

MINIMAL ADVANCEMENT – EFFORTS MADE BUT CONTINUED LAW THAT DELAYED ADVANCEMENT

In 2020, Armenia made minimal advancement in efforts to eliminate the worst forms of child labor. Beginning in April 2020, the Health and Labor Inspection Body took on some inspection responsibilities in response to the COVID-19 pandemic, including enforcing quarantine provisions and ensuring worker safety and health. The government's National Action Plan Against Trafficking in Persons also went into effect in June, and implementation in several areas began immediately. In addition, the government adopted a new referral mechanism to provide assistance to minor victims of trafficking in persons. However, despite new initiatives to address child labor, Armenia is receiving an assessment of minimal advancement because it continued to implement a regression in law that delayed advancement in eliminating the worst forms of child labor. Although some labor inspections resumed in 2020, labor inspectors still lack the authority to conduct unannounced inspections. Children in Armenia are subjected to the worst forms of child labor, including in commercial sexual exploitation, sometimes as a result of human trafficking. Children also engage in child labor in agriculture, and no government programs exist to aid them.



I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Children in Armenia are subjected to the worst forms of child labor, including in commercial sexual exploitation, sometimes as a result of human trafficking. (1-3) Children also engage in child labor in agriculture. (2,4,5) Table 1 provides key indicators on children's work and education in Armenia.

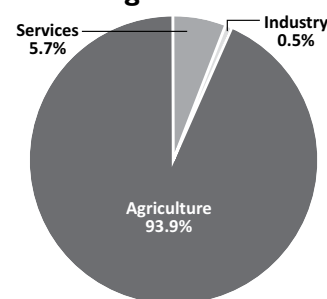
Table 1. Statistics on Children's Work and Education

Children	Age	Percent
Working (% and population)	5 to 14	7.0 (24,602)
Attending School (%)	5 to 14	95.4
Combining Work and School (%)	7 to 14	8.6
Primary Completion Rate (%)		93.1

Source for primary completion rate: Data from 2019 published by UNESCO Institute for Statistics, 2021. (6)

Source for all other data: International Labor Organization's analysis of statistics from National Child Labor Survey (SIMPOC), 2015. (7)

Figure 1. Working Children by Sector, Ages 5-14



Based on a review of available information, Table 2 provides an overview of children's work by sector and activity.

Table 2. Overview of Children's Work by Sector and Activity

Sector/Industry	Activity
Agriculture	Farming, including planting and harvesting potatoes (8,9)
	Raising livestock, including cattle breeding, cattle herding, and sheepherding (4)
Industry	Construction, activities unknown (4,9)
Services	Vehicle maintenance (4,9)
	Selling food (1,4)
	Street work, including vending, gathering scrap metal, selling flowers, and begging (9)
	Working in shops (4)

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Table 2. Overview of Children’s Work by Sector and Activity (Cont.)

Sector/Industry	Activity
Categorical Worst Forms of Child Labor‡	Commercial sexual exploitation, sometimes as a result of human trafficking (2,3,10)
	Forced begging, sometimes as a result of human trafficking (1,10)

‡ Child labor understood as the worst forms of child labor *per se* under Article 3(a)–(c) of ILO C. 182.

The Government of Armenia does not routinely collect or maintain official data on child labor. (11) Reports indicate that significant numbers of children, including some below the age of 14, leave school to work in the informal sectors in agriculture and construction, and increasing numbers of children are engaged in begging. (5,12) In February 2021, the government adopted procedures for identifying children who have dropped out of compulsory education, and created an institutional response mechanism to prevent child trafficking and child labor, as children outside of the education system are a high-risk population for exploitation. (13) However, there is no enforcement of the mandatory school attendance requirement, nor are there programs to identify, assess, and address the reasons for truancy or dropping out. (14)

