

PROGRAM – TIMETABLE

2005-2007 USAID ASSISTANCE REQUESTED TO REFORM THE SOCIAL SECTOR IN ARMENIA

N	Activity	Timelines of implementation	Responsible entity	Results
I Reforms in the sphere of development of labour and employment policy				
a/ analysis, study and assesment				
	Analysis and assessment of activities having been undertaken in the sphere of labour and employment within 2000-2004	2005-2010	MLSI Department of labour and employment	Improved access to information for the public
	Seminar to define further steps to be conducted in the labour and employment sphere and the expected results	2005-2010	MLSI Department of labour and employment	Policy of modern labour and employment
	Improvement of labour legislation	2005-2010	MLSI Department of labour and employment	Provision of application of Labour legislation
	Study of the experience of different countries in the sphere of labour and employment	2005-2010	MLSI Department of labour and employment	Increase of effectiveness of regulations
	Study and analysis of present situation of public service wages	2005-2007	MLSI Department of labour and employment	Report on present situation of public service wages
	Presentation of suggestion directed to the improvement of wages of public workers	2005-2007	MLSI Department of labour and employment	Improvement of the wage system of public workers
b/Preparation and presentation of reports on the system of wages and amount of base salary of civil employees				
	Making report on the system of wages and amount of base salary of civil servants, collection of information on system and presentation of suggestions	till the August of each year 2005-2010	MLSI Department of labour and employment	Improvement of the system wages of civil employees
	Insert and conduction of administrative statistic registers on the bases of collected information on salary	2006	MLSI Department of labour and employment	Creation of information data base on the system of wages of civil employees
c/Tariffication of activities and employees				
	Creation of tariff qualification unified (budget sphere) and branch typical (privet sector) network and insert of systems	2005-2010	MLSI Department of labour and employment “Employment service of the RA” agency	Stimulus for the discovery and improvement of abilities and new skills of employees
	Analysis and assessment of the payment system of employees with	2005-2010	MLSI	Improvement of payment system

	part time employment		Department of labour and employment	
d/ Definition of civil works classificatory				
	Description, analysis and study of assessment methods of civil works	2005-2007	MLSI Department of labour and employment	Selection of the most efficient methods for the RA
	Assessment of civil works in the sphere of culture, health, social, sport, education and science	2005-2007	MLSI Department of labour and employment	Grounded distinction of civil works
e/ Development and insert of compulsory insurance system from occupational diseases and accidents in the production in the RA				
	Elaboration of legislation on compulsory insurance from occupational diseases and accidents in production	2005	MLSI Department of labour and employment	Creation of unified database of compulsory insurance from occupational diseases and accidents in the production
	Study and analysis of the present situation of damage remuneration caused by accidents and occupational diseases in the organizations	2005	MLSI Department of labour and employment Labour state inspection	Implementation of actual analysis on the base of present statistic situation of damage remuneration caused by accidents in the production and occupational diseases
	Definition and insert of safetu and health guarantees for working disabled persons	2005-2007	MLSI Department of labour and employment	Provision of protection of rights for working disabled persons
	Creation of vocational training centres for elder people	2005-2007	MLSI Department of labour and employment "Employment service of the RA" agency	Creation of vocational training system for elder people
f/ Development and insert of national qualification reference book in the RA				
	Development and insert of technical regulations of healthy and safe labour conditions	2005-2008	MLSI Division of labour and other departments	Creation of safe work conditions
	Study and analysis of the works requiring initial and periodical medical examination and development of normative acts	2005-2007	MLSI Department of labour and employment	Provision of safe and healthy conditions for employees
	Creation of normative field for not involving pageants and women	2005-2008	MLSI Department of	Protection of maternity

	having up to one year old child in industry with dangerous factors and unhealthy work conditions		labour and employment	
	Study of the legislative field providing the application of the RA law on "Social protection in case of employment and unemployment of the population" and development of corresponding documents	2005-2007	MLSI Department of labour and employment. legal division, "Employment service of the RA" agency	Improved employment policy
	Presentation of changes in the Code of the RA on "Administrative legal infringements" regarding to labour and employment sphere	2005-2007	MLSI Department of labour and employment. legal division	Improved employment policy
	Study of the experience of foreign countries and on the bases of it development of legislation regulating the relations connected with the work permission of foreign citizens and people having citizenship	2005-2007	MLSI Department of labour and employment.	Formation of civil labourmarket
	Insert of work permission system for foreign citizens and people not having citizenship.	2005-2007	MLSI Department of labour and employment, "Employment service of the RA" agency	Formation of civil labourmarket
	Development of employment strategy 2007-2015	2005-2007	MLSI Department of labour and employment,	Implementation of foreseeing employment policy
	Retraining of employees of labour and employment department , labour state inspection and employment agency	2005-2010	MLSI Selected organization	Increase of specialists qualification
	Creation of labour state inspection information centre	2005-2010	MLSI Labour state inspection	Improved management in the RA
	Implementation of researches on carrying out illegal activities	2005-2010	MLSI Department of labour and employment, "Employment service of the RA" agency, Labour state inspection	Provision of economy development
II Reforms in the sphere of implementation of employment strategy				
	Improvement of management Management according to aims and results, Insert of trilevel management	2005-2010	MLSI "RA employment service" agency	Efficient management system and purposeful use of

