

State Regulation of Employment in RA

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Չբաղվածության պետական կարգավորումը ՀՀ-ում Կիրակոսյան Էրիկա Կ.

ՀՊՏՀ Կառավարման ամբիոնի ասպիրանտ (Երևան, ՀՀ)

Անփոփազիր. Չբաղվածության պետական քաղաքականությունը մշակում է Հայաստանի Հանրապետության կառավարությունը՝ լիազորված պետական կառավարման համակարգի մարմնի միջոցով և իրականացնում ամենամյա ծրագրին համապատասխան՝ համագործակցելով պետական կառավարման համակարգի, տեղական ինքնակառավարման մարմինների, սոցիալական գործընկերների, գործատուների, շահագրգիռ այլ կազմակերպությունների և ձեռնարկատիրական գործունեություն իրականացնող անձանց հետ: Չբաղվածության կարգավորման ամենամյա պետական ծրագրի մշակման և իրականացման ուղենիշային համարվող օրենսդրական հիմքը «Չբաղվածության մասին» Հայաստանի Հանրապետության օրենքն է: Ամենամյա ծրագրի նպատակը բնակչության կայուն և արդյունավետ զբաղվածության ապահովման համար պայմանների ստեղծումն է: Այն ուղղված է աշխատաշուկայի լարվածությունը մեղմելուն, զբաղվածության ակտիվ ծրագրերի միջոցով աշխատաշուկայում անմրցունակ անձանց՝ ըստ առաջնահերթությունների կայուն զբաղվածության ապահովմանը և ինքնազբաղվածության խթանմանը, աշխատանք փնտրողների, հատկապես՝ հաշմանդամություն ունեցող անձանց, երիտասարդների զբաղվածության մակարդակի բարձրացմանը, կայուն զբաղվածություն ապահովող պետական ծրագրերին գործատուների շահագրգիռ ներգրավվածությունը խթանելուն, գործատուների կողմից ներկայացված թափուր աշխատատեղերը որակյալ մասնագետներով համարելուն, ինտեգրված սոցիալական ծառայությունների տրամադրման շրջանակներում աշխատաշուկայում անմրցունակ խմբերի արդյունավետ և կայուն զբաղվածության ապահովմանը: Հոդվածում ներկայացվել է զբաղվածության պետական կարգավորման ծրագրի շրջանակում իրականացվող միջոցառումների համապարփակ վերլուծություն:

Հանգուցաբառեր՝ զբաղվածություն, պետական քաղաքականություն, ակտիվ ծրագրեր, օրենք, շահառու, պետական բյուջե

Государственное регулирование занятости в РА

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Аннотация. Государственная политика занятости разрабатывается Правительством Республики Армения через уполномоченный орган системы государственного управления и реализуется в соответствии с годовым планом в сотрудничестве с системой государственного управления, органами местного самоуправления, социальными партнерами, работодателями, иные заинтересованные организации и лица, осуществляющие предпринимательскую деятельность. Законодательной основой для разработки и реализации ежегодной государственной программы регулирования занятости является Закон Республики Армения «О занятости населения». Цель годовой программы – создание условий для обеспечения стабильной и эффективной занятости населения. Она направлена на снижение напряженности на рынке труда, обеспечение стабильной занятости неконкурентоспособных лиц на рынке труда по приоритетам и поощрение самозанятости через программы активной занятости, повышение уровня занятости лиц, ищущих работу, особенно лиц с ограниченными возможностями, молодежи, содействие заинтересованному участию работодателей в государственных программах, обеспечивающих стабильную занятость, заполнение работодателями представленных вакансий квалифицированными специалистами, обеспечение эффективной и стабильной занятости неконкурентоспособных групп на рынке труда в рамках оказания комплексных социальных услуг. В статье представлен комплексный анализ мероприятий, реализуемых в рамках государственной программы регулирования занятости.

Ключевые слова: занятость, государственная политика, активные программы, закон, бенефициар, государственный бюджет

The history of employment policy in the Republic of Armenia since independence can be divided into several stages.

The years 1992-1996 can be considered the first stage. This phase began in 1992 with the adoption of the Law of the Republic of Armenia

"On Employment of the Population". That law established the legal basis for regulating the employment of the population. These years were characterized by mass layoffs that led to low employment rates. A transition from passive to active social policy was necessary.

The adoption of the new RA law "On Employment of the Population" can be considered the start of the second stage. By the decision of the Government of the Republic of Armenia in 1997, the Republican Service of Labor and Employment was established under the Ministry of Social Security of the Republic of Armenia. Until 1997, the employment policy was mostly aimed at revealing the real level of unemployment, finalizing the employment system, as well as improving the legal framework. After 1997, the reforms in the employment sector were aimed at filling vacancies, creating new jobs, and maintaining existing jobs.

The next stage is the 2006 RA Law "On Social Protection of Population in Case of Employment and Unemployment". was to enter into force on January 1. The requirements to bring the legislation of the social sphere in line with the European standards were taken into account here, as well as the provisions of a number of conventions adopted by the ILO and ratified by the Republic of Armenia. It should be noted that the International Labor Organization adopted a convention on employment policy, to which Armenia joined in 1993. on December 21. Each member ratifying this Convention shall declare and implement an active policy to promote economic growth, eliminate unemployment and ensure full employment. In addition, employers and employees should be involved in the policy discussions of the sector.