Although Article 38 of the Constitution of Armenia and Article 6 of the Law of the Republic of Armenia on Education guarantee free universal education, children from ethnic minority and low-income families continue to have reduced access to education. (15-17) Children of families who travel for seasonal labor and work on farms in remote rural areas are also less likely to be enrolled in school and are vulnerable to the worst forms of child labor, including forced child labor in agriculture. (18) Reports also indicate that in rural areas, families may keep girls out of school because of cultural expectations or concerns about severe gender imbalance in classrooms. (5,19)







The Law on Education requires all schools to be inclusive for children with disabilities by 2025, and the 2017–2021 National Strategy for Child Rights Protection includes priority actions to ensure equitable and inclusive education. (17,20,21) However, NGOs report that children with disabilities still face difficulty accessing mainstream education due to inaccessible school buildings and a lack of special education teachers and other specialists, especially for students with mental disabilities. (21,22)

The government has reduced institutionalization of children in recent years; however, nearly 2,400 children remain in government boarding schools, orphanages, and special education institutions. (23,24) These children are more likely to experience physical and psychological violence and are at a higher risk of becoming victims of human trafficking. (10,23) Children living in these institutions are reportedly also vulnerable to exploitation in child labor, including labor within the institutions. (25,26)

II. LEGAL FRAMEWORK FOR CHILD LABOR

Armenia has ratified all key international conventions concerning child labor (Table 3).

Table 3. Ratification of International Conventions on Child Labor

Convention	Ratification
 ILO C. 138, Minimum Age	✓
 ILO C. 182, Worst Forms of Child Labor	✓
 UN CRC	✓
 UN CRC Optional Protocol on Armed Conflict	✓
 UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography	✓
 Palermo Protocol on Trafficking in Persons	✓

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The government has established laws and regulations related to child labor (Table 4). However, gaps exist in Armenia's legal framework to adequately protect children from the worst forms of child labor, including a lack of definitions for forced labor and light work.

Table 4. Laws and Regulations on Child Labor

Standard	Meets International Standards	Age	Legislation
Minimum Age for Work	No	16	Articles 15 and 17 of the Labor Code; Article 57 of the Constitution; Article 41.6 of the Administrative Violations Code (15,27,28)
Minimum Age for Hazardous Work	Yes	18	Article 257 of the Labor Code (27)
Identification of Hazardous Occupations or Activities Prohibited for Children	Yes		Decree on Approval of the List of Occupations and Work That Are Likely to be Heavy and Hazardous for Persons Under the Age of 18 Years, Pregnant Women, and Women Taking Care of a Child Under the Age of 1 Year; Articles 140, 148–149, 153, 155, 209, 249, and 257 of the Labor Code (27,29)
Prohibition of Forced Labor	Yes		Article 57 of the Constitution; Article 3 of the Labor Code; Article 132 of the Criminal Code (15,27,30)
Prohibition of Child Trafficking	Yes		Article 132 of the Criminal Code (30)
Prohibition of Commercial Sexual Exploitation of Children	No		Articles 132, 166, and 261–263 of the Criminal Code (30)
Prohibition of Using Children in Illicit Activities	Yes		Articles 63, 165, and 166 of the Criminal Code (30)
Minimum Age for Voluntary State Military Recruitment	Yes	16‡	Law on Military Service and Status of the Military Servant; Article 11 of the Law on Conscription; Government Decree No. 525-N of April 26, 2012 (31-33)
Prohibition of Compulsory Recruitment of Children by (State) Military	Yes		Article 11 of the Law on Conscription (32)
Prohibition of Military Recruitment by Non-state Armed Groups	No		Article 29 of the Law on the Rights of the Child; Articles 165 and 224 of the Criminal Code (30,34)
Compulsory Education Age	Yes	19	Article 18 of the Law on Education (17)
Free Public Education	Yes		Article 38 of the Constitution; Article 6 of the Law on Education (15,17)

‡ Age calculated based on available information (33)