	system (Central level-Marz centre= regional Centre (territorial)), Improvement of financial management (installation of automated programmes), Development of midterm financial and annual budgetary applications of employment state programmes and analysis and assessment of its actual execution		Department of labour and employment	financial resources
	Increase of employment service role for the employers and unemployeds Development and implementation of advertising and preaching policy, Study of effectiveness of staff activity according to functions, Division of services provided by staff (advisers and mediators)	2005-2010	MLSI “RA employment service” agency Department of labour and employment	Provision of high level public awareness and improved employment service
	Creation of model centres (Marz and 2 centers of Yerevan) Insert of new methods of organisation of works (on the base of acquired experience in the result of international programmes, cooperation with Swedish programme) To anticipate in that centres labour clubs , self service rooms, lecture rooms for the organisation of activities directed to different target groups and meetings with employers	2005-2010	MLSI “RA employment service” agency	Effective organization of labour and improved employment service
	Analysis of labourmarket and improvement of foreseeing methods Comprehensive researches of labourmarket, Periodically to make inquires within the framework of employers (Insert of foreseeing pilot program (Swedish model))	2005-2010	MLSI “RA employment service” agency	Establishment of close relations with employers, provision of high level job placement
	Establishment of organizing mechanisms of extern movement of manpower Creation of legislative field (on the bases of international experience), Creation of information exchange mechanisms on labourmarket with CIS countries, Implementation of programmes with other countries	2005-2010	MLSI “RA employment service” agency Department of labour and employment	Guarantee of balanced labourmarket and efficient use of labour resources
	Overcome existing development differences between the regional centres regarding both to the development of material	2005-2010	MLSI “Employment service of the RA”	Proportional development of employment service and

	<p>conditions (building conditions) and human resources Improvement of labour conditions Technical provision Training of staff</p>		agency	provision of joint level of service provision
	<p>Insert of new active programmes: Poverty reduction strategy programme. Provision of insert of researches and programmes Programmes directed to the creation of work positions (establishment of professionalized enterprises for disabled persons, financial assistance for the creation of job positions and carrying out unemployeds' commercial activity), Programmes directed to the development of human resources, Programmes directed to the vulnerable groups (partial compensation of salary), Analysis and assessment of results of organization of paid public activities</p>	2005-2007	MLSI "Employment service of the RA" agency	Increase of effectiveness of employment programmes and formation of social protection system for vulnerable groups in labourmarket
	<p>Development and insert of employment information policy 1. Improvement of inner communication level: installation of new information technologies, provision of electronic communication (exploitation of "Gorts" system), Study of the experience of different countries in the field of collection, exchange, comparison and provision of information on vacancies and insert of new mechanisms (Development and insert of half-open and open systems parallel with the existing close system), Development of information exchange regulation provision of retrospective communication (Agency-Marz centre-regional centre) , 2. Improvement of external communication level, Creation of employment service webpage, Creation of employment service logo, Creation of printed journals</p>	2005-2007	MLSI "Employment service of the RA" agency Department of labour and employment	Improvement of employment service management: provision of efficient organization of activities, provision of public awareness and service accessibility, provision of project control
	<p>Establishment of training, advisory and labour rehabilitation</p>	2005-2007	MLSI "Employment	Increase of possibilities of

	centre for disabled persons in Gyumri (cooperation with WB) and Yerevan		service of the RA” agency Department of labour and employment	integration of disabled persons to society
	Creation of occupational orientation system Cooperation with educational system Creation and exploitation of Youth occupation orientation centre which is anticipated by WB project (cooperation within the framework of WB project)	2005-2008	MLSI “Employment service of the RA” agency Department of labour and employment	Creation of grounds for the provision of balanced supply and demand in labourmarket
	Improvement of organization of vocational training Development of training projects’ standards, Development of standards for the selection of participant of training, Development of standards for the assessment of training results, Development of standards for selection of service providing organization.	2005-2008	MLSI “Employment service of the RA” agency	Increase of efficiency of vocational training projects, improvement of job placement figures
	Improvement of Monitoring System With the help of comparison of different information bases, Use of monitoring results for the purpose of management improvement and programme clarification of employment	2005-2010	MLSI “Employment service of the RA” agency Department of labour and employment	Increase of effectiveness of employment service activity and provision of intention use of financial resources
	Insert of staff continuous training system in all directions of reforms to be implemented (In cooperation with other international progarmmes) Insert of staff remote training system in the central level	2005-2010	MLSI “Employment service of the RA” agency Department of labour and employment	Provision of unification of employment policy making, improvement of service provision quality