On December 11, 2013, the RA National Assembly adopted the RA Law "On Employment" [1]. This law regulates the economic and organizational provisions and legal bases for promoting the employment of the population in the Republic of Armenia. And this law is the guiding basis for the development and implementation of the annual state program of Employment Regulation. It should also be noted that the implementation of the State Employment Policy is funded from the RA state budget, as well as from other sources not prohibited by law.

2014 Since 2010, the payment of unemployment benefits in RA has been stopped in order not to allow money laundering, and the freed funds have been directed to the implementation of active employment programs. Over time, some of the programs begin to be discontinued, new programs are created instead of them due to the situation in the country.

Let's present some of the programs.

"In case of employment of non-competitive persons in the labor market, partial compensation of wages to the employer and provision of monetary assistance for the person accompanying the disabled person"- the aim of the program is to promote the employment of uncompetitive persons in the labor market and ensure stable employment through partial compensation of wages given by the employer to uncompetitive persons. Assistance is provided to those employers who, through the mediation of the regional center, place uncompetitive persons with them in suitable jobs. 2019 It was planned to include 100 people in the program, but 38 people participated in the program, and in 2019. as of December 1, 30 beneficiaries were employed, 16 of them are women, 3 are young people, and 6 are rural residents.

"Providing assistance to the unemployed to gain professional work experience in the acquired profession"- the aim of the program is to help the unemployed entering the labor market for the first time to gain professional work experience in accordance with their professional qualifications, to become more competitive in the labor market and to support suitable job placement. 2019 instead of the 600 planned in the program, 398 unemployed people underwent work practice, and as of December 1, 369 beneficiaries were employed within the framework of this program. 340 of them are women, 340 are young, 3 are disabled, and 110 are rural residents.

"Provision of one-time compensation to the employer in case of employment of uncompetitive persons in the labor market"- the aim of the program is to ensure stable employment by providing opportunities to acquire work skills and abilities of people who are uncompetitive in the labor market, as well as by providing support for workplace adaptation, to ensure stable employment of people with disabilities.

2019 instead of the planned 1175, 770 participated. As a result of the project, as of December 1, 713 beneficiaries were employed. 591 of them are women, 12 are disabled, 259 are young, 168 are rural residents. [2]

Inaccessibility of buildings and means of transport hinders employment of persons with disabilities.

"Seasonal employment support"- the purpose of the program is to alleviate the social tension of the population of the most vulnerable and poor villages of the republic by providing seasonal employment and to increase the productivity of work, to support the agricultural farms. Beneficiaries of the program are the unemployed registered in the regional employment centers of the Ministry of ASR, it is

implemented in mountain or highland or border rural settlements.

The cost of one project cannot be lower than AMD 50,000 and exceed AMD 300,000.

The land user included in the program is paid AMD 4,000 for each person/day of work volume. Within the framework of the project, 5,000 drams are given to the land user for 1 hour of work with agricultural equipment.

The duration of the seasonal employment program is up to 6 months. In 2019, it was planned to implement 2400 projects. As of December 1, 2019, 1514 beneficiaries were included in the program, of which 515 are women, 22 are young, and 135 are disabled.

As of December 1, 2022, 1178 beneficiaries were included in this program. 180,681.5 thousand AMD was transferred from the state budget for the implementation of this project in 2022, [3] and as of May 1, 2023, 552 beneficiaries were included in the program. In 2023, 580,401.47 thousand AMD was planned for this project. [4]

As of December 1, 2022, the following data are available regarding the implementation of the programs: [5]

315 beneficiaries were included in the framework of the program "Providing support to gain work experience for unemployed citizens of the Artsakh Republic who were displaced as a result of the war unleashed by Azerbaijan on September 27, 2020 and are actually in the Republic of Armenia." The duration of the program is three months. Within the framework of the program, the beneficiary is paid a monthly salary in the amount of 100,000 drams, and the employer is compensated for the income tax calculated from the beneficiary's salary, the stamp duty and, in cases defined by law, the social contribution.

70 beneficiaries (Gegharkunik, Kotayk, Vayots Dzor and Syunik marzes) were included in the implementation of the "Strengthening the resilience of border communities" project.

The Ministry of Labor and Social Affairs of the Republic of Armenia, with the support of the Embassy of the Arab Emirates in Armenia, "Zayed" Charitable and Humanitarian Foundation, in

cooperation with the Information Technology Center of Gyumri, implemented the "Economic Empowerment of Women in the High Productivity Sector" employment promotion program, where 26 regional centers of Shirak Marz were included beneficiary.

In 2022, 4 beneficiaries were included in the "Ensuring Employment of the Unemployed" program, and as of May 1, 2023, 34 beneficiaries [6]. The goal of the program is to increase the employment opportunities of the unemployed and contribute to overcoming the poverty of his family. Within the framework of the program, a one-time compensation is paid to the employer in the amount of 250,000 drams in the amount of 250,000 drams upon placement of each unemployed person registered in the regional center and who has been unemployed for the past three consecutive months, aged over 35 [7].

Although active programs are being implemented, the level of unemployment in the Republic of Armenia continues to be quite high.

Thus, the increase in the effectiveness of unemployment and employment management is due to the improvement of the levers and mechanisms of the state administration of many sectors and fields, as well as the improvement of the legislative framework. Therefore, it is necessary to consider in more detail the measures and directions of activity under the authority of the state, which will serve to solve the proposed problem.

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