In 2020, the Ministry of Labor and Social Affairs (MLSA) submitted for approval a concept paper to revise the Labor Code to define “forced labor.” However, the changes were not approved during the reporting period. (1,35) In addition, the labor inspectorate received preliminary approval for a legislative change that would allow unannounced inspections. (35) In September, Armenia finalized the ratification of the Council of Europe Convention on Protection of Children against Sexual Exploitation and Sexual Abuse, which requires criminalization of all forms of sexual offences against children. (1)

The Labor Code allows children ages 14 and 15 to work restricted hours with the permission of a parent or guardian, but does not identify specific activities that constitute light work. (27) In addition, the Constitution, Criminal Code, and Labor Code prohibit forced labor, but enforcement of this prohibition may be hindered by the failure of Armenian law to define “forced labor.” (15,27,30,36)

The minimum age law does not meet international standards because labor legislation does not apply to children working in the informal sector, including those who are self-employed. (27,28) In addition, the laws criminalizing commercial sexual exploitation of children are insufficient because they do not explicitly criminalize the users (clients) of commercial sex involving children. (30,37)

III. ENFORCEMENT OF LAWS ON CHILD LABOR

The government has established institutional mechanisms for the enforcement of laws and regulations on child labor (Table 5). However, gaps exist within the authority of enforcement agencies that may hinder adequate enforcement of their child labor laws.

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Table 5. Agencies Responsible for Child Labor Law Enforcement

Organization/Agency	Role
Ministry of Labor and Social Affairs (MLSA)	Oversees child welfare issues and pursues enforcement of labor laws. Works to identify vulnerable populations, such as laborers in animal husbandry, children who are outside of the education system, and those attending schools for students with disabilities and behavioral issues. (35)
Health and Labor Inspection Body (HLIB)	Enforces labor laws in areas related to sanitary-epidemiological safety, health care and services, and pharmaceuticals. Responds to labor complaints through administrative proceedings. (1,9,38) Publishes an annual report on activities undertaken the previous year and plans for the upcoming year. (1,39) Operates a complaint hotline and online platform to which individuals can submit complaints. (1)
General Department of Criminal Police	Enforce laws against the worst forms of child labor and refer identified crimes to the Investigative Committee for further investigation. (1,40) Enforce anti-human trafficking laws and conduct preliminary investigations of alleged trafficking in persons cases. Every regional police unit throughout the country has a designated officer whose portfolio includes human trafficking. (40) All cases suspected to be human trafficking are referred to the anti-trafficking unit within the National Police's Department to Fight against Crimes against Human Beings and Property. (40,41) Through the Department on Defending the Rights of Minors and Combating Domestic Violence Within the Police, identifies and conducts preliminary investigation of crimes in which children are victims or perpetrators. (42) Operates a hotline to receive complaints related to human trafficking and migration issues. (40,43,44)
Department for the Investigation of Trafficking in Persons, Crimes against the Sexual Inviolability of Minors and Illegal Drug Trafficking Crimes within the Investigative Committee	Conducts in-depth investigations of all cases of human trafficking and the commercial sexual exploitation of children referred to the Investigative Committee by the police. (40,41)

As part of a broader inspection reform agenda, Armenia's labor inspectorate was abolished in 2013, and the responsibility for conducting labor inspections was transferred to the new State Health Inspectorate, created the same year. (45) In 2014, legislative changes repealed Article 34 of the Labor Code, which had previously established the government's authority to implement labor legislation and collective bargaining agreements. (46) In 2015, subsequent changes to legislation regulating labor inspections left the State Health Inspectorate unable to conduct labor inspections. (36,47) In 2017, continued inspection reform led to the dissolution of the State Health Inspectorate and the creation of the Health Inspection Body, which was tasked with monitoring occupational safety and health standards for employees, along with monitoring a variety of public health standards. (48) In 2018, a law on the State Bodies of Governance Systems came into force that changed the Health Inspection Body to the Health and Labor Inspection Body (HLIB). (49)

