introduce such a system of compulsory health insurance which will ensure the full implementation of the role assumed by the state in the protection of public health.

11. It is proposed to develop and officially adopt the minimum consumer basket (its composition and structure), which will be the basis for the implementation of various social-economic calculations.

12. It is proposed to bring the charter of the health and labor inspection body in accordance with the requirements of the ILO Convention on Labor Inspection in Industry and Commerce.

No. 81 ratified by the Republic of Armenia.