In 2019, Article 33 of the Labor Code was amended to empower HLIB to issue penalties for violations and to conduct inspections in sectors for which inspection checklists have been approved. (50) Although this amendment was not scheduled to enter into force until July 2021, HLIB was granted emergency authority to perform some additional duties beginning in April 2020 due to the COVID-19 pandemic; as a result, HLIB had a leading role in enforcing quarantine provisions to ensure worker safety and health during the reporting period. (1,51) HLIB exercised oversight over all four areas under its control: epidemiological safety; health care and services; pharmaceuticals; and labor law, including enforcing child labor laws for the first time since HLIB's authority over labor issues was reinstated in 2019. (1) In October 2020, additional changes to the bylaws regulating the work of HLIB went into effect that granted it responsibility for upholding labor rights and worker health and safety. HLIB widely publicized its new responsibilities, emphasizing in particular its new authority to examine labor violations in response to written complaints. (1)

During the reporting period, HLIB was empowered to launch administrative procedures in response to complaints, including child labor complaints. HLIB is also authorized to issue penalties for any administrative violations they uncover and to refer cases to criminal law enforcement when appropriate. (52) When performing routine inspections, HLIB must inform employers of an upcoming inspection 3 business days in advance, and legislation limits the questions inspectors can ask to a legally predetermined checklist of issues. (40,53,54) However, HLIB has broader authority when responding to a complaint. In these instances, HLIB may issue notification to the employer via e-mail and immediately conduct a site visit. (52) In addition, inspectors

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responding to a complaint are not restricted to a predetermined checklist. (52) Although 25 new checklists were approved during 2020, checklists, including questions related to child labor, have not yet been approved for all industries. (1,40,53) Due to the ongoing restrictions on routine inspections, HLIB's ability to enforce child labor laws was insufficient in 2020. However, HLIB engaged in other activities to combat child labor, including posting videos on social media and conducting awareness-raising activities and regional training sessions on labor issues. (52)

In 2020, MLSA planned training sessions for regional professionals on the new Referral Mechanism for Minor Victims of Trafficking in Persons, proactive victim identification, and victim assistance. Scheduled trainings were postponed due to the pandemic. (35)

Labor Law Enforcement

In 2020, the lack of authorization to conduct unannounced inspections in Armenia may have impeded the enforcement of child labor laws (Table 6).

Table 6. Labor Law Enforcement Efforts Related to Child Labor

Overview of Labor Law Enforcement	2019	2020
Labor Inspectorate Funding	Unknown	\$2.1 million (1)
Number of Labor Inspectors	23 (40,55)	28 (1)
Inspectorate Authorized to Assess Penalties	Yes (40)	Yes (1)
Initial Training for New Labor Inspectors	Yes (14)	Yes (14)
Training on New Laws Related to Child Labor	No (55)	No (1)
Refresher Courses Provided	No (55)	No (1)
Number of Labor Inspections Conducted	0 (40,55)	119 (1)
Number Conducted at Worksite	0 (40)	119 (1)
Number of Child Labor Violations Found	2 (55)	1 (1)
Number of Child Labor Violations for Which Penalties Were Imposed	0 (40)	1 (1)
Number of Child Labor Penalties Imposed that Were Collected	0 (40)	1 (1)
Routine Inspections Conducted	No (40)	Yes (1)
Routine Inspections Targeted	No (40)	Yes (1)
Unannounced Inspections Permitted	No (40,55)	No (27)
Unannounced Inspections Conducted	No (40)	No (1)
Complaint Mechanism Exists	Yes (40)	Yes (1)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Unknown	Yes (1,35)

In 2020, HLIB had 28 labor inspectors. (1) The number of labor inspectors is likely insufficient for the size of Armenia's workforce, which includes around 1.3 million workers. According to the ILO's technical advice of a ratio approaching 1 inspector for every 20,000 workers in transition economies, Armenia would employ about 65 labor inspectors. (56,57) HLIB has reported that it plans to hire a number of new employees, including increasing the number of inspectors to 80, by July 2021 to implement the expanded inspection mandate that will come into force at that time. (1,40,50) The government has also approved an increase of HLIB's budget to \$2.7 million in 2021 and the allocation of a new building to HLIB. In addition, three of HLIB's regional centers in Ijevan, Sisian, and Vanadzor were moved to government-owned buildings to ensure better working conditions. (1) The government also provided HLIB with new equipment, including furniture, computers, and vehicles to assist in fulfilling its mandate. (1)

In February 2020, 30 HLIB employees took part in a week-long ILO training. The training focused on risk assessment and capacity building in anticipation of HLIB's expanded duties in 2021. (1,58)

In 2020, HLIB carried out 119 risk-based inspections, including 27 in the area of worker health and ensuring worker safety in the mining sector. No child labor violations were discovered during these inspections, although HLIB separately examined a number of cases in which children were engaged in sales, and issued a \$400 fine

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in one case in which a minor younger than 14 was selling bread. (1) During the first 10 months of 2020, HLIB launched 823 administrative proceedings that were unrelated to the pandemic, 687 of which were initiated by HLIB and 136 in response to complaints. HLIB also undertook 33,474 inspections to monitor pandemic-related regulations. (1) The HLIB hotline received over 2,500 calls in 2020, a seven-fold increase over the previous year. In December, HLIB launched a new online platform to which workers can submit complaints. (1)

Criminal Law Enforcement

In 2020, criminal law enforcement agencies in Armenia took actions to combat child labor (Table 7). However, gaps exist within the operations of the criminal enforcement agencies that may hinder adequate criminal law enforcement, including investigative planning.

Table 7. Criminal Law Enforcement Efforts Related to Child Labor

Overview of Criminal Law Enforcement	2019	2020
Initial Training for New Criminal Investigators	Unknown	Yes (14)
Training on New Laws Related to the Worst Forms of Child Labor	Yes (55)	Yes (14)
Refresher Courses Provided	Yes (55)	Yes (14)
Number of Investigations	2 (40)	3 (14)
Number of Violations Found	2 (40,44)	1 (14)
Number of Prosecutions Initiated	1 (55)	2 (14)
Number of Convictions	0 (55)	0 (14)
Imposed Penalties for Violations Related to the Worst Forms of Child Labor	No (55)	No (14)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (9)	Yes (9,35)

During the reporting period, the government identified five cases of trafficking of a minor child for the purpose of labor exploitation, including forced begging. (1) Law enforcement authorities initiated investigations into three cases of child labor exploitation involving four minor children—one in cattle breeding, two in forced begging, and one working in a store. (14)

The government introduced a 5-month training program for Armenia’s new patrol police force that includes information on combating trafficking in persons and identifying minor victims. The patrol police training began in November 2020, with the new force’s launch scheduled for mid-2021. (35)

In 2020, legislation came into force that permits investigators to question the victims of a crime via video for reasons of health, age, or safety. Investigators are also now permitted to speak to a witness or victim in another country via diplomatic representation. (35) In addition, as of January 1, 2021, a new law came into force that limits interviews of minor witnesses and victims of crime to a maximum of 90 minutes. (35) However, law enforcement officials may not receive sufficient specialized training on interviewing victims of child trafficking, which in some cases can prevent local investigators from collecting sufficient evidence to build a prosecutable case. (43) Although the Criminal Procedural Code includes provisions to protect witnesses and minimize victim retraumatization, the government may not employ these measures in all human trafficking cases, including those involving minors. (44)

IV. COORDINATION OF GOVERNMENT EFFORTS ON CHILD LABOR

The government has established mechanisms to coordinate its efforts to address child labor (Table 8). However, gaps exist that hinder the effective coordination of efforts to address child labor, including efforts to address all forms of child labor.

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Table 8. Key Mechanisms to Coordinate Government Efforts on Child Labor

Coordinating Body	Role & Description
Ministerial Council to Combat Human Trafficking	Implements, coordinates, and monitors government efforts on trafficking in persons. Chaired by the Deputy Prime Minister. (44,59) Held virtual discussions with the Inter-Agency Working Group Against Trafficking in Persons in early October 2020. (35)
Inter-Agency Working Group Against Trafficking in Persons	Advises and organizes the Ministerial Council to Combat Human Trafficking, and implements decisions made by the Council. Chaired by the MLSA. (40,59,60) Met in March 2020, but most activities were paused while the government reorganized, absorbed, or eliminated entities previously responsible for many of the relevant actions. (10,14,60)
Referral Mechanism for Minor Victims of Trafficking in Persons*	Established in June 2020, oversees the process by which minor victims are referred to the victim identification committee and are provided assistance. (1,60)
Working Group to Address Children's Issues	Established by an Order of the Chief of Police and consists of local government representatives, the MLSA, police, and the Human Rights Defender Office, as well as NGOs and international organizations. Holds regular sessions to discuss issues pertaining to children in difficult life situations, including the topics of child labor and begging. (14) Meetings were temporarily suspended due to the pandemic. (14)

* Mechanism to coordinate efforts to address child labor was created during the reporting period.

In June 2020, the government adopted a new referral mechanism to identify and assist minor victims of trafficking in persons. (1) The Ministerial Council to Combat Human Trafficking and the Inter-Agency Working Group Against Trafficking in Persons met virtually during the reporting period to discuss the implementation of the National Action Plan (NAP) Against Trafficking in Persons. In addition, the Ministry of Justice devised a plan consisting of additional measures for both short-term and long-term improvement of the government's strategies to combat trafficking in persons, and the plan was agreed to by all relevant state agencies and approved by the Deputy Prime Minister, who heads the Council. (1,35) However, Armenia still lacks coordinating mechanisms to address other forms of child labor, including street work, the services sector, and agriculture. (12)

V. GOVERNMENT POLICIES ON CHILD LABOR

The government has established policies related to child labor (Table 9). However, policy gaps exist that hinder efforts to address child labor, including mainstreaming child labor issues into relevant policies.

Table 9. Key Policies Related to Child Labor

Policy	Description
National Action Plan (NAP) Against Trafficking in Persons (2020–2022)*	Supported the development of policy and the implementation of activities to address human trafficking. Committed the government to train specialists in multiple spheres, including law enforcement, the courts, educators, and medical providers. In 2020, created a mechanism to monitor vulnerable children and those who are not attending school. (13,35)
National Strategy for Child Rights Protection (2017–2021)	Includes an action plan that calls for the development and introduction of oversight and monitoring mechanisms to prevent the involvement of children in the worst forms of child labor. (20) Sponsored the creation of a comprehensive report by the MLSA during the reporting period, which was submitted to the government and to a panel of independent experts to identify gaps and shortcomings to be addressed in the next iteration of the strategy. (14)
Concept on Combating Violence Against Children	Defines government priorities for combating violence against children and outlines a list of related activities. Addresses labor exploitation of children, especially in rural communities, and commercial sexual exploitation of children, especially child trafficking. (62) Launched an electronic platform during the reporting period in cooperation with the Ministry of Justice and international organizations which contains information on the implementation of all activities under this policy. (14)

* Policy was approved during the reporting period.

Although the implementation of the government's NAP Against Trafficking in Persons (2020–2022) had been delayed, the NAP entered into force on June 4, 2020, and implementation in several areas, such as public outreach and education, began immediately. (35)

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VI. SOCIAL PROGRAMS TO ADDRESS CHILD LABOR

In 2020, the government funded and participated in programs that include the goal of eliminating or preventing child labor (Table 10). However, gaps exist in these social programs, including the adequacy of programs to address the problem in all sectors.

Table 10. Key Social Programs to Address Child Labor

Program	Description
Family Benefits Program†	Seeks to mitigate poverty for families with children by giving families a monthly payment based on their financial situation, the number of children in the family, and the geographical location of their home. (63) Was active during the reporting period. (14)
UNICEF Country Program for 2016–2020	Improved child protection systems, including through expanding programs for children in extreme poverty, improving social integration of children with disabilities, and developing a victim-witness protection system. Continued to be active during the reporting period. (64)
Shelter for Victims of Human Trafficking†	A government-funded shelter operated in partnership with NGOs that provides medical, psychological, social, and legal services to victims of human trafficking, and access to education for children. In 2020, provided services to nine victims referred by law enforcement. (1,13,14)

† Program is funded by the Government of Armenia.

‡ The government had other social programs that may have included the goal of eliminating or preventing child labor. (63)

Although the Government of Armenia has implemented programs to address child labor, research found no evidence that it has carried out programs to assist children engaged in child labor in street work or in agriculture.

During the reporting period, the government introduced additional programs to provide financial assistance to those affected by the pandemic and relief to those displaced by the Nagorno-Karabakh conflict. (1) However, personnel and resources are insufficient to meet the needs of many social services programs, and participation is low due to a lack of awareness-raising outreach by the government. (14)

VII. SUGGESTED GOVERNMENT ACTIONS TO ELIMINATE CHILD LABOR

Based on the reporting above, suggested actions are identified that would advance the elimination of child labor in Armenia (Table 11).

Table 11. Suggested Government Actions to Eliminate Child Labor

Area	Suggested Action	Year(s) Suggested
Legal Framework	Ensure that labor legislation covers children working in the informal sector, including those who are self-employed.	2020
	Ensure that Armenian law specifies the types of light work acceptable for children ages 14 to 15.	2014 – 2020
	Facilitate enforcement of labor law by codifying a definition of forced labor.	2016 – 2020
	Criminally prohibit and penalize the use of a child for prostitution.	2019 – 2020
	Ensure that the law criminally prohibits the recruitment of children under age 18 by non-state armed groups.	2018 – 2020
Enforcement	Ensure that the Health and Labor Inspection Body is empowered to conduct routine unannounced inspections.	2017 – 2020
	Draft and approve inspection checklists that fully empower the Health and Labor Inspection Body to conduct inspections for child labor violations in all industries, and ensure that such inspections are carried out.	2019 – 2020
	Strengthen the labor inspection by increasing the number of labor inspectors to meet the ILO's technical advice.	2017 – 2020
	Provide regular refresher courses and trainings on new labor laws for labor inspectors.	2020
	Protect children by providing law enforcement officials with specialized training on interviewing victims of child trafficking.	2018 – 2020
	Implement existing witness protection mechanisms to protect victims of child trafficking who cooperate with law enforcement.	2011 – 2020

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Table 11. Suggested Government Actions to Eliminate Child Labor (Cont.)

Area	Suggested Action	Year(s) Suggested
Coordination	Establish coordinating mechanisms to combat child labor, including all its worst forms.	2009 – 2020
Social Programs	Improve understanding of child labor issues in Armenia by regularly collecting and maintaining data on child labor.	2019 – 2020
	Ensure that all children, including children in remote areas, those from low-income families and families that travel for seasonal labor, and those belonging to ethnic minorities, have equal access to education.	2010 – 2020
	Strengthen support for potential victims through measures in the educational system to identify truant children and ensure they are not engaged in child labor.	2020
	Ensure the availability of out-of-care services for deinstitutionalized children in parallel with increased efforts to prevent institutionalization of children, and ensure that children currently residing in government institutions are not engaged in child labor.	2015 – 2020
	Ensure that mainstream education is accessible to children with special education needs and children with disabilities by improving the accessibility of the physical infrastructure and increasing the availability of special education teachers and other specialists for students with mental disabilities.	2014 – 2020
	Implement programs to address child labor in street work and in agriculture.	2009 – 2020
	Allocate sufficient personnel and resources to publicize and provide social services throughout the country, offer sufficient training to service providers, and assign reasonable caseloads	2